

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee

Wednesday, May 24, 2023, at 7:00 PM

Charlton Middle School

2 Oxford Road

Charlton, MA 01507

Minutes

I. Call Meeting to Order

School Committee Members in Attendance:

Cathy Carmignani

Nicole Enberg

Jaime Dell'Ovo

Caitlynn Panczyk

Pauline Aucoin

Kelly Szela

Jeanne Costello

The meeting was called to order at 7:00 pm.

II. Pledge of Allegiance

III. Moment of Silence

IV. Charlton Middle School Showcase – Principal Packard

Members of the Charlton Middle School Jazz Band and Show Choir present. Students spoke on the importance of the music program.

V. Consent Agenda Items

- a. Approval of the Warrant (Voucher #1092-1096)
- b. Approval of Minutes Regular Meeting – May 10, 2023
- c. Consideration of Out-of-State Travel/Overnight Trip – Policy IJOA
 1. #281 – DMS – May 19, 2023 – The Ocean Race – Newport – RI

A motion by J. Dell'Ovo seconded by K. Szela to approve all consent agenda items was approved unanimously.

P. Aucoin – Yes

J. Costello – Yes

C. Carmignani – Yes

C. Panczyk – Yes

J. Dell'Ovo – Yes

J. Terry – Yes

K. Szela – Yes

VI. Communications

There are no communications to share this evening.

VII. Student Representative Report – Ms. Olivia Lombardi

Ms. Olivia Lombardi was not in attendance at tonight's meeting.

VIII. Superintendent's Report

Superintendent Lamarche thanks the towns of Dudley and Charlton for their support at the Annual Town Meetings for a level services budget and for supporting the SHRHS Feasibility Study. He also thanks the locally elected select boards, the finance committee, and the finance advisory and appropriations committee. He asks for Dudley's continued support during the next June 12, 2023 vote.

Superintendent Lamarche recognizes the DCRSD Quo Vadis recipients for 2023. The Quo Vadis Educator Award is presented to an educator who has demonstrated excellence in education. This year's nominees are Ms. Katie Mathews from Charlton Middle School and Ms. Rebecca Patterson from Dudley Middle School.

The Dudley Charlton Leadership Council has elected its new officers for the 2023-2024 School Year. President is Vanessa Baclawski, Vice President is Nicholas Damelio, Secretary is Lily Durda and the Treasurer is Allison Castaneda Moreno.

Dr. Brian Ackerman has accepted a position in another district pending a school committee appointment and contract negotiations.

Superintendent Lamarche shares the guidelines for a Special District-Wide meeting to prepare the School Committee in case Budget discussions reach that benchmark.

Due to the announcement's timing, it was not included in the printed Superintendent's Report, but Dean Packard has resigned and will be joining Bay Path as their new principal for the 2023-2024 school year.

IX. Public Comment

There was no one from the public to speak during this time.

The School Committee takes this time to recognize Mrs. Pauline Aucoin during her last meeting as a school committee member. Mrs. Aucoin was elected to serve on the committee 12 times and has served a total of 36 years. The District thanks her for her commitment to the community and students.

X. New Business

A. Update - Director of Pupil Personnel Search

Two names have been forwarded to Superintendent Lamarche after the Director of Pupil Personnel Services search committee conducted their interviews. The finalists are Ms. Heather Harriman, a current Special Education Coordinator with Charlton Middle School, and Ms. Jennifer Toth, a current Director of Pupil Personnel Services in Harvard, Massachusetts.

B. Update - Charlton Elementary School Principal Search

Out of 16 submitted applications, six candidates were chosen to move into the interview process. Interviews were conducted May 11-18, 2023. The two finalists brought forward are Ms. Laura Ramos and Ms. Carolyn Robbins.

C. Update – Fiscal Year 2024

a. Review Annual Town Meetings

School Committee representatives from both towns shared their take on their respective town meetings. K. Szela shares that the Town of Charlton did agree to support the Feasibility Study and Proposed budget. C. Carmignani shares that the Dudley town meeting was well-attended and she feels it went well.

b. Update – Level Funded Budget Plan

Superintendent Lamarche presents the Level Funded Budget plan to the public and School Committee

c. Special District-Wide Meeting Information

If there is not a favorable vote on June 12, 2023, the School Committee has 30 days to reconsider, amend and resubmit an FY24 budget to the Town of Dudley. The town will have 45 days after the resubmission to hold a town meeting. If the town does not hold a town meeting within 45 days of receiving the amended budget, the budget is considered to be certified. If the town fails to support the amended budget, the School Committee, via a 2/3 vote, can convene a special district wide meeting open to all registered voters in both municipalities.

D. Update – Professional Development – Dr. Brian Ackerman

On May 26, 2023, all DCRSD staff members will have an afternoon of Professional Development. At the elementary level, classroom teachers and paraprofessionals will meet to work on student placement decisions for the upcoming school year. At the middle level, science teachers will meet to design a plan for implementation for OpenSciEd next fall. And SHRHS staff will spend the afternoon meeting my department to focus on department specific curricular and instructional practices.

E. Massachusetts Association of Regional Schools (MARS) Board of Directors

The proposed 2023-2024 Massachusetts Association of Regional Schools Board of Directors was shared.

XI. Adjourn

A motion by K. Szela, seconded by J. Dell'Ovo to adjourn the meeting at 9:39 PM was approved unanimously.

P. Aucoin – Yes

J. Costello – Yes

C. Carmignani – Yes

C. Panczyk – Yes

J. Dell'Ovo – Yes

J. Terry – Yes

K. Szela – Yes

The items listed, which may be discussed at the meeting, are those reasonably anticipated by the chair. Not all items listed may, in-fact be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law. The School Committee may vote on all items listed on this agenda.

2022-2023 School Committee Goals

Budget and Finance

DCRSD will work with all stakeholders to establish a FY24 budget that maintains the integrity of existing programs, seeks input on priorities of staff, students, and community members during the budgeting process, communicates transparency in process and expenditures, and provides our students with a comprehensive educational experience.

Shepherd Hill Building Project

By the conclusion of the 2022-2023 school year, the DCRSD will engage the families and community members in the Towns of Dudley and Charlton to prepare both communities for entry into the Massachusetts School Building Authority's Feasibility Grant Program for the Shepherd Hill Regional High School.

Communication

During the 2022-2023 school year, DCRSD will increase outreach to our communities through strengthening our working relationships with local boards and increased presence at school/community events. We will continue to provide opportunities for all stakeholders to understand resources available to our students and families within the district as well as any major initiatives within the District.

Next Meeting Dates

School Committee Meeting: Wednesday, June 14, 2023, 7:00 PM Shepherd Hill RHS

Budget and Finance Subcommittee: TBD – Video Conference

Policy Review Subcommittee: TBD – Video Conference

Curriculum Subcommittee for Teaching and Learning: TBD – Video Conference

Capital Outlay/Safety Subcommittee: TBD – Video Conference

Future Agenda Items: Dudley Town Override (ongoing), Fiscal Year 2024 (ongoing), Dudley-Charlton Staff Resource Handbook (June), Student Achievement Report (June), Superintendent's Evaluation (June)

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee

Wednesday, May 24, 2023, at 7:00 PM

Charlton Middle School

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Charlton, MA 01507

Agenda

- I. Call Meeting to Order**
- II. Pledge of Allegiance**
- III. Moment of Silence**
- IV. Charlton Middle School Showcase – Principal Packard**
- V. Consent Agenda Items**
 - a. Approval of the Warrant (Voucher #)
 - b. Approval of Minutes Regular Meeting – May 10, 2023
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 - 1. #281 – DMS – May 19, 2023 – The Ocean Race – Newport – RI
- VI. Communications**
- VII. Student Representative Report – Ms. Olivia Lombardi**
- VIII. Superintendent’s Report**
- IX. Public Comment**
- X. New Business**
 - A. Update - Director of Pupil Personnel Search
 - B. Update - Charlton Elementary School Principal Search
 - C. Update – Fiscal Year 2024
 - a. Review Annual Town Meetings
 - b. Update – Level Funded Budget Plan
 - c. Special District-Wide Meeting Information
 - D. Update – Professional Development – Dr. Brian Ackerman
 - E. Massachusetts Association of Regional Schools (MARS) Board of Directors
- XI. Adjourn**

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“...to advance the knowledge and well-being of our children and our community.”

2022-2023 School Committee Goals

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School Committee Meeting: Wednesday, June 14, 2023, 7:00 PM Shepherd Hill RHS

Budget and Finance Subcommittee: TBD – Video Conference

Policy Review Subcommittee: TBD – Video Conference

Curriculum Subcommittee for Teaching and Learning: TBD – Video Conference

Capital Outlay/Safety Subcommittee: Friday, May 5, 2023, 11:00 AM – Video Conference

Future Agenda Items: Dudley Town Override (ongoing), Fiscal Year 2024 (ongoing), Dudley-Charlton Staff Resource Handbook (June), Student Achievement Report (June), Superintendent's Evaluation (June)

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

School Committee

Superintendent's Report

05.24.2023



I have a number of items to share this evening.

To begin, I publicly thank the Town of Charlton and Town of Dudley for their support at the Annual Town Meetings for a level services budget and for support of the SHRHS Feasibility Study. The students and community will embrace the foresight of the local voters to provide a level services budget. A level service budget will provide the promise and expectation of maintaining a well-rounded experience for Dudley-Charlton students. We acknowledge all voters and their right to vote. We also acknowledge that families and community members make a positive vote happen.

From there, our appreciation continues with the locally elected select boards, finance committee, and the finance advisory and appropriations committee. The efforts to balance competing interests and limited dollars makes for a stressful exercise in commitment to the full community. As a large part of that community, we are thankful for open lines of communication.

There is more work to do to finalize the fiscal year 2024 level services budget and if the Dudley-Charlton RSD will remain in good standing with the Massachusetts School Building Authority's grant program. The DCRSD needs Dudley electorate support Monday, June 12, 2023 at the ballot box.

It is my privilege to introduce the Dudley-Charlton RSD Quo Vadis recipients for 2023.

Since 1961, the Quo Vadis Club of Webster and Dudley has made contributions to our communities by supporting excellence in education.

The Quo Vadis Educator Award is presented to an educator who has demonstrated excellence in education. This person is recognized by their peers as a "benchmark and a beacon" characterizing our most accomplished educators. Our two recipients this year are Ms. Katie Matthews from Charlton Middle School and Ms. Rebecca Patterson from Dudley Middle School.

As per tradition, the Quo Vadis recipients will be recognized and honored at the Class of 2023 Graduation Ceremony.

I am pleased to announce the SY 2023-2024 Dudley-Charlton Leadership Councils newly elected officers. President is Vanessa Baclawski, Vice President is Nicholas Damelio, Secretary is Lily Durda and Treasurer is Allison Castaneda Moreno.

I write to share that our Assistant Superintendent Dr. Brian Ackerman has accepted a position in another district pending school committee appointment and contract negotiations. We will hold off on a search process until the fiscal Year 2024 levels services budget effort is complete.

Before we say goodbye, I share with you that Dr. Ackerman was hired during COVID and was the first to complete the hiring process via zoom. His academic and intellectual acumen provided the right approach through COVID. Also, the Dudley-Charlton Regional School District has made huge strides in the acquisition of substantial grants to support the needed purchase and implementation of High-Quality Instructional Materials. Furthermore, what cannot be understated is the amount of work behind the scenes that Dr. Ackerman has completed on behalf of the staff and students of the Dudley-Charlton RSD. We appreciate his work and commitment to the Dudley-Charlton RSD. We wish him well with his next endeavor.

School Committee Agenda Item C. Update – Fiscal Year 2024 § c. Special District-Wide Meeting Information

The following information does not substitute a full interpretation and is submitted in partial fulfillment of the requirements of **MGL. C. 71 S.16B: Budgets; apportionments of expenses**

To begin, this information is moot if there is a successful ballot vote in the Town of Dudley Monday, June 12, 2023. The following information is presented as a response to a failed ballot on the 12th of June.

- The DCRSD School Committee has thirty (30) days to reconsider/amend and resubmit [vote] a FY24 budget to the Town of Dudley
- DCRSD must submit the reconsidered/amended FY24 budget to the Town of Dudley no later than seven (7) days.
- Prior to the expiration of forty-five (45) days from the date that the DCRSD School Committee reconsidered/amended the FY24 budget, the Town of Dudley shall hold a meeting of the local appropriating authority to act upon the reconsidered, amended FY24 DCRSD budget – [Town Meeting] – *A community [Dudley] that does not hold such a meeting prior to the expiration of the forty-five (45) days from the date of the reconsidered/amended FY24 budget was adopted by the DCRSD School Committee shall be deemed to have been voted to appropriate the amounts reapportioned and recertified to it.*
- If the local appropriating authority [Town Meeting] fails to support the reconsidered/amended FY24 budget, the DCRSD School Committee, via 2/3rds vote, can convene a special district-wide meeting open to all registered voters in both municipalities at which the reconsidered/amended FY24 budget can be considered.
- Such meeting shall be called pursuant to a warrant with at least fourteen (14) day notice to the municipalities

As a reminder, these are the School Committee fiscal year 2024 budget priorities.

1. *Maintain existing staff size and programs without reductions*

- Maintain foreign language programs at the middle schools
- Restore 0.5 FTE librarian at each middle schools
- Maintain average class size of 22 for Grades K-8
- Update District website utilizing internal resources
- Retain kindergarten aides
- Add accounting/data specialist
- Explore full day pre-k programs

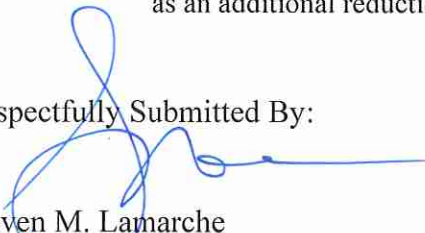
2. *Continue to look for innovative ideas for cost savings without impact to programs*

- Explore in-district specialized transportation rather than contracted service model
- Explore regionalization of middle schools by grade level to see if there are potential budgetary savings

3. *Work with the communities of Dudley and Charlton to find recurring revenues to support annual sustainable budget increases for the District while providing support for prudent fiscal planning*

- Reduce annual usage of Excess and Deficiency support to \$500,000 per year, and increase contingency line item so that budget matches usage.
- Reduce reliance on School Choice by 20% (\$180,000)
- Eliminate the use of Transportation Revolving Fund support or reach understanding with both communities that this is an amount which will vary year to year and should be viewed as an additional reduction to the assessment, rather than a fixed/promised budgetary offset.

Respectfully Submitted By:



Steven M. Lamarche
Superintendent

Director of Pupil Personnel Search

The committee to find the next Director of Pupil Personnel Services was formed in early May to review the 8 licensed applicants for the position. I want to thank all of the DCRSD staff members that volunteered to serve on the committee. Our team met and identified 4 candidates for a first- round interview on Thursday, May 11th. From here, the team identified two Finalist Candidates that had a second interview with the team on Tuesday, May 16th. This was followed by forwarding the names of the finalists to Superintendent Lamarche for consideration. Each finalist candidate will meet with Superintendent Lamarche later this week. The Superintendent will then provide a recommendation to the School Committee for appointment.

I'd like to take a moment to provide some background on each Finalist Candidate- Ms. Heather Harriman and Ms. Jennifer Toth. Heather Harriman is currently the Special Education Coordinator at Charlton Middle School. Ms. Harriman came to the Dudley-Charlton Regional School district in October of 2020. Previous to this, Ms. Harriman was a Special Education Team Chair in Oxford Public Schools for five years. Ms. Harriman has 17 years of Special Education teaching experience, most of which was in the Oxford Public Schools. Ms. Harriman holds both a Bachelor's Degree and Master's Degree from Westfield State College.

Jennifer Toth is currently the Director of Pupil Services in Harvard, Massachusetts, a position she has held since July of 2022. Previous to this, Ms. Toth was an educational advocate and consultant, starting in 2016 and running to her Directorship in Harvard. Ms. Toth also served as a Middle School Principal, first in Leicester and later in Northbridge. Ms. Toth holds a Bachelor's Degree from UMass- Amherst and a Master's Degree from Worcester State College.

The committee would like to publicly thank both Ms. Harriman and Ms. Toth for taking the time to engage in the interview process with the DCRSD team.

I would like to thank the members of the Interview Team for your commitment, dedication, and outstanding conversation throughout the process. You represent the best of the Dudley-Charlton Regional School District and we appreciate all that you have done. The team members are:

Ms. Jeanne Costello, School Committee

Ms. Caitlynn Panczyk, School Committee

Mr. Kenny Laferriere, SEPAC

Ms. Tammy Martin- Allison, Special Education Coordinator

Ms. Amy Jette, Special Education Teacher- Grade 2, Heritage Elementary School

Ms. Shannon Sullivan, Special Education Teacher, SHRHS

Ms. Amanda Jyringi, Special Education Teacher, Charlton Middle School

Ms. Christine Savoie, Paraprofessional, MRS, DCPA President

Ms. Sara Roe, Parent

Dr. Brian Ackerman, Assistant Superintendent for Teaching & Learning



Fiscal Year 2024

Dudley-Charlton RSD

UPDATED

~~May 10, 2023~~

May 24, 2023

Level Funded Budget Plan

FY 2024 Version 1

Fixed Costs \$3,663,183

\$6,000 reduction in capital

Level Services – Annual Assessments



Town of Charlton -	\$1,899,198
Town of Dudley -	<u>\$ 960,125</u>
FY2024 Assessment -	\$2,859,323
MA Gov new revenues -	\$ 197,860
MA HWM addl revenues -	<u>\$ 600,000</u>
Level Funded Budget -	\$ 3,657,183



FY 2024 Version 2

Fixed Costs \$3,663,183

\$6,000 reduction in capital

Level Funding – Annual Assessments



Town of Charlton -	\$ 746,001
Town of Dudley -	<u>\$ (34,159)</u>
FY2024 Assessment -	\$ 711,842
MA state revenues -	<u>\$ 968,556</u>
Level Funded Budget -	\$ 1,680,398

Required Reduction - (\$1,976,785) H1



Town of Dudley FY24 Level Service

- FY24 Level Service Budget \$11,030,591 (H1)
- FY24 Assessment \$ 960,125
- FY24 Level Funded Balance _{fwd} \$ 34,158
- Operational Override Request **(\$ 994,283)**



W/O FY24 Dudley Operational Override

- Two towns one School District
- Failed Dudley Override lowers Charlton's Assessment
- Level funding reduces Charlton's Assessment by \$1 Mil
- DCRSD level funded budget requires
(\$1,976,785)



Level Services Budget

- A level services budget maintains existing student experiences, student supports and instructional resources while absorbing increase fixed costs. For FY24 we have \$3.6 Mil in fixed cost increases as the cost of providing specialized services has increased dramatically. [e.g., transportation, specialized instruction, employee benefits on top of substantial increases in utilities.]



Level Funded Budget

- A level funded budget provides a nominal or minimal budget increase that does not address increased fixed costs. For FY24 we have \$3.6 Mil in fixed cost increases. As a result, substantial reductions are required as fixed costs must be absorbed in the operating budget to balance the budget.



Level Funded Budget Plan

- **Will** fundamentally change the student experience and opportunities in the DCRSD going forward
- **Will** establish a clear movement to compliance and what is regulatorily required
- **Will** impact accessibility and implementation of our Multi-Tiered System of Support (MTSS) Tier 2 instructional benefit for students who demonstrate a need
- **Will** Fatigue the use of Excess and Deficiency to fund the FY25 operating budget – [**\$1,100,000**]



Level Funded Budget Plan



- Presented at SC meetings
 - February 1, 2023
 - February 8, 2023
 - March 1, 2023
 - March 8, 2023
 - March 22, 2023
 - April 12, 2023
 - April 26, 2023
 - May 10, 2023

As well, presentations occurred at DCRSD School Committee Subcommittee meetings and at Boards of Selectmen, Finance Appropriations and Advisory Committee, and Finance Committee Meetings for Dudley and Charlton

Feedback has been instructive in our approach to present a level funded budget plan this evening



Level Funded Budget Plan

- Target - \$1,976,785 (+ EL Teacher \$2,051,785)
- Imperfect plan
- Full of unrest, conflict, and misunderstandings
- Approach was rich in deliberation
- Approach was an exercise in balance
- Approach was reduction vs. elimination
- Results will be unacceptable to many if not everyone





Calculation of Benefits

- Unemployment
- Insurance
- Extremely complicated
- Estimated today
 - **Low** - **\$400,000.00**
 - **High** - **\$600,000.00**



Level Funded Budget Plan

The next slides
represent all
schools and all
departments

(\$1,976,785) H1
\$400,000 - \$600,000



Mason Road Elementary ~~(\$273,259)~~ (\$188,259)¹³



- 1.0 FTE General Education Teacher – unfilled
– **(\$87,259)**
- 0.5 FTE Reading Specialist
– **(\$30,000)**
- 0.5 FTE Custodian
– **(\$20,000)**
- 0.5. Library Paraprofessional
– **(\$15,000)**
- ~~1.0 FTE Kindergarten Paraprofessional~~
~~– (\$25,000)~~
- ~~1.0 FTE Kindergarten Teacher~~
~~– (\$60,000)~~
- 0.5 FTE School Adjustment Counselor
– **(\$30,000)**
- 0.1 FTE School Psychologist
– **(\$6,000)**



Charlton Elementary (~~\$186,000~~) (\$101,000)



- 0.5 FTE Reading Specialist
 - (\$30,000)
- 0.5 FTE Custodian
 - (\$20,000)
- 0.5. Library Paraprofessional
 - (\$15,000)
- ~~1.0 FTE Kindergarten Paraprofessional~~
 - ~~– (\$25,000)~~
- ~~1.0 FTE Kindergarten Teacher~~
 - ~~– (\$60,000)~~
- 0.5 FTE School Adjustment Counselor
 - (\$30,000)
- 0.1 FTE School Psychologist
 - (\$6,000)



Heritage Elementary (\$122,000)



- 0.5 FTE Reading Specialist
 - **(\$30,000)**
- 1.0 FTE Custodian – unfilled Oct. 1, 2023
 - **(\$35,000)**
- 0.5. Library Paraprofessional
 - **(\$15,000)**
- 0.3 FTE Secretary
 - **(\$12,000)**
- 0.5 FTE School Adjustment Counselor
 - **(\$30,000)**



Dudley Elementary (\$107,000)



- 0.5 FTE Reading Specialist
 - (\$30,000)
- 0.5 FTE Custodian
 - (\$20,000)
- 0.5. Library Paraprofessional
 - (\$15,000)
- 0.2 FTE Physical Education
 - (\$12,000)
- 0.5 FTE School Adjustment Counselor
 - (\$30,000)



Dudley Middle ~~(\$301,816)~~ (\$341,816)



- 1.0 FTE General Education Teacher – unfilled
– **(\$84,316)**
- 1.0 FTE Foreign Language
– **(\$60,000)**
- 1.0 FTE Art
– **(\$60,000)**
- 1.0 FTE Health
– **(\$60,000)**
- Middle School Athletics
– **(\$27,000)**
- Team Leader Stipends
– **(\$10,500)**
- 1.0 FTE Custodian
– **(\$40,000)**



Charlton Middle (\$292,154)



- 1.0 FTE Foreign Language
 - **(\$60,000)**
- 1.0 FTE Technology Teacher
 - **(\$60,000)**
- 1.0 FTE Health
 - **(\$87,154)**
- 1.0 FTE Custodian
 - **(\$40,000)**
- Middle School Athletics
 - **(\$30,000)**
- Team Leader Stipends
 - **(\$15,000)**



SHRHS (\$678,945) (\$707,945)

19

- 1.0 FTE School Adjustment Counselor - unfilled
 - (\$89,111)
- 1.0 FTE Physics
 - (\$85,680)
- 1.0 FTE Special Education
 - (\$60,000)
- 1.0 FTE Technology
 - (\$60,000)
- 1.0 FTE Librarian
 - (\$87,154)

- 1.0 FTE Foreign Language
 - (\$60,000)
- 1.0 FTE Art
 - (\$60,000)
- 1.0 FTE School Nurse
 - (\$60,000)
- Department Coordinators
 - (\$25,000)
- JV/Freshman Athletics
 - (\$42,000)
- Music Arts Stipends
 - (\$20,000)
- Clubs/Student Activities
 - (\$30,000)

- 0.5 FTE School Resource Officer
 - (\$29,000)



19

District Office ~~(\$157,500)~~ (\$237,500)

20



- 0.8 Administrative Assistants
 - **(\$40,000)**
- DCRSD Professional Development
 - **(\$40,000)**
- Change Assistant Superintendent to 0.8 FTE Grants Management/Data Clerk
 - **(\$100,000)**
- District Office expenses
 - **(\$7,500)**
- DCRSD Technology Supplies
 - **(\$50,000)**



20

• 15.2 FTE Teachers	(\$ 1,016,409 ²¹)
• 3.2 FTE School Adj. C. and School Psychologist	(\$ 221,111)
• 4.5 FTE Custodians	(\$ 175,000)
• 1.0 FTE Librarian	(\$ 87,154)
• 0.5 FTE School Resource Officer	(\$ 29,000)
• 1.0 FTE School Nurse	(\$ 60,000)
• 2.0 FTE Paraprofessionals	(\$ 60,000)
• 1.1 FTE Administrative Assistants	(\$ 52,000)
• Athletics (MS/Freshman/JV)	(\$ 99,000)
• Music, Clubs and Student Activities	(\$ 50,000)
• Teacher Leadership Stipends	(\$ 50,500)
• DO Position Shift and other expenses	(\$ 197,500)



DCRSD ~~(\$2,118,674)~~
Running Total (\$2,097,674)

DCRSD (\$2,097,674 Running Total)

• Charlton Elementary School	(\$ 101,000)
• Mason Road Elementary School	(\$ 188,259)
• Dudley Elementary School	(\$ 107,000)
• Heritage Elementary School	(\$ 122,000)
• Charlton Middle School	(\$ 292,154)
• Dudley Middle School	(\$ 341,816)
• Shepherd Hill Regional High Schools	(\$ 707,945)
• District Office	(\$ 237,500)
• TOTAL	(\$ 2,097,674)



Minimum (\$2,051,785)
Running Total (\$2,097,674)

Any identified item(s) that increase the budget must then contemplate and consider an equal dollar reduction



\$45,889

Other areas for reductions

- Respectfully, an imperfect balanced approach was applied, therefore, any one department, subject or budget area could be presented for full reduction to balance a level budget plan
- Examples - ~~all half-day K~~, all athletics, all performing arts, all elementary reading teachers, all school adjustment counselors, all health teachers, etc.
- Any item(s) can be suggested as a reduction, but an item(s) of the same value must be suggested to balance the level budget plan.



What's next

- ~~*Town of Charlton Annual Town Meeting*~~
 - ~~*Monday, May 15, 2023*~~
- ~~*Town of Dudley Annual Town Meeting*~~
 - ~~*Monday, May 22, 2023*~~
- **Town of Dudley Override Ballot**
 - **Monday, June 12, 2023**



D. Update- Professional Development

On Friday, May 26th all Dudley-Charlton Regional School District staff members will have an afternoon of Professional Development. This PD afternoon will be done at the building level, with some staff members collaborating across buildings to support the transition process between Grades One and Two, Four and Five, and Eight and Nine.

At the Elementary Level, classroom teachers and paraprofessionals will meet to work on student placement decisions for students for the 2023-2024 School Year. Elementary Specialist teachers will collaborate to work on Report Card indicators. Special Education, Counseling, and Support Staff will meet with staff from receiving schools to support the student transition process and share important information.

At the Middle Level, Science Teachers in Grades 6-8 will meet to design a plan for implementation for OpenSciEd next fall. Mathematics teachers will meet to review the scope and sequence for Into Math next fall as well as discuss placement from Grades 6 to 7 and 7 to 8. Teachers in Grade 5 will meet to review student placement and optimal student groupings for the 2023-2024 School Year. The Student Support Team and paraprofessionals will work on transitions from either Elementary to Middle School or Middle School to High School. Paraprofessionals will either receive Safety Care training or work with other team members to discuss the transition process for students. Middle School Unified Arts teachers will collaborate across the Middle Schools to review the year, plan innovative activities supporting UDL components, and discuss any potential curriculum shifts.

At Shepherd Hill Regional High School, Staff will spend the afternoon meeting by department. This work will focus around department specific curricular and instructional practices. In addition, the teams will review any needed adjustment in these areas. Certain departments will review MCAS data from 9th and 10th Grade students to form instructional focus areas for 2023-2024. Departments will also review the impact of UDL on lesson design, celebrating areas of success and identifying areas targeted for growth. Additionally, there will be vertical coordination. Special Educators and Guidance educators will meet with their Grade 8 colleagues to support the information sharing and placement process for incoming 9th Grade students.

We look forward to an active, collaborative day of professional learning this Friday.

The final meeting of the Dudley-Charlton Regional School District's Professional Development team will take place on June 7th. At this meeting, the team will review staff feedback from previous surveys and collaborate around the successes of this year as well as identifying areas for further growth. Our group's work will develop focus areas for all staff professional development for the 2023-2024 School Year. As always, we value feedback from all staff members as a way to build professional development offerings to support the ongoing growth for each and every staff member.

(Excerpt from MARS By-Laws Approved by the Membership 5.23.21. The MARS By-Laws are available for review at <https://www.massassociationregionalschools.org/>

ARTICLE VI - BOARD OF DIRECTORS

The Board of Directors consists of fifteen (15) voting members. The Association, at its annual meeting, shall elect eleven (11) members by a vote of those active members present and voting at the annual meeting. The Board of Directors will appoint four (4) Liaisons. All Board Members will be elected or appointed for a three-year term. Of the eleven (11) elected Directors, at least two shall be members of a regional district school committee, at least two shall be superintendents of schools, at least two shall be school business officials and five regional school district members at large. In addition, Four (4) members will be appointed as liaisons. The Board of Directors shall appoint liaisons from Associate organizations. One Liaison each from MASC, MASS, MASBO, and MAVA.

ARTICLE IX – MEETINGS OF THE ASSOCIATION

3. Quorum - At least fifteen (15) Voting Member Districts of the Association shall constitute a quorum of the Association at all annual or general session meetings where official business will be conducted. If at any meeting of the Association, a quorum is not present, then the assembly thus convened may prepare proposals for the consideration of the Association and such proposals to be acted upon by electronic mail ballot or by voting members at a subsequent meeting where a quorum is present.

4. Voting - Each regional school district that has elected to affiliate with the Association as outlined in Article IV herein shall designate a member who will vote on behalf of its District. The designation of a Voting Member by each regional school district affiliated with the Association shall conform with the following conditions: the voting member may be a school committee member, superintendent, assistant superintendent, or school business official.

Massachusetts Association of Regional Schools Board of Directors (Proposed)

July 1, 2023 – June 30, 2024

Board of Directors	Name	School Position	District/County	Term
Director – Board	Howie Barber	School Business Official	Old Rochester RSD (Plymouth)	6/30/2026
Director - Board	Deborah Boyd	Superintendent	Tantasqua RSD (Worcester)	6/30/2026
Director - Board	Laura Chesson	Superintendent	Groton-Dunstable RSD (Middlesex)	6/30/2025
Director - Board	Charles Ellis	School Committee	Nashoba RVT (Middlesex)	6/30/2026
Director - Board	Michael Fitzpatrick	Superintendent	Blackstone Valley RVT (Worcester)	6/30/2024
Director - Board	Bill Haggerty	School Committee	Tantasqua RSD (Worcester)	6/30/2024
Director - Board	Paul Haughey	Superintendent	Spencer-East Brookfield (Worcester)	6/30/2025
Director - Board	Mindy Kempner	School Committee	Southeastern RVT (Bristol)	6/30/2024
Director - Board	Mark Morris	School Business Official`	Southeastern RVT (Bristol)	6/30/2025
Director - Board	Beth Regulbuto	Superintendent	Southern Berkshire RSD (Berkshire)	6/30/2026
Director - Board	Lynn Ryan	School Committee	Assabet Valley RVT (Middlesex)	6/30/2025