



**Monomoy Regional School District - Monomoy Regional School Committee
Meeting Agenda for Thursday, May 25, 2023 at 6:30 PM
Monomoy Regional High School Library - 75 Oak Street, Harwich, MA 02645**

This meeting will be broadcast to Channel 22 as well as live-streamed/recorded to the [MRSC YOUTUBE CHANNEL](#)

AGENDA

- A. Call to Order**

- B. Vote for Chair, Vice Chair of the Monomoy Regional School Committee**

- C. MRHS Student Representative**

- D. Public Comment:** Speakers are limited to three minutes; additional time is at the discretion of the Chairperson

- E. Approval of Minutes:**
 - a. April 27, 2023 MRSC Meeting
 - b. May 11, 2023 MRSC Meeting

- F. Reports and Discussions**
 - a. Welcome new Monomoy Regional School Committee member Ryan Clarke
 - b. Monomoy Youth Card - Sheila House, Director of Harwich Youth Services
 - c. Student Trip proposal to Costa Rica with EF Tours in February 2024 - Dustan Burns
 - d. Set summer meeting/workshop dates
 - e. Subcommittee Assignments - preferences due by June 1, 2023
 - f. Approval of MRHS Interact Club donation to the Family Pantry of Cape Cod
 - g. Approval of MRHS Key Club donation to Sharing Kindness
 - h. First Reading: Policy Files with minor changes for review
 - i. BBBA/BBBB: School Committee Member Qualifications/Oaths of Office; GBGB: Staff Personal Security and Safety
 - i. Policy Files for minor wording updates (no content changes) Potential Vote
 - i. ACA: Nonodiscrimination on the Basis of Sex; CCB: Staff Relations; GBA EEO/Affirmative Action; GBEC: Drug-Free workplace; GCA: Professional Staff Positions; GCF: Professional Staff Hiring; HB: Negotiations Legal Status; JICA: Student Dress Code; JIH: Searches and Interrogations; JLCB: Inoculations of Students
 - j. Policy Files for removal Potential Vote
 - i. BEDB: Agenda Format; BEDH-E: Guidelines for Public Comment; BK: School Committee Memberships; JKA: Corporal Punishment

- G. Subcommittee, Representative, Liaison Reports**
 - a. Policy Subcommittee: Discussion for updating policy language to be more inclusive

- H. Superintendent’s Report**
 - a. Recognition of Donations, Grants, and other Acknowledgments

- I. Action Items - Vote Required**
 - a. Approval of MRHS Interact Club donation to the Family Pantry of Cape Cod
 - b. Approval of MRHS Key Club donation to Sharing Kindness
 - c. Policy Files for minor wording updates (no content changes) Potential Vote
 - i. ACA: Nonodiscrimination on the Basis of Sex; CCB: Staff Relations; GBA EEO/Affirmative Action; GBEC: Drug-Free workplace; GCA: Professional Staff Positions; GCF: Professional Staff Hiring; HB: Negotiations Legal Status; JICA: Student Dress Code; JIH: Searches and Interrogations; JLCB: Inoculations of Students
 - d. Policy Files for removal Potential Vote
 - i. BEDB: Agenda Format; BEDH-E: Guidelines for Public Comment; BK: School Committee Memberships; JKA: Corporal Punishment

- J. Presentation of the Warrants**

- K. Adjournment**



**Monomoy Regional School District - Monomoy Regional School Committee
Meeting Minutes for Thursday, April 27, 2023 at 6:30 PM
Monomoy Regional High School Library - 75 Oak Street, Harwich, MA 02645**

This meeting was broadcast to Channel 22 as well as live-streamed/recorded to the [MRSC YOUTUBE CHANNEL](#)

Members present in person: Jackie Zibrat-Long, Chair; Meredith Henderson, Vice-Chair; Scotti Finnegan; Tina Games; Betty Gray; Terry Russell

Members present remotely via Zoom: Sharon Stout

Members not present: Jessica Rogers

Administrators present: Dr. Scott Carpenter, Superintendent; Marc Smith, Michael MacMillan, Melissa Maguire, Joy Jordan; Jim Birchfield

A. Call to Order The meeting was called to order at 6:30 PM by Chair Zibrat-Long.

ROLL CALL ATTENDANCE: Sharon Stout: present; Scotti Finnegan: present; Tina Games: present; Betty Gray: present; Terry Russell: present; Meredith Henderson: present; Jackie Zibrat-Long: present

B. Public Comment: Harwich resident Charles Gruszka thanked school committee members for their support of budget scenario 3. Mr. Gruszka also made comments related to the following the proper chain of command when dealing with staff conflicts and grievances.

C. Approval of Minutes

i. April 13, 2023 MRSC Meeting

MOTION: Meredith Henderson moved to approve the minutes from the April 13, 2023 MRSC meeting, seconded by Terry Russell.

ROLL CALL VOTE: Sharon Stout (1): aye; Scotti Finnegan (.5): aye; Tina Games (1): aye; Betty Gray (.5): aye; Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

D. Reports and Discussions

i. Portrait of the Graduate - First Draft

Dr. Carpenter shared the first rough draft of the Portrait of a Graduate with the school committee. After months of meeting with the Development Team, facilitators Teaching and Learning Alliance (TLA) took their findings back to the design board and have provided the graphic of the four pillars (or compass points) of the POG, along with the beginnings of marketing materials that will be used on the district website, etc to promote the Portrait. The four points are: Creative and Critical Thinker; Communicator and Leader; Engaged Citizen, and Independent and Confident Learner. Dr. Carpenter will continue to work with TLA to refine some of the graphics, materials and final version that will be brought back to committee members for an approval vote at a later date.

ii. Superintendent's 2022-2023 End-of-Cycle Report

Dr. Carpenter shared his end-of-cycle report and supporting documents with school committee members. His self-evaluation includes his overall rating on Instructional Leadership, Management and Operations, Family and

Community Engagement, and Professional Culture. Dr. Carpenter also included in his evaluation one of his student learning goals, a professional practice goals and district improvement goals.

School committee members will take the evaluation form and rate his overall performance and provide their individual assessments to Meredith Henderson, who then create the summative evaluation, which will read at the next meeting on May 11, 2023.

iii. Qtr 3 Finance Report

MRSD Business Manager Michael MacMillan shared a financial report of where the district stands as of quarter three. The report included information related to annual expenditure, historic trends, expenditures by major account, maintenance of buildings/grounds/equipment, heating/utilities and substitute expenditures. School Committee members will be asked to approve budget transfers to cover significant increase in expenses related to facilities, particularly in HVAC repair. This vote will take place at the next MRSC meeting agenda on May 11, 2023.

iv. MRSD Regional Agreement - update on DESE recommendations and town meetings

Dr. Carpenter reported that DESE has come back to the district with clarity on its recommendations to the proposed changes to the Regional Agreement. The feedback focuses largely on majority voting meaning that for votes requiring a simple majority, there must be no fewer than 3.5 votes however the current regional agreement reads that one member from each of the two towns must vote in the affirmative. This could prove to be problematic with voters from Chatham as removal of this current language could favor Harwich interests over Chatham's as Harwich members have one full vote while Chatham members have a .5 vote.

A meeting of the MRSC Regional Agreement Working Group will be called for members to start working on a solution to this challenge.

E. Subcommittee, Representatives, Liaison Report - None

F. Superintendent's Report

i. Recognition of Donations, Grants, and other Acknowledgments

Congratulations to Breonna Mody who has won the Governor's Portrait Essay Contest! Breonna was invited to the State House on Wednesday, April 26 for a reception with the Governor, Lt. Governor, and Secretary of Education Patrick Tutwiler, will receive a citation and be able to get their photo taken with the Governor. Over 100 essays were reviewed and Breonna's stood out for its thoughtfulness, creativity, and insight.

Monomoy Regional High School is also proud to have three students among the winners of the 2023 Blue Institute Words on Water Writing Contest! Congratulations to Talia Tambolleo Perez, Edrian Wright, and Quill Adamsons.

Lastly, we would like to gratefully acknowledge the following community donations for the Monomoy Middle School Community Heroes luncheon: food from both the Red Nun restaurant and Mom & Pops, and a \$50 gift card from Star Market.

Dr. Carpenter also recognized Chatham Elementary School grade 4 teacher Cindy Macomber for being honored by the New Pedagogies for Deeper Learning Global Partnership. Macomber was named a Teacher of Distinction for 2023 at the organization's annual conference in April.

G. Action Items - Vote Required

i. Qtr 3 Finance Report/Vote - Moved to May 11, 2023

H. Presentation of the Warrants

Accounts Payable and Payroll warrant were presented for school committee member signatures.

I. Adjournment

MOTION: Meredith Henderson moved to adjourn the meeting, seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Scotti Finnegan (.5): aye; Tina Games (1): aye; Betty Gray (.5): aye; Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the meeting adjourns at 8:07 PM.

Respectfully Submitted,

Leah Tambolleo
Recording Secretary

Documents reviewed and available upon request:

April 27, 2023 MRSC Meeting Agenda
April 13, 2023 Meeting Minutes
Portrait of the Graduate - First Draft
Superintendent's 2022-2023 End-of-Cycle Report
Qtr 3 Finance Report
MRSD Regional Agreement - DESE recommendations

Monomoy Regional School District - Monomoy Regional School Committee
Meeting Minutes for Thursday, May 11, 2023 at 6:30 PM
Monomoy Regional High School Library - 75 Oak Street, Harwich, MA 02645

This meeting was broadcast to Channel 22 as well as live-streamed/recorded to the [MRSC YOUTUBE CHANNEL](#)

Members present in person: Jackie Zibrat-Long, Chair; Meredith Henderson, Vice-Chair; Tina Games; Betty Gray; Jessica Rogers; Terry Russell

Members present remotely via Zoom: Sharon Stout

Members not present: Scotti Finnegan

Administrators present: Dr. Scott Carpenter, Superintendent; Michael MacMillan, Melissa Maguire, Joy Jordan; Jim Birchfield; Rick Travers

A. Call to Order The meeting was called to order at 6:30 PM by Chair Zibrat-Long.

ROLL CALL ATTENDANCE: Sharon Stout: present; Tina Games: present; Betty Gray: present; Jessica Rogers: present; Terry Russell: present; Meredith Henderson: present; Jackie Zibrat-Long: present

B. NSDC Award

MRHS senior Edrian D. Wright was presented with the NSDC Award, which is presented to high school seniors who have pursued a high level of academic effort and served as positive role models for the student body. Recipients of the award exemplify admirable character and accomplishment.

C. Reports and Discussions

i. MRHS Trip Proposal to NYC in December 2023 - Rose Richard

MRHS Music Teacher Rose Richard shared her proposal for a December 2023 trip to New York City for students enrolled in visual and/or performing arts courses. The group will leave early on December 7th and return on December 9th. While in NYC, the group will visit museums and notable landmarks, attend performances and participate in theater workshops. The cost per student, based on a quad occupancy, will be \$1,113.00 per student with fundraising opportunities to come.

In discussion, Chair Zibrat-Long asked that the insurance policy be further investigated to make sure if there was a reason to cancel, families wouldn't be out their money.

While not on the agenda for a vote, Terry Russell asked if there was opposition to move this forward to vote at this meeting and there was none.

MOTION: Terry Russell moved to approve the December 2023 trip to New York City. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

ii. CES Grade 1 field trip to Rogers Williams Zoo - Sandy Hanson

Potential Vote

Chatham Elementary School teacher Sandy Hanson addressed the school committee with her proposal to take her Grade 1 students to Roger Williams Zoo in Rhode Island. Ms. Hanson shared a video she made with students in her class to support the trip proposal. In the video, students shared what animals they have been studying in their “Wild and Endangered Animals” unit and noted the things they’d still like to learn about the animals. The trip is scheduled to take place on May 31, 2023. The group will leave at 8AM and estimate a return to Chatham Elementary at 3PM.

MOTION: Meredith Henderson moved to approve the Chatham Elementary Grade 1 trip to Roger Williams Zoo on May 31, 2023. The motion was seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

iii. First Reading: Superintendent’s 2022-2023 Summative Evaluation

Potential Vote

School Committee members were given an opportunity to share portions of their evaluation of Dr. Carpenter for the 2023-2024 school year. Ms. Henderson followed up with a first reading of the 2023-2024 Superintendent’s Summative Evaluation. Dr. Carpenter was given an overall rating of Proficient in Professional Practice, Student Learning and District Improvement goals. At the end of her report, the committee agreed to move forward with an approval vote as there will be new membership at the May 25, 2023 MRSC meeting.

MOTION: Meredith Henderson moved to approve the 2022-2023 Superintendent’s Summative Evaluation, seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

iv. Approval of MRHS Key Club donation to Aleela Rose

MOTION: Meredith Henderson the MRHS Key Club donation, in the amount of \$364.00, to Aleela Rose. The motion was seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

v. Approval of MRMS Art Club donation to WildCare of Cape Cod

MOTION: Meredith Henderson moved to approve the MRMS Art Club donation, in the amount of \$143.00, to WildCare of Cape Cod. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

vi. Approval of MRHS Diversity Club donation to CareUSA

MOTION: Meredith Henderson moved to approve the MRHS Diversity Club donation, in the amount of \$830.45, to CareUSA. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

D. Subcommittee, Representatives, Liaison Report - None

E. Superintendent's Report

i. Recognition of Donations, Grants, and other Acknowledgments

Dr. Carpenter thank the following for their grants:

The Women's Club of Chatham for their grant in the amount of \$300 for the MRHS Multicultural Fair.

The Women's Club of Chatham for their grant in the amount of \$357 for 3 Standing Desks at Harwich Elementary School.

The Cape & Islands Workforce Development Board's grant of \$500 to the Robotics Club at the MRHS.

The Garden Club of Harwich for their grant in the amount of \$1500 for HES Playground tree plantings.

a. Thanking MRSC Member Sharon Stout and MRSC Student Representative Molly Gramm

Dr. Carpenter also thanked long-serving school committee member Sharon Stout for her fine service and commitment to the district. Ms. Stout's term expires this month and is not seeking re-election.

Dr. Carpenter also thanked MRHS Student Representative on the MR School Committee, Molly Gramm, for her contributions to the committee and wished her well in her future endeavors.

b. Remembering Don Mercure

Lastly, Dr. Carpenter took a moment to remember Don Mercure, former MRSD Treasurer and first MRSD employee who passed away earlier in the month.

F. Action Items - Vote Required

i. CES Grade 1 field trip to Rogers Williams Zoo

Potential Vote

MOTION: Meredith Henderson moved to approve the Chatham Elementary Grade 1 trip to Roger Williams Zoo on May 31, 2023. The motion was seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

ii. First Reading: Superintendent's 2022-2023 Summative Evaluation

Potential Vote

MOTION: Meredith Henderson moved to approve the 2022-2023 Superintendent's Summative Evaluation, seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

iii. Approval of MRHS Key Club donation to Aleela Rose

MOTION: Meredith Henderson the MRHS Key Club donation, in the amount of \$364.00, to Aleela Rose. The motion was seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

iv. Approval of MRMS Art Club donation to WildCare of Cape Cod

MOTION: Meredith Henderson moved to approve the MRMS Art Club donation, in the amount of \$143.00, to WildCare of Cape Cod. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

v. Approval of MRHS Diversity Club donation to CareUSA

MOTION: Meredith Henderson moved to approve the MRHS Diversity Club donation, in the amount of \$830.45, to CareUSA. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

vi. Qtr 3 Budget Transfers

MOTION: Meredith Henderson moved to approve the FY23 quarter three budget transfers as listed in the memorandum provided to the School Committee. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

vii. Declaration of Surplus

MOTION: Meredith Henderson moved to approve the surplus materials as indicated in the May 11, 2023 MRSC agenda packets. The motion was seconded by Tina Games.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the motion passes.

G. Public Comment: None

H. Presentation of the Warrants

Accounts Payable and Payroll warrant were presented for school committee member signatures.

I. Adjournment

MOTION: Meredith Henderson moved to adjourn the meeting, seconded by Betty Gray.

ROLL CALL VOTE: Sharon Stout (1): aye; Tina Games (1): aye; Betty Gray (.5): aye; Jessica Rogers: aye (1); Terry Russell (1): aye; Meredith Henderson (1): aye; Jackie Zibrat-Long (.5): aye

UNANIMOUS the meeting adjourns at 7:19 PM.

Respectfully Submitted,

Leah Tambolleo
Recording Secretary



*Harwich Youth & Family Services
Town of Harwich 728 Main Street
Harwich, MA 02645*

May 19, 2023

Special Announcement

Sheila House, Director of Harwich Youth & Family Services, will be doing a “reveal” of the new ***Monomoy Youth Card*** at the Monomoy School Committee meeting Thursday May 25th, 2023.

This project has been in the works during the past school year and will provide an easy-to-access resource for high school students, including phone numbers and websites with valuable information and answers to questions on a variety of topics.

For more information about the Monomoy Youth Card, please call Sheila House at (508) 430-7836 or (774) 994-3323.

International Travel Program Proposal

Monomoy Regional High School / Mr. Dustan Burns



Adventure in Costa Rica – Winter 2024

eftours.com/DBCC

Your partner in travel-based learning

EF Education First is the world leader in international education. For over 55 years, we've partnered with educators around the world to help more than 15 million students gain new perspectives and build skills for the future through experiential learning.

Our mission is to empower educators to do their best work. At EF Educational Tours, we're working to define the modern educational tour experience. Our itineraries are more than places to go and things to see. We build programs that challenge assumptions, spark connections, and inspire curiosity in young students. Students will expand their knowledge of the world around them, discover more about themselves, grow more confident and independent, and understand new people, places, and cultures.

We take care of every last detail of the tour experience—transportation and lodging, meal reservations and menus, museum tickets and local tour guides, and much more. That also includes behind-the-scenes elements, like safety checks at hotels and background checks on adult travelers. With all that taken care of, educators and students can focus on the bigger picture.

You'll find all the details and more on the next few pages.

What's contained in this document

- Pg. 2** **Safety**
- Pg. 4** **Liability protection**
- Pg. 6** **Affordability**
- Pg. 7** **Educational value**
- Pg. 8** **Itinerary specifics**
- Pg. 8** **Cost and payment options**
- Pg. 9** **Sample hotels**
- Pg. 10** **Sample meals**
- Pg. 11** **Next steps**

This proposal is property of EF Education First and the educator/school for which it was intended. Distributing, copying, and/or sharing it are prohibited. The proposal, including pricing, is valid for the educator, tour, and date(s) specifically mentioned herein. For additions, subtractions, or modifications, please contact your EF Tour Consultant.

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Safety

Your students' safety is our number one priority. We would never send a traveler to a location we believe to be unsafe—and with our extensive global presence, our best-in-the-industry experience, and our close working relationships with U.S. and international authorities, that's a statement we can back up with real insight. Whether it's a worldwide pandemic or a sprained ankle, a missed flight or confusing medical paperwork, we make sure every situation is taken care of.

***For specific information on EF's response to COVID-19, visit [eftours.com/covid](https://www.eftours.com/covid)**

Worldwide presence

EF's global presence is truly unmatched. We have staff on the ground 365 days a year in over 50 countries. And we don't just work in those countries—we call them home. EF team members live in nearly every one of our tour destinations, meaning we have the local knowledge to help keep our groups safe. That presence allows us to be there to support you on the ground wherever and whenever you need us.

24/7 emergency support

In the event that anything on tour goes wrong, EF staff is always available to help. Your Tour Director is your group's constant companion and first point of contact in an emergency. Additionally, our fully trained support teams are on hand 24/7 to walk teachers through any issues and provide the resources necessary to get things back on track. Our Safety and Incident Response Team—comprised of industry experts, healthcare experts, and even former FBI personnel—is ready to spring into action 24 hours a day, 365 days a year. And when they aren't directly helping EF travelers, they're actively innovating on and shaping the new worldwide standards for cleanliness and safety.

Your team

This group is fully committed to your school's trip and the safety of every traveler.

Operations Safety & Incident Response

Team – This team is strategically based in our Boston, Panama, Tokyo, and Zurich offices to accommodate for all time zones. Available 24 hours a day, every day of the year, they are trained to react quickly if travelers need help. The team uses a combination of extensive training, simulations, incident response planning, and previous experience to manage emergencies. As needed, they can facilitate additional support for groups on tour, solve operational issues, arrange assistance from outside specialists, and liaise with local and international authorities.

Emergency Services & Support Team

– Our support team is available 24/7 to help resolve any issue, from a missed flight to a lost passport to more serious on-tour incidents. They also facilitate communication between travelers and families in the event of an emergency at home. The team is made up of highly trained and dedicated EF staff in our Boston and Denver offices who are equipped to solve problems and answer questions that may come up, even outside of regular business hours.

Tour Director – Assigned exclusively to your tour for the length of the stay at your destination, your Tour Director meets your group at the airport and travels with you until your departure. All Tour Directors undergo a background check as permissible by local law every two years and are required to participate in ongoing EF safety trainings. They're the first point of contact in an emergency and also communicate information to help travelers stay safe in a foreign destination. Tour Directors assist Group Leaders with hotel check-ins, coordinate meals, facilitate excursions with local guides, and much more. They're also culturally connected and expertly trained to support impactful learning experiences.

Tour Consultant – This itinerary expert is devoted to the growth of your students. They are your school's partner, working with you on everything from finding the perfect tour and enrolling students to offering fundraising advice and creating long-term travel programs for your school community. They work directly alongside the Group Leader (a.k.a. local teacher), right up until the moment of departure to make sure everything goes smoothly.

Traveler Support – Our team of support specialists are readily available to walk families through insurance inquiries, payment plans, food allergy issues, and any other topics that arise.

Chaperones – For every six travelers who enroll on your school's tour, your group is eligible to bring along a chaperone for free (the first spot goes to the Group Leader). This allows for a 6:1 ratio of students to chaperones, who assist Group Leaders with supervision of students to help keep them safe.

Protection for travelers, schools, and districts

We understand that unpredictable things can happen, either on tour or before departure. We offer a variety of protections, programs, and policies to make sure that, no matter what happens, travelers, schools, and districts are covered. We're doing everything we can to make planning for the future as flexible as possible.

General liability insurance

All Group Leaders, schools, and districts who travel with EF are automatically added as additional insureds under our **\$50 million General Liability Policy**, regardless of whether or not the tour is affiliated with the school. EF's liability coverage is primary and non-contributory for covered third-party claims. The policy helps safeguard Group Leaders and their schools for covered third-party claims related to bodily injury or property damage, which includes providing a legal defense and covering legal costs for such claims. In addition, all travelers are required to sign EF's Release and Agreement, which includes a release of liability of their Group Leader, school, and school board.

Flexibility to change tours

The world is always changing. And while our belief in the positive impact of travel is unwavering, it can feel hard to predict what life, here in the U.S. and abroad, will look like several months, a year, or even two years from now. When you decide to travel with EF, we want you to feel secure in that decision. That's why these benefits are built into every EF program.

Peace of Mind

Provided to all groups

We understand that plans can change due to unforeseen circumstances. EF provides this exclusive program to account for such situations. It provides groups with flexibility to change the dates and destination of their tours in uncertain times. This program accounts for such circumstances and can be enacted up to 45 days prior to departure at the group level for any reason, including terrorism or other world events.

COVID Care Promise

Provided to all groups

If your child is diagnosed with COVID-19 while on tour, we will coordinate and facilitate support services and logistics including translation services, connections with local health care providers, communication with family, and flights home at no additional cost.

Protection for individual travelers

Travelers can help protect their investment and themselves from certain unexpected events and expenses while on tour with the Global Travel Protection Plan and Global Travel Protection Plan Plus.

Global Travel Protection Plan

Available to all travelers

Designed specifically with EF travelers in mind, this plan provides both pre-departure and post-departure benefits, including medical expense coverage that may apply on tour and tour cancellation for specified reasons.

Global Travel Protection Plan Plus

Available to all travelers

To further protect your investment from the unexpected, this plan provides all of the benefits included in the Global Travel Protection Plan as well as expanded cancellation protection.

Background checks for adult travelers

EF requires all adults (20 years and older) to pass a criminal background check before traveling on our student tours. This provides a safer tour experience for all travelers and aligns with the process and expectations of many school districts for adults who volunteer in schools or chaperone school activities. The secure process, provided by a leading professional provider, only identifies those individuals who could present a risk to student travelers while on tour.

Affordability

We believe every student should have the opportunity to travel. That's why we're dedicated to providing the lowest prices possible and giving travelers multiple resources for managing payments.

Tour Consultants work closely with teachers to build a tour that's exactly right for your students. Through discussions with your teacher, they take into account learning objectives, cost, timing considerations, and any other factors to craft a tour that's accessible to as many students as possible.

Resources for managing cost and payments

Automatic Payment Plan – Our recommended payment plan offers the ability to break the tour fee into smaller installments. With most tours planned well in advance, travelers can enroll for only \$95, then pay over a long period of time—often up to 18 months or two years—with final payment due 30 days before departure. Families make payments directly to EF, with no payments going through the school.

Donation pages – Each student has access to their own unique and customizable donation page. The easy-to-share page makes it simple for friends and family to contribute a little something that is automatically applied to the balance of the tour, with no fees whatsoever.

Global Citizen Scholarship Fund – EF Educational Tours provides \$100,000 worth of scholarships to students across the country every year. Any student is able to apply for the Global Citizen Scholarship, which is awarded on both a merit and need basis.

Risk-free enrollment period - New travelers who enroll by their Early Enrollment Discount Deadline can cancel for any reason up to 14 days after enrollment for a full refund of 100% of the money paid to EF. Travelers must pay in full or enroll in our Automatic Payment Plan at the time of program enrollment and must remain either paid in full or enrolled in our Automatic Payment Plan and in good financial standing at the time of cancellation to remain eligible. To be eligible, the traveler must enroll on a tour at least 110 days prior to the scheduled departure date.

Educational value

Our tours help prepare students for the future by teaching them more about the world, themselves, and the impact they can have on the world. Combining the power of experiential learning with the thrill of global travel, our tours help students:

- **Expand their knowledge of the world around them**
- **Grow more confident and independent**
- **Understand new people, places, and cultures**
- **Discover more about themselves**

To learn more about EF's educational philosophy, visit
[**https://www.eftours.com/our-story/educational-approach**](https://www.eftours.com/our-story/educational-approach)

EF is an accredited institution

We echo your commitment to education. Our travel-based learning approach is designed to blend classroom and experiential learning. This allows us to meet the same rigorous standards as schools like yours, ensuring students gain valuable experiences that transform the way they look at the world.



Earning credit for new experiences

EF makes it easy for students to turn their tour experience into high school credit, college credit, or to get a head start on their college essays—all while making their travel experience even more engaging.

- Students in grades 6 - 12 can earn .5 elective high school credit by successfully completing the final project as part of EF's Personalized Learning Guide. Tuition is free.
- Students in grades 9 - 12 can earn 3.0 undergraduate credits, along with the confidence that comes with taking a college course, by completing a series of assignments and a final research project with our partner, Southern New Hampshire University—all for just \$215.
- Educators traveling on student tours may earn up to 45 free hours toward relicensure OR 3 or 6 graduate level credits (\$285/\$450) through Southern New Hampshire University.

Itinerary specifics

For more robust details, the complete itinerary is attached to this document. It includes specific locations, each day's activities, travel plans, and more.

https://www.eftours.com/ctt_pdf/24/dbcc.pdf

Price of the proposed tour

The tour program price covers a wide range of services that ensure students have an incredible experience. It includes all the planning and preparation that leads up to departure, travel and accommodations, plus logistical support and details once the group reaches their destination.

Full flexible travel window: February 15-27

Requested travel dates: February 17-25

Valid from May.18 - May.31, 2023	
STUDENT	ADULT
\$3,504	\$4,164
or \$427 for 8 Months	or \$509 for 8 Months
TOUR INCLUDES:	
Program Price	\$3,314
Private Group (30-34 paying)	\$0
Adult Supplement	\$660
Global Travel Protection	\$190

Sample hotels

Every hotel we work with must meet our high standards for safety, quality, and cleanliness. Hotels are vetted by our team to make sure they meet our requirements and are subsequently inspected regularly to ensure they continue to satisfy those parameters. Please note that hotels abroad may have different amenities than travelers are accustomed to in the United States.

Here are some examples of hotels students might stay in on tour:

Hotel Quality Real San José | San José

<https://qualityhotelrealsanjose.com-hotel.com/>

The Hotel Quality Real San José is conveniently located with easy access to both the airport and downtown San José. Guests are greeted by the friendly Tuscan yellow exterior and charmed by the variety of modern conveniences offered, including an outdoor pool, fitness center, and hot breakfast buffet. All bedrooms feature air conditioning, flat screen television, coffee maker, and Wi-Fi access.

Hotel Boyeros | Guanacaste

www.hotelmangaby.com

Hotel Boyeros is a family-owned hotel in Guanacaste, just 15 minutes away from the Daniel Oduber Airport. The hotel features two swimming pools and its 70 rooms are equipped with TV, air conditioning, and free Wi-Fi. For those looking for a glimpse of local life, guests are within walking distance from restaurants and shops in the center of Liberia.

Sample meals

Meals are selected to establish a more immersive cultural experience and give students an idea of how locals eat. Below are

some examples of local dishes travelers may try at the destination that your teacher has chosen, but please note that meals can vary from tour to tour.

On tour, breakfast generally is simple and will be at the hotel; it could be plated or buffet-style. **Lunch** typically is your chance to make culinary discoveries of your own. **Dinners** will be a mix of familiar dishes and local specialties. All meals will be a mix of familiar dishes and local specialties all served from a pre-set group menu.



How I can help with next steps

My name is Meg Meropol and I am Monomoy Regional High School's dedicated Tour Consultant. That means I'll be working with Mr. Dustan Burns every step of the way to make sure everything is perfectly planned.

I hope this overview has given you the information you need to feel confident in EF as an educational travel provider. Should you have any questions or need any additional information, please don't hesitate to reach out to me directly. EF is excited to partner with your school to bring this life-changing experiential learning opportunity to your students.

Sincerely,
Meg Meropol
Regional Manager
meg.meropol@ef.com

“I am now more confident than ever in the safety and experiences of my students after working with EF on this trip. As a leader, I am committed to ensuring a global mindset throughout my district and student/teacher travel.”

Angela M., Administrator, Brunswick, ME

“I advocate for travel because the world is vast and diverse. If we want to truly understand our neighbors in other states or countries, we must reach out and meet them where they live. Travel provides a glimpse into another world that our students may have Googled or watched on a device, but living it with the smells, food, smiles, and various challenges teaches flexibility, tolerance, understanding, and empathy.”

- Chuck C., Group Leader, Central, SC

From a single tour to a whole program

A single tour can open up endless possibilities for a small group of students. Our goal at EF is to bring that experience to as many students as possible, including the broadest collection of students at your school. By progressing from a single tour to a consistent travel program, you'll not only build a culture of exploration, but you'll provide the opportunity of travel to even more students. We can work directly with you and your staff to establish a framework for your travel program that's tailored specifically to your school's needs and goals.



Monomoy Regional School Committee

2023-2024

Subcommittee, Representative and Liaison Assignments

Subcommittees Small group of the school committee (less than a quorum) tasked with bringing recommendations for committee action (* Chair)	Representatives A school committee member who is a member of a larger committee requiring school committee representation (i.e. Cape Cod Collaborative; Wellness Committee; etc.)	Liaisons A school committee member who is responsible for being the communication link between the MRSC and another group or committee
Superintendent Evaluation 1. 2. 3. 4.	Westgate Foundation 1.	Special Education PAC 1.
Finance 1. 2. 3. 4.	Sick Bank 1.	Select Board & Finance Committees (2) Chatham: 1. 2. (2) Harwich: 1. 2.
Negotiations 1. 2. 3. 4.	Cape Cod Collaborative 1.	Regional Agreement Working Group 1. 2. 3. 4.
Warrant and Payroll 1. 2.	District Wellness Committee 1.	Legislation 1.
Policy Subcommittee 1. 2. 3. 4.		Strategic Plan Steering Subcommittee 1. 2.



Monomoy Regional School Committee

2023-2024 Meeting Schedule

Date	Time	Anticipated Topics
Thursday, July 13, 2023	6:30	
Thursday August 10, 2023	6:30	MRSC Workshop
Thursday August 24, 2023	6:30	Student Handbooks - all schools
September 14, 2023	6:30	School Committee & Superintendent Goals
September 28, 2023	6:30	Schedule of FY25 Budget Dates 23-24 SC & Superintendent Goals Vote
October 12, 2023	6:30	Preliminary FY25 Budget Discussions
October 26, 2023	6:30	
November 9, 2023	6:30	
November 30, 2023	6:30	
December 14, 2023	6:30	Draft FY25 Budget Presentation
January 11, 2024	6:30	FY25 Budget Discussions Academic Excellence Award
January 18, 2024	6:30	FY25 Budget Workshop
January 25, 2024	6:30	FY25 Budget Discussion
February 8, 2024	6:30	Public Hearing FY25 Budget
February 29, 2024	6:30	School Choice / 2024-2025 School Calendar
March 14, 2024	6:30	FY25 Budget Vote
March 28, 2024	6:30	
April 11, 2024	6:30	Curriculum Updates
April 25, 2024	6:30	
May 9, 2024	6:30	
May 23, 2024	6:30	Superintendent Evaluation Vote
June 13, 2024	6:30	School Handbook & Improvement Plan
June 27, 2024	6:30	School Handbook & Improvement Plan



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MONOMOY REGIONAL HIGH SCHOOL

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Jackie Corrigan
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jcorrigan@monomoy.edu

May 4, 2023

The students of the Monomoy Interact Club have worked hard all year doing fundraisers and community service. We decided at the beginning of the school year that we would like to make an impactful donation to a worthy organization in our area. The overwhelming majority voted for the recipient to be the Family Pantry of Cape Cod. We plan to donate \$750 as a way to say THANK YOU for the amazing work that they do to help local families with food and clothing insecurity.

Thank you.

Betsy Casey, Interact Advisor
Cc: Molly Gramm, President
Jack Yuskaitis, Vice President
Alyson Morris, Public Relations
Abigail Considine, Secretary
Lillian Gould, Treasurer



Jennifer Police
Principal
jpolice@monomoy.edu

David Alexander
Assistant Principal
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Jeffery Sylvia
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Jacqueline Corrigan
Special Education Team Chair
jcorrigan@monomoy.edu

May 12, 2023

Dear Sharing Kindness,

The Monomoy Key Club hosted a bake sale at the Harwich Town Meeting on May 1st, 2023 where we raised money for your organization for the Suicide Awareness Walk. On behalf of our club, we'd like to donate \$453 to the cause. Thank you so much for organizing such an incredible event.

Sincerely,

Monomoy Regional High School Key Club

Officers: Christie Beckley (President), Samantha Goode (VP), Sarah Poskanzer (Secretary),
and Jennie Grogan (Treasurer)

Advisors: Beth Howe (Faculty Advisor) and Ed McManus (Kiwanis Advisor)

Monomoy Regional School District

School Committee Member Qualifications/Oath of Office - DRAFT

1. In order to serve on the School Committee, an individual must be a registered voter in the town from which he/she is elected or appointed and must take an oath of office as required by law.
2. Each new member will present to the Committee secretary official certification of having sworn the oath before an officer duly qualified to administer oaths prior to entering on his/her/**their** official duties as a member of the Committee. From the Town Clerk, newly qualified Committee members, by law, receive, and sign a receipt for, a copy of the Massachusetts open meeting law governing the conduct of Committee meetings in general and executive sessions in particular.
3. **School Committee members upon appointment or election shall, within 30 days of taking office, and every 2 years thereafter, complete the Massachusetts Ethics Commission's online training program. Upon completion of the online training program, members shall provide notice of such completion to be retained for 6 years by the Municipal or District Clerk.**
4. **As municipal employees, all School Committee members shall receive a copy of said summary annually.**
5. Membership on a School Committee is not limited to race, color, sex, religion, age, national origin, sexual orientation or **gender identity**.

~~Established by law~~

Legal references:

M.G.L. 39:23B; 41:1; 41:107

M.G.L. 76:5 Amended 1993

Regional Agreement

Adopted: March 27, 2013

Revised:

Monomoy Regional School District
~~Staff Safety and Wellness (And Physical Examination Requirements)~~

STAFF PERSONAL SECURITY AND SAFETY - DRAFT

1. Through its overall safety program and various policies pertaining to school personnel, the Committee shall seek to assure the ~~well-being~~ **safety** of employees during their working hours and assist them in the maintenance of good health.
2. The Superintendent may require an employee to submit to a physical examination by the school physician whenever that employee's health appears to be a hazard to children or others in the school system, or when a doctor's certificate is needed to verify need for sick leave.
3. **School employees, their families and members of their household are eligible to use the confidential services provided by the municipality's employee assistance program,**

Contract references:

Collective Bargaining Agreements

Legal references:

M.G.L. 71:54; 71:55B; 71:55C

Cross references:

EB, Safety Program

G CBD, Professional Staff Fringe Benefits

G DBD, Support Staff Fringe Benefits

Adopted: March 27, 2013

Revised:

**Monomoy Regional School District
Nondiscrimination on the Basis of Sex - DRAFT**

1. The School Committee, in accordance with Title IX of the Education Amendments of 1972, declares that the school system does not and will not discriminate on the basis of sex, **sexual orientation or gender identity** in the educational programs and activities of the public schools. This policy will extend not only to students with regard to educational opportunities but also to employees with regard to employment opportunities.
2. The School Committee will continue to ensure fair and equitable educational and employment opportunities, without regard to sex, **sexual orientation or gender identity**, to all of its students and employees.
3. The Committee will designate an individual to act as the school **district's** Title IX compliance officer.
4. All students and employees will be notified of the name and office address and telephone number of the compliance officer.

Legal References:

Title IX of the Education Amendments of 1972

45 CFR, Part 86, (Federal Register, 6/4/75)

M.G.L. 76:5; 76:16 (Chapter 622 of the Acts of 1971)

Board of Education Chapter 622 Regulations Pertaining to Access to Equal Educational Opportunity, adopted 6/24/75, amended 10/24/78

Board of Education 603 CMR 26:00

Reference:

USDOE Notice of Interpretation - <https://www.ed.gov/news/press-releases/us-department-education-confirms-title-ix-protects-students-discrimination-based-sexual-orientation-and-gender-identity>

Cross References:

AC, **Nondiscrimination Policy Including Harassment and Retaliation**

Adopted: March 27, 2013

Revised:

Monomoy regional School District
~~Line and Staff Relations~~ - Draft

1. The School Committee expects the Superintendent to establish clear understandings on the part of all personnel of the working relationships in the school system.
2. Personnel will be expected to refer matters requiring administrative action to the administrator to whom they are responsible. The administrator will refer such matters to the next higher administrative authority when necessary.
3. It is expected that the established lines of authority will serve most purposes, **but** all personnel will have the right to appeal any decision made by an administrative officer through established grievance procedures.
4. Additionally, lines of authority do not restrict in any way the cooperative, sensible working together of all staff members at all levels in order to develop the best possible school programs and services. The established lines of authority represent direction of authority and responsibility; when the staff is working together, the lines represent avenues for a two-way flow of ideas to improve the program and operations of the school system.

SOURCE: MASC

Adopted: March 27, 2013

Revised:

Monomoy Regional School District
Equal Employment Opportunity/Affirmative Action Plan - DRAFT

The Monomoy Regional School District believes that it is educationally valuable to provide students with an opportunity to relate to staff members of diverse backgrounds. Accordingly, the following plan is hereby adopted:

1. The District will provide equal employment opportunities through a positive and effective affirmative action program. These opportunities will be granted to a candidate by the school department regardless of the candidate's race **to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles**, national origin, color, religion, gender, sexual orientation, gender identity, age, marital or parental status, and disabilities, provided the disability does not preclude performance of bona fide requirements of the position with or without reasonable accommodations. Decisions for employment will be based on the qualifications of an applicant to perform a specific assignment.
2. The School Committee desires the school affirmative action plan to be active, and for it to comply in good faith with all relevant laws and regulations.
3. The Superintendent will appoint an employee to serve as affirmative action officer in charge of compliance for the program and in charge of compliance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act of 1973.
4. The affirmative action officer, working cooperatively with and under the direction of the superintendent of schools, is responsible for executing the affirmative action program.

The Affirmative Action Program

1. Staffing: The District will strive to achieve a diverse staff representing and reflecting the diversity of the community. In order to accomplish this, the affirmative action officer will work with personnel responsible for making or recommending staff appointments in order to achieve that goal. Steps that will be taken may include but are not limited to:
 - i. Advertise in publications likely to be read by minorities.
 - ii. Advertise in placement offices of educational institutions attended by minorities.
 - iii. The employment application form will include a means by which a minority candidate may identify himself or herself as such.
 - iv. Qualified and identified minority candidates for employment, promotion, or transfer will be interviewed.

SOURCE: MASC - Updated 2022

**LEGAL REF.: M.G.L. 151B:4;
603 CMR 26:00**

Acts of 2022, Chapter 117 - <https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>

CROSS REF.: AC, Nondiscrimination

Adopted: March 27, 2013

Revised:

**Monomoy Regional School District
Drug-Free Workplace Policy - DRAFT**

The District will provide a drug-free workplace and certifies that it will:

1. Notify all employees in writing that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance, is prohibited in the District's workplace, and specify the actions that will be taken against employees for violation of such prohibitions.
2. Establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the District's policy of maintaining a drug-free work-place; and available drug counseling, rehabilitation, and employee assistance programs; and the penalty that may be imposed on employees for drug abuse violations occurring in the workplace.
3. Make it a requirement that each employee whose employment is funded by a federal grant be given a copy of the statement as required.
4. Notify the employee in the required statement that as a condition of employment under the grant, the employee will abide by the terms of the statement, and will notify the District of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.
5. Notify the federal agency within ten days after receiving notice from an employee or otherwise receiving notice of such conviction.
6. Take one of the following actions within 30 days of receiving notice with respect to any employee who is so convicted; take appropriate personnel action against such an employee, up to and including termination; or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state or local health law enforcement, or other appropriate agency.
7. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all the provisions of this policy.

Legal references:

The Drug-Free Workplace Act of 1988

41 USC 81

Cross references:

JICH, Drug and Alcohol Use by Students

IHAMB, Teaching about Drugs, Alcohol, and Tobacco

Adopted: March 27, 2013

Revised:

**Monomoy Regional School Committee
Professional Staff Positions - DRAFT**

1. All professional staff positions in the school system will be created initially by the School Committee. It is the Committee's intent to activate a sufficient number of positions to accomplish the school system's goals and objectives and to provide for the equitable staffing of each school building. Although such positions may remain temporarily unfilled, only the Committee may eliminate a position it has created.
2. Each time a new position is established by the Committee, **or an existing position is modified**, the Superintendent will present for the Committee's approval a job description for the position, which specifies the job holder's qualifications and the job's performance responsibilities. The Superintendent will maintain a comprehensive set of job descriptions for all positions.

Adopted: March 27, 2013

Revised:

**Monomoy regional School District
Professional Staff Hiring - Draft**

1. Through its employment policies, the District will strive to attract, secure, and retain the highest qualified personnel for all professional positions. The selection process will seek to identify candidates who will devote themselves to the education and welfare of the children attending the schools.
2. It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the District and to locate suitable candidates. No position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are motivated, will strive always to do their best, and are committed to providing the best educational environment for the children.
3. It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the nomination is made.
4. The following guidelines will be used in the selection of personnel:
 - a. There will be no discrimination in the hiring process due to age, sex, creed, race **to include traits historically associated with race, including, but not limited to, hair texture, hair type, hair length and protective hairstyles**, color, national origin, disability, **gender identity**, sexual orientation or place of residence.
 - b. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
 - c. The administrator responsible for the hiring of a staff member (in the case of District- wide positions, for the position of principals, it is the Superintendent; for building-based personnel, it is the principal) is directed to establish a representative screening committee.
5. The administrator has the final say in determining who will be hired but it is expected that the screening committee's input will be a factor in the decision.

Legal references:

M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45; 71:55B

Massachusetts Board of Education Requirements for Certification of Teachers, Principals, Supervisors, Directors, Superintendents and Assistant Superintendents in the Public Schools of the Commonwealth of Massachusetts, revised 1994

603 CMR 7:00 and 44:00

**Acts of 2022, Chapter 117 - <https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>
<https://malegislature.gov/Laws/SessionLaws/Acts/2022/Chapter117>**

Adopted: March 27, 2013

Revised:

**Monomoy regional School District
Negotiations Legal Status - DRAFT**

1. All negotiations between the School Committee and recognized employee groups are conducted subject to Chapter 150E of the Massachusetts General Laws. The legal status of negotiations is defined in part by Section 1 and 2 of that chapter, as follows:
 - a. “In the case of school employees, the municipal employer shall be represented by the school committee or its designated representative or representatives.”
 - b. “Employees shall have the right of self-organization and the right to form, join, or assist any employee organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from interference, restraint, or coercion. An employee shall have the right to refrain from any or all of such activities, except to the extent of making such payment of service fees to an exclusive representative as provided in section twelve.”
2. Basic to all employer/employee negotiations is the concept of "bargaining in good faith." It is the legal responsibility of both the School Committee and employee organizations to bargain in good faith as they conduct negotiations. However, such obligation does not compel either party to agree to a proposal or make a concession.
~~Established by law~~

Legal references:

M.G.L. 150E:1 et seq.

Adopted: March 27, 2013

Revised:

**Monomoy Regional School Committee
Student Dress Code - DRAFT**

1. The responsibility for the dress and appearance of the students will rest with individual students and parents/guardians/caregivers.
2. They have the right to determine how the student will dress providing that attire is not destructive to school property, complies with requirements for health and safety, and does not cause disorder or disruption. The administration is authorized to take action in instances where individual dress does not meet the stated requirements.
3. This does not mean that student, faculty, or parent groups may not recommend appropriate dress for school or special occasions. It means that students will not be prevented from attending school or a school function, or otherwise be discriminated against, so long as their dress and appearance meet the requirements set forth above.

LEGAL REF.: Acts of 2022, Chapter 117 -AN ACT PROHIBITING DISCRIMINATION BASED ON NATURAL AND PROTECTIVE HAIRSTYLES

M.G.L. 71:83

Adopted: March 27, 2013

Revised: May 14, 2020

**Monomoy Regional School District
Searches and Interrogations - DRAFT**

Searches by Staff

1. The right of inspection of students' school lockers is inherent in the authority granted school committees and administrators.
2. This authority may be exercised as needed in the interest of safeguarding children, their own and school property.
3. Nevertheless, exercise of that authority by school officials places unusual demands upon their judgment so as to protect each child's constitutional rights to personal privacy and protection from coercion and to act in the best interest of all students and the schools.
4. Searches by school officials of students' automobiles or the student will be conducted in a way that protects the students' rights consistent with the responsibility of the school system to provide an atmosphere conducive to the educational process.

Interrogations by Law Enforcement Officials

1. The schools have legal custody of students during the school day and during hours of approved extracurricular activities.
2. It is the responsibility of the school administration to make an effort to protect each student's rights with respect to interrogations by law enforcement officials. Therefore:
 - a. When law enforcement officials find it necessary to question students during the school day or periods of extracurricular activities, the school Principal or his/her designee will be present when possible.
 - b. An effort will be made to contact the student's parent or guardian so that the responsible individual may be notified of the situation.
 - c. If custody and/or arrest are involved, the Principal will request that all procedural safeguards, as prescribed by law, be observed by the law enforcement officials.
3. The District has a memorandum of Understanding with the local police departments related to these matters.

Adopted: March 27, 2013

Revised:

**Monomoy Regional School District
Searches and Interrogations - DRAFT**

Searches by Staff

1. The right of inspection of students' school lockers is inherent in the authority granted school committees and administrators.
2. This authority may be exercised as needed in the interest of safeguarding children, their own and school property.
3. Nevertheless, exercise of that authority by school officials places unusual demands upon their judgment so as to protect each child's constitutional rights to personal privacy and protection from coercion and to act in the best interest of all students and the schools.
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3. The District has a memorandum of Understanding with the local police departments related to these matters.

Adopted: March 27, 2013

Revised:

**Monomoy regional School District
Inoculations of Students - DRAFT**

Students entering school for the first time, whether at kindergarten or through transfer from another school system, will be required to present a physician's certificate attesting to immunization against ~~diphtheria, whooping cough, poliomyelitis, tetanus, measles, and such other~~ communicable diseases as may be specified from time to time by the Department of Public Health. The only exception to these requirements will be made on receipt of a written statement from a doctor that immunization would not be in the best interests of the child, or by the student's parent/guardian/caregiver stating that vaccination or immunization is contrary to the religious beliefs of the student or parent/guardian/caregiver.

~~Established by law~~

LEGAL REF.: M.G.L. 76:15

CROSS REF.: JF, School Admissions

Adopted: March 27, 2013

Revised:

~~File BEDB: Agenda Format~~

- ~~— The Superintendent, conferring with the Chairperson of the School Committee, will arrange the order of items on meetings agendas so that the Committee can accomplish its business as expeditiously as possible. The particular order may vary from meeting to meeting in keeping with the business at hand.~~
- ~~— The Committee will follow the order of business established by the agenda unless the order is altered by agreement of the members present for the convenience of visitors, individuals appearing before the Committee, or to expedite Committee business.~~
- ~~— Any School Committee member, staff member, or citizen may suggest items of business. The inclusion of such items, however, will be at the discretion of the Chairperson of the Committee. A staff member who wishes to have a topic scheduled on the agenda should submit the request through the Superintendent.~~
- ~~— The agenda will also provide for time when any citizen who wishes may speak briefly before the School Committee.~~
- ~~— The agenda, together with supporting materials, will be distributed to School Committee members three days prior to the meeting to permit adequate time to prepare for the meeting.~~
- ~~— Agendas will be posted 48 hours in advance and will include the topics the Chairperson reasonably anticipates will be discussed at the meeting.~~

2013

MASC suggests removing this policy as it is unnecessary

~~File BEDH-E: Guidelines for Public Comment~~

~~A School Committee Meeting is a meeting of a government body at which members of the body deliberate over public business. We welcome the attendance of members of the school district community to view your School Committee as it conducts its regular business meeting. Massachusetts General Laws Chapter 30A Section 20(f) governs public participation at open meetings covering all public bodies.~~

~~Chapter 30A:20 [Notice, Remote Participation, Public Participation, Certification](f)~~

~~No person shall address a meeting of a public body without permission of the chair, and all persons shall, at the request of the chair, be silent. No person shall disrupt the proceedings of a meeting of a public body. If, after clear warning from the chair, a person continues to disrupt the proceedings, the chair may order the person to withdraw from the meeting and if the person does not withdraw, the chair may authorize a constable or other officer to remove the person from the meeting.~~

~~The School Committee believes that the school district community should have an opportunity to comment to the Committee on issues that affect the school district and are within the scope of the Committee's responsibilities. Therefore the Committee has set aside a period of time at each School Committee meeting to hear from the public. In addition, if the Committee believes that an issue requires a dialogue with the school district community, the Committee may schedule a separate public hearing on that issue.~~

~~Any citizen who wishes to make a presentation to the School Committee on an item which is of interest to him/her and within the scope of the Committee's responsibilities may request to be placed on the agenda for a particular meeting. Such request should be in writing and should be received by the Superintendent of Schools at least one week prior to the date of the meeting. Such request should contain background statements which would explain the scope and intent of the agenda item. The Chair of the Committee works with the Superintendent to formulate the meeting agendas. Together they will determine whether or not to place an item on the agenda and if the item is to be taken up they will also determine when to place an item on the agenda and all parameters to be required of the presenter.~~

~~Here are the general rules for the Committee's public comment period:~~

- ~~1. Public Comment shall be for a period of 20 minutes and shall generally follow the opening of the meeting. The Committee reserves the right to rearrange its agenda to accommodate scheduled presenters.~~
- ~~2. Any citizen wishing to speak before the Committee shall identify themselves by name and address and shall speak for no longer than 3 minutes. No citizen may speak more than once without permission of the Chair. All citizens shall speak to the full Committee through the Chair and shall not address individual members or administrators.~~
- ~~3. Individuals may address topics on the agenda, items specified for public comment, or items within the scope of responsibility of the School Committee. The Chair shall rule out of order any individual who fails to honor the guidelines or who addresses a matter inappropriate for public comment.~~
- ~~4. Any Committee member may direct questions to the speaker through the Chair in order to clarify comments of the speaker.~~

~~File BK: School Committee Memberships~~

~~The School Committee shall annually determine whether or not it shall maintain membership in the Massachusetts Association of School Committees and the National School Boards Association.~~

~~The Committee and its members shall actively participate in the activities of these organizations insofar as possible.~~

~~The Committee shall hold institutional membership in such other educational associations and groups as approved by the Committee.~~

MASC recommends removing - not necessary

— **Corporal Punishment**

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— State law provides that:

~~The power of the School Committee or of any teacher or other employee or agent of the Committee to maintain discipline on school property shall not include the right to inflict corporal punishment upon any student.~~

— Established by law

— **Legal references:**

M.G.L. 71:37G

Adopted by the MRSC March 27, 2013

This is covered in policy JL - student welfare