Dover-Sherborn Regional School Committee

Tuesday, June 11, 2024
5:30 PM
Dover-Sherborn Middle School Library

AGENDA

1. **Call to Order**
2. **Welcome Toa Ashk and Kevin Crotty**
3. **Reorganization** **A.R.**
4. **Community Comments –** Zoom Meeting (Meeting ID: 828 0571 4017; Passcode: 318411)
   (Available for Community Comments only)
5. **Superintendent Comments**
6. **Financial Reports**
   - Audited Fiscal Year 2023 Financials
   - Appointment of Dover-Sherborn Treasurer **A.R.**
   - Warrant Report
   - FY24 Monthly Report
   - Bleacher and Press Box Funding **A.R.**
7. **Discussion Items**
   - 2024-25 MS School Improvement Plan 1st Read
   - 2024-25 HS School Improvement Plan 1st Read
8. **Action Items**
   - Approval of 2024-25 Middle School Student Handbook 2nd Read **A.R**.
9. **Consent Items**
   - Approval of Minutes March 20, 2024 and May 7, 2024
10. **Informational Items**
    - Subcommittee Assignments
    - Class of 2024 Matriculation Report
    - Newsletter High School May 8, 2024
    - Newsletter High School May 22, 2024
    - Newsletter Middle School May 3, 2024
    - Newsletter Middle School May 24, 2024
    - Dover School Committee Minutes – March 14, 2024
    - Sherborn School Committee Minutes – March 12, 2024
11. **Adjourn**

The Public Schools of Dover and Sherborn do not discriminate on the basis of race, color, sex/gender, gender identity, religion, national origin, sexual orientation, disability, or homelessness.

The Public Schools of Dover and Sherborn
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www.doversherborn.org



Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

TO: Regional School Committee

FROM: John Lafleche, Treasurer
Dawn Fattore, Business Administrator

DATE: June 11, 2024

RE: Audited Financial Statements

Attached for your review are the FY23 Audited Financial Statements.

Bob Brown from R.E. Brown will join us on Tuesday evening to present an overview of the FY23 Audited Statements and be available to answer any questions the Committee may have on the report.

DOVER - SHERBORN REGIONAL SCHOOL DISTRICT

REPORT ON EXAMINATION OF BASIC FINANCIAL STATEMENTS

JUNE 30, 2023

DOVER - SHERBORN REGIONAL SCHOOL DISTRICT
REPORT ON EXAMINATION OF
BASIC FINANCIAL STATEMENTS
JUNE 30, 2023

TABLE OF CONTENTS

	PAGE
Independent Auditor's Report	1 - 2
Management's Discussion and Analysis	3 – 8
Basic Financial Statements	
Statement of Net Position	9
Statement of Activities	10 – 11
Governmental Funds – Balance Sheet	12
Governmental Funds – Statement of Revenues, Expenditures, and Changes in Fund Balances	13
Reconciliation of the Governmental Funds Balance Sheet Total Fund Balances to the Statement of Net Position	14
Reconciliation of the Statement of Revenues, Expenditures, and Changes in Fund Balances of Governmental Funds to the Statement of Activities	15
General Fund – Statement of Revenues, Expenditures, and Changes in Fund Balance – Budget and Actual	16
Fiduciary Funds – Statement of Fiduciary Net Position	17
Fiduciary Funds – Statement of Changes in Fiduciary Net Position	18
Notes to Basic Financial Statements	19 – 48
Required Supplementary Information:	
Norfolk County Retirement System Schedules:	
Schedule of District's Proportionate Share of the Net Pension Liability	49
Schedule of District's Contribution	50

DOVER - SHERBORN REGIONAL SCHOOL DISTRICT
REPORT ON EXAMINATION OF
BASIC FINANCIAL STATEMENTS
JUNE 30, 2023

TABLE OF CONTENTS

	PAGE
Massachusetts Teachers Retirement System Schedule:	
Schedule of the Commonwealth's Collective amounts of the Net Pension Liability	51
Other Postemployment Benefit Plan Schedules:	
Schedule of the District's Net OPEB Liability and Related Ratios	52
Schedule of the District's Contribution	53
Schedule of Investment Return	54
Notes to Required Supplementary Information	55 - 56

ROBERT E. BROWN II

CERTIFIED PUBLIC ACCOUNTANT
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INDEPENDENT AUDITOR'S REPORT

To the Honorable School Committee
Dover - Sherborn Regional School District

Opinions

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Dover - Sherborn Regional School District as of and for the year ended June 30, 2023, and the related notes to the financial statements, which collectively comprise the Dover - Sherborn Regional School District's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the Dover - Sherborn Regional School District, as of June 30, 2023, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Dover - Sherborn Regional School District, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Dover - Sherborn Regional School District's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Dover - Sherborn Regional School District's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Dover - Sherborn Regional School District's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, and Norfolk County Retirement System schedules - District's proportionate share of the net pension liability, and District's contribution, Massachusetts Teachers Retirement System's schedule of the Commonwealth's Collective amounts of the Net Pension Liability, Other Post-Employment Benefit schedules - District's Net OPEB Liability and Related Ratios, District's contribution, and Investment Return, and notes to the required supplementary information on pages 3 – 8, 49 – 50, 51, 52 – 54 and 55 – 56 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.



Certified Public Accountant

May 31, 2024

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
Management's Discussion and Analysis
Fiscal Year Ended June 30, 2023

As management of the Dover-Sherborn Regional School District (the School District), we offer readers this narrative overview and analysis of the financial activities of the School District for the fiscal year ended June 30, 2023. The intent of this discussion and analysis is to look at the School District's financial performance as a whole. Readers should also review notes to the basic financial statements and financial statements to enhance their understanding of the School District's financial performance.

OVERVIEW OF THE FINANCIAL STATEMENTS

This discussion and analysis also serves as an introduction to the School District's basic financial statements. The basic financial statements are comprised of three components:

Government-wide Financial Statements
Fund Financial Statements
Notes to Basic Financial Statements

Government-Wide Financial Statements

The Government-wide Financial Statements are designed to provide readers with a broad overview of our finances in a manner similar to a private-sector business.

The Statement of Net Position presents information on all assets and liabilities, with the difference between the two reported as Net Position. Over time, increases or decreases in Net Position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The Statement of Activities presents information showing how the government's Net Position changed during the most recent fiscal year. All changes in Net Position are reported as soon as the underlying event giving rise to the change occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will only result in cash flows in future fiscal periods. All of the School District's programs and services (governmental activities) are reported here including instruction, support services, operation and maintenance of plant, pupil transportation and extracurricular activities.

Fund Financial Statements

A fund is a grouping of related accounts that is used to maintain control over resources that have been segregated for specific activities or objectives. Fund accounting is used to ensure and demonstrate compliance with finance-related legal requirements. All of the funds can be divided into two categories: governmental funds and fiduciary funds.

Governmental Funds

Governmental funds are used to account for essentially the same functions reported as governmental activities in the government-wide financial statements. However, unlike the government-wide financial statements, governmental fund financial statements focus on near- term inflows and outflows of spendable resources, as well as on balances of spendable resources available at the end of the fiscal year. Such information may be useful in evaluating a government's near-term financing requirements.

Because the focus of governmental funds is narrower than that of the government-wide financial statements, it is useful to compare the information presented for governmental funds with similar information presented for governmental activities in the government-wide financial statements. By doing so, readers may better understand the long-term impact of the government's near-term financing decisions. Both the governmental fund balance sheet and the governmental fund statement of revenues, expenditures and changes in fund balances provide a reconciliation to facilitate this comparison between governmental funds and governmental activities.

An annual appropriated budget is adopted for the general fund. A budgetary comparison statement has been provided for the general fund to demonstrate compliance with this budget.

Fiduciary Funds

Fiduciary funds are used to account for resources held for the benefit of parties outside the government. Fiduciary funds are not reflected in the government-wide financial statements because the resources of those funds are not available to support the School District's own programs.

Notes to Basic Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

FINANCIAL HIGHLIGHTS

- The School District had $33,548,250 in expenses related to governmental activities; only $8,823,421 of these expenses were offset by program specific charges for services, operating grants and contributions, and capital grants and contributions. General revenues totaling $26,746,994 were received primarily from two sources; Member Town operating assessments of $23,453,269 or 87.7 percent of total general revenues and unallocated State aid of $3,158,771, or 11.8 percent of the total.

- In accordance with GASB Statement #75, the School District has recognized their total net other postemployment benefits (OPEB) liability of $23,089,135 at June 30, 2023 along with the deferred outflows of resources of $3,299,202 and the deferred inflows of resources of $6,107,490 related to the OPEB liability on the statement of net position. This accounting standard resulted in an overall deficit net position of $2,757,252 on the District-wide financial statements. This negative balance essentially means the School District does not currently have all the resources needed to satisfy these noncurrent post- employment obligations. This however does not indicate any current financial shortfall or inability to meet its obligations under statutory accounting or modified accrual accounting (Governmental fund accounting) but, as required reporting by GASB, is only shown in the District-wide financial statements. The School District maintains an OPEB Trust Fund and in fiscal year 2023, a contribution of $245,000 was made. The fund ended the fiscal year with a balance of $1,215,626 invested in Vanguard Growth Strategy managed by Vanguard Institutional Advisory Service (VIAS) and administered by Public Agency Retirement Services (PARS). A funding policy has been adopted providing for annual contributions with the goal of funding the District's OPEB liability.

- In accordance with GASB Statement #68, the School District has recognized the total net pension liability which is $5,529,627 at June 30, 2023 and $3,521,429 at June 30, 2022. This is an increase of $2,008,198.

- The General Fund's total fund balance increased by $8,640 to $1,314,442. At June 30, 2023, unassigned fund balance for the General Fund was $1,153,842 or approximately 4.3 percent of total General Fund expenditures reported on the budgetary basis

Statement of Net Position

	Governmental Activities			
	FY 2023	FY 2022	$ Change	% Change
Assets:				
Current assets	$ 5,805,678	$ 5,137,629	$ 668,049	13.00%
Capital assets	25,478,646	25,119,212	359,434	1.43%
Total assets	31,284,324	30,256,841	1,027,483	3.40%
Deferred Outflow of Resources	5,617,840	4,916,800	701,040	14.26%
Liabilities:				
Current liabilities (excluding debt)	1,753,988	1,648,326	105,662	6.41%
Noncurrent liabilities (excluding debt)	28,618,762	26,682,986	1,935,776	7.25%
Current debt	760,000	790,000	(30,000)	-3.80%
Noncurrent debt	710,000	1,470,000	(760,000)	-51.70%
Total liabilities	31,842,750	30,591,312	1,251,438	4.09%
Deferred Inflows of Resources	7,816,666	9,361,746	(1,545,080)	-16.50%
Net Position:				
Net investment in capital assets	23,944,646	22,763,212	1,181,434	5.19%
Restricted	2,928,939	2,335,845	593,094	25.39%
Unrestricted	(29,630,837)	(29,878,474)	247,637	-0.83%
Total net position	$ (2,757,252)	$ (4,779,417)	$ 2,022,165	-42.31%

The largest of the School District's assets totaling $25,478,646 in 2023 and $25,119,212 in 2022 is invested in capital assets (land, construction in progress, buildings and improvements, equipment and intangible assets), and has accumulated depreciation applied since acquisition, where applicable. These capital assets are used to provide services to students; consequently, these assets are not available for future spending. Although the net investment in capital assets is reported net of related debt, it should be noted that the resources needed to repay this debt must be provided from other sources, since the capital assets themselves cannot be used to liquidate these liabilities.

An additional portion of Net Position, $2,928,939 in 2023 and $2,335,845 in 2022, represents resources that are subject to internal and external restrictions on how they may be used. The remaining balance of unrestricted Net Position was a deficit of ($29,630,837) in 2023 and ($29,878,474) in 2022.

The deficit in Unrestricted Net Position is largely a result of recognizing an OPEB (Other Post-Employment Benefit) liability of $23,089,135 and the School District's proportionate share of the net pension liability related to Norfolk County Retirement System which totals $5,529,627 for 2023. The combined liability of OPEB and pension totaling $28,618,762 at June 30, 2023 is an increase of $1,935,776 from the June 30, 2022 liability.

STATEMENT OF ACTIVITIES

(Comparative Changes in Net Position)

	Governmental Activities			
	FY 2023	FY 2022	$ Change	% Change
Revenues				
Program Revenues:				
Charges for services	$ 1,867,157	$ 1,813,049	$ 54,108	2.98%
Operating grants and contributions	5,381,264	4,904,104	477,160	9.73%
Capital grants and contributions	1,575,000	-	1,575,000	0.00%
General Revenues:				
State aid, not restricted to specific programs	3,158,771	3,142,936	15,835	0.50%
Assessments to member Towns	23,453,269	22,252,092	1,201,177	5.40%
Unrestricted investment income	130,849	4,742	126,107	2659.36%
Other revenues	4,105	1,184	2,921	246.71%
Total Revenues	35,570,415	32,118,107	3,452,308	10.75%
Expenses:				
Administration	951,071	949,636	1,435	0.15%
Instructional leadership	1,468,789	1,456,724	12,065	0.83%
Classroom and specialist educator	12,060,026	11,823,004	237,022	2.00%
Instructional leadership	522,312	448,123	74,189	16.56%
Guidance and psychological	1,339,979	1,251,530	88,449	7.07%
Other teaching services	944,765	886,652	58,113	6.55%
Professional development	107,222	118,405	(11,183)	-9.44%
Pupil services	1,348,051	1,246,314	101,737	8.16%
Transportation	1,035,635	1,016,980	18,655	1.83%
Operations and maintenance	1,996,892	2,004,066	(7,174)	-0.36%
Employee benefits and fixed charges	8,057,083	7,577,355	479,728	6.33%
Community education	715,156	503,647	211,509	42.00%
State and County Assessments	726,514	690,461	36,053	5.22%
Food services	905,472	913,010	(7,538)	-0.83%
State assessments	25,301	9,227	16,074	174.21%
Interest	7,275	23,388	(16,113)	-68.89%
Depreciation	1,336,707	1,289,912	46,795	3.63%
Total Expenses	33,548,250	32,208,434	1,339,816	4.16%
Change in Net Position	2,022,165	(90,327)	2,112,492	427.59%
Net Position - beginning	(4,779,417)	(4,689,090)		
Net Position - ending	$ (2,757,252)	$ (4,779,417)		

THE SCHOOL DISTRICT FUNDS

At June 30, 2023, the School District's governmental funds reported a combined ending fund balance of $4,082,781 which represents an increase of $551,734 over June 30, 2022 balances.

General Fund

The General Fund is the chief operating fund. At the end of the current fiscal year, unassigned fund balance of the General Fund was $1,153,842 while total fund balance was $1,314,442. The fund balance of the School District's General Fund was increased by $8,640 during the current fiscal year. State law allows regional school districts to retain surplus funds (i.e. unassigned fund balance) up to five percent of the succeeding year's general fund budgeted operating and capital expenditures.

Capital Improvements Fund

The Capital Improvements Fund has a fund balance of $868,537 as of June 30, 2023 representing approved, but yet to be completed projects.

GENERAL FUND BUDGET

There were no differences between the original and final amended budget.

The approved Fiscal Year 2024 budget of $27,972,540 is approximately 3.51% higher than the Fiscal Year 2023 budget. The member town assessments are $24,164,536, or $711,267 higher than the Fiscal Year 2023 assessments.

CAPITAL ASSET AND DEBT ADMINISTRATION

Total investment in capital assets at year-end amounted to $25,478,646 (net of accumulated depreciation), an increase of $359,434 from the prior year. The investment in capital assets includes land, buildings and improvements, equipment and intangible assets.

Major capital asset events during the current fiscal year included the following:

Middle School & Lindquist Roof	$ 1,568,285
Classroom Floor Replacement	82,871
Security System Upgrade – Lindquist	28,935
Wastewater Treatment Facility Upgrade	16,050
TOTAL ADDITIONS	**1,696,141**
Current Year Depreciation	(1,336,707)
Net Increase in Capital Assets	$ 359,434

Debt Obligations Payable

Outstanding obligations payable at June 30, 2023	$1,470,000
Less: Debt retired	(760,000)
Outstanding obligations payable at June 30, 2024	$ 710,000

REQUEST FOR INFORMATION

This financial report is designed to provide our citizens, taxpayers, investors and creditors with a general overview of the School District's finances and to show the School District's accountability for the money it receives. If you have questions about this report or need additional information, contact Dawn M. Fattore, Business Administrator of the Dover-Sherborn Regional School District, 157 Farm Street, Dover, Massachusetts 02030.

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
STATEMENT OF NET POSITION
JUNE 30, 2023

	PRIMARY GOVERNMENT
	GOVERNMENTAL ACTIVITIES
ASSETS	
CURRENT:	
CASH AND SHORT-TERM INVESTMENTS	$ 5,387,567
RECEIVABLES, NET OF ALLOWANCE FOR UNCOLLECTIBLES:	
DEPARTMENTAL AND OTHER	14,935
INTERGOVERNMENTAL	402,566
OTHER ASSETS	610
NONCURRENT:	
CAPITAL ASSETS, NET OF ACCUMULATED DEPRECIATION	25,478,646
TOTAL ASSETS	31,284,324
DEFERRED OUTFLOWS OF RESOURCES	
RELATED TO POST EMPLOYMENT BENEFITS	3,299,202
RELATED TO PENSIONS	2,318,638
TOTAL DEFERRED OUTLOWS OF RESOURCES	5,617,840
LIABILITIES	
CURRENT:	
ACCOUNTS PAYABLE	161,760
ACCRUED PAYROLL	1,215,626
PAYROLL WITHHOLDINGS AND OTHER LIABILITIES	202,460
DEPOSITS PAYABLE	143,051
ACCRUED INTEREST	11,025
BONDS AND NOTES PAYABLE	760,000
COMPENSATED ABSENCES	20,066
NONCURRENT:	
POSTEMPLOYMENT BENEFITS	23,089,135
NET PENSION LIABILITY	5,529,627
BONDS AND NOTES PAYABLE	710,000
TOTAL LIABILITIES	31,842,750
DEFERRED INFLOWS OF RESOURCES	
DEFERRED AMOUNT ON REFUNDING	64,000
RELATED TO POSTEMPLOYMENT BENEFITS	6,107,490
RELATED TO PENSIONS	1,645,176
TOTAL DEFERRED INFLOWS OF RESOURCES	7,816,666
NET POSITION	
NET INVESTMENT IN CAPITAL ASSETS	23,944,646
RESTRICTED FOR:	
CAPITAL PROJECTS	868,537
OTHER PURPOSES	2,060,402
UNRESTRICTED	(29,630,837)
TOTAL NET POSITION	$ (2,757,252)

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
STATEMENT OF ACTIVITIES
FISCAL YEAR ENDED JUNE 30, 2023

FUNCTIONS/PROGRAMS	EXPENSES	PROGRAM REVENUES: CHARGES FOR SERVICES	PROGRAM REVENUES: OPERATING GRANTS AND CONTRIBUTIONS	PROGRAM REVENUES: CAPITAL GRANTS AND CONTRIBUTIONS	NET (EXPENSE) REVENUE
PRIMARY GOVERNMENT:					
GOVERNMENTAL ACTIVITIES:					
ADMINISTRATION	$ 951,071	$ -	$ 9,679	$ -	$ (941,392)
INSTRUCTIONAL LEADERSHIP	1,468,789	-	-	-	(1,468,789)
CLASSROOM AND SPECIALIST EDUCATOR	12,060,026	-	-	-	(12,060,026)
INSTRUCTIONAL MATERIALS AND TECHOLOGY	522,312	-	-	-	(522,312)
GUIDANCE & PSYCHOLOGICAL	1,339,979	-	-	-	(1,339,979)
OTHER TEACHING SERVICES	944,765	-	25,896	-	(918,869)
PROFESSIONAL DEVELOPMENT	107,222	-	-	-	(107,222)
PUPIL SERVICES	1,348,051	507,312	12,000	-	(828,739)
TRANSPORTATION	1,035,635	-	-	-	(1,035,635)
OPERATIONS AND MAINTENANCE	1,996,892	31,172	-	-	(1,965,720)
EMPLOYEE BENEFITS AND FIXED CHARGES	8,057,083	-	3,894,003	-	(4,163,080)
COMMUNITY EDUCATION	715,156	920,707	-	-	205,551
FOOD SERVICES	726,514	407,966	493,456	-	174,908
FEDERAL AND STATE GRANT PROGRAMS	905,472	-	946,230	-	40,758
STATE & COUNTY ASSESSMENTS	25,301	-	-	-	(25,301)
CAPITAL OUTLAY	-	-	-	1,575,000	1,575,000
INTEREST	7,275	-	-	-	(7,275)
DEPRECIATION	1,336,707	-	-	-	(1,336,707)
TOTAL GOVERNMENTAL ACTIVITIES	$ 33,548,250	$ 1,867,157	$ 5,381,264	$ 1,575,000	$ (24,724,829)

See accompanying notes to the basic financial statements

(continued)

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
STATEMENT OF ACTIVITIES
FISCAL YEAR ENDED JUNE 30, 2023

	PRIMARY GOVERNMENT GOVERNMENTAL ACTIVITIES
CHANGES IN NET POSITION:	
NET (EXPENSE) REVENUE FROM PREVIOUS PAGE	$ (24,724,829)
GENERAL REVENUES:	
STATE AID, NOT RESTRICTED TO SPECIFIC PROGRAMS	3,158,771
ASSESSMENTS TO MEMBER TOWNS	23,453,269
INVESTMENT EARNINGS	130,849
OTHER REVENUES	4,105
TOTAL GENERAL REVENUES	26,746,994
CHANGE IN NET POSITION	2,022,165
NET POSITION:	
BEGINNING OF YEAR	(4,779,417)
END OF YEAR	$ (2,757,252)

See accompanying notes to the basic financial statements

(concluded)

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
GOVERNMENTAL FUNDS
BALANCE SHEET
JUNE 30, 2023

ASSETS	GENERAL	COMMUNITY EDUCATION FUNDS	CAPITAL IMPROVEMENTS FUNDS	NONMAJOR GOVERNMENTAL FUNDS	TOTAL GOVERNMENTAL FUNDS
CASH AND SHORT-TERM INVESTMENTS	$ 2,484,337	$ 860,039	$ 868,537	$ 1,174,654	$ 5,387,567
RECEIVABLES					
DEPARTMENTAL AND OTHER	10,758	-	-	4,177	14,935
INTERGOVERNMENTAL	357,681	-	-	44,885	402,566
OTHER ASSETS	610	-	-	-	610
TOTAL ASSETS	$ 2,853,386	$ 860,039	$ 868,537	$ 1,223,716	$ 5,805,678
LIABILITIES AND FUND BALANCES					
LIABILITIES:					
ACCOUNTS PAYABLE	$ 140,841	$ -	$ -	$ 20,919	$ 161,760
ACCRUED PAYROLL	1,183,248	9,136	-	23,242	1,215,626
PAYROLL WITHHOLDINGS AND OTHER LIABILITIES	202,460	-	-	-	202,460
DEPOSITS PAYABLE	12,395	95,690	-	34,966	143,051
TOTAL LIABILITIES	1,538,944	104,826	-	79,127	1,722,897
FUND BALANCES:					
RESTRICTED	-	755,213	868,537	1,110,480	2,734,230
ASSIGNED	160,600	-	-	34,109	194,709
UNASSIGNED	1,153,842	-	-	-	1,153,842
TOTAL FUND BALANCES	1,314,442	755,213	868,537	1,144,589	4,082,781
TOTAL LIABILITIES AND FUND BALANCES	$ 2,853,386	$ 860,039	$ 868,537	$ 1,223,716	$ 5,805,678

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
GOVERNMENTAL FUNDS
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
FISCAL YEAR ENDED JUNE 30, 2023

	GENERAL	COMMUNITY EDUCATION FUNDS	CAPITAL IMPROVEMENTS FUNDS	NONMAJOR GOVERNMENTAL FUNDS	TOTAL GOVERNMENTAL FUNDS
REVENUES:					
ASSESSMENTS TO MEMBER TOWNS	$ 23,453,269	$ -	$ 1,575,000	$ -	$ 25,028,269
INTERGOVERNMENTAL	3,158,771	-	-	1,465,582	4,624,353
INTERGOVERNMENTAL - ON-BEHALF PAYMENTS	3,893,949	-	-	-	3,893,949
CHARGES FOR SERVICES					
SCHOOL LUNCH	-	-	-	407,967	407,967
FEES	312,058	-	-	226,425	538,483
COMMUNITY EDUCATION	-	920,707	-	-	920,707
INVESTMENT INCOME	130,849	-	-	54	130,903
CONTRIBUTIONS & DONATIONS	-	-	-	21,679	21,679
DEPARTMENTAL	4,105	-	-	-	4,105
TOTAL REVENUES	30,953,001	920,707	1,575,000	2,121,707	35,570,415
EXPENDITURES:					
CURRENT:					
ADMINISTRATION	892,479	-	-	58,592	951,071
INSTRUCTIONAL LEADERSHIP	1,468,789	-	-	-	1,468,789
CLASSROOM AND SPECIALIST EDUCATOR	12,060,026	-	-	-	12,060,026
INSTRUCTIONAL MATERIALS AND TECHOLOGY	522,312	-	-	-	522,312
GUIDANCE & PSYCHOLOGICAL	1,339,979	-	-	-	1,339,979
OTHER TEACHING SERVICES	918,720	-	-	26,045	944,765
PROFESSIONAL DEVELOPMENT	107,222	-	-	-	107,222
PUPIL SERVICES	1,156,306	-	-	191,745	1,348,051
TRANSPORTATION	1,035,635	-	-	-	1,035,635
OPERATIONS AND MAINTENANCE	1,978,198	-	-	18,694	1,996,892
EMPLOYEE BENEFITS AND FIXED CHARGES	8,329,194	-	-	10,961	8,340,155
COMMUNITY EDUCATION	-	715,156	-	-	715,156
FOOD SERVICES	-	-	-	726,514	726,514
FEDERAL AND STATE GRANT PROGRAMS	-	-	-	905,472	905,472
STATE & COUNTY ASSESSMENTS	25,301	-	-		25,301
CAPITAL OUTLAY	-	-	1,696,141	-	1,696,141
DEBT SERVICE:					
PRINCIPAL	790,000	-	-	-	790,000
INTEREST	45,200	-	-	-	45,200
TOTAL EXPENDITURES	30,669,361	715,156	1,696,141	1,938,023	35,018,681
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	283,640	205,551	(121,141)	183,684	551,734
OTHER FINANCING SOURCES (USES)					
OPERATING TRANSFERS IN	-	-	375,000	-	375,000
OPERATING TRANSFERS OUT	(275,000)	(100,000)	-	-	(375,000)
TOTAL OTHER FINANCING SOURCES (USES)	(275,000)	(100,000)	375,000	-	-
NET CHANGE IN FUND BALANCES	8,640	105,551	253,859	183,684	551,734
FUND BALANCES AT BEGINNING OF YEAR	1,305,802	649,662	614,678	960,905	3,531,047
FUND BALANCES AT END OF YEAR	$ 1,314,442	$ 755,213	$ 868,537	$ 1,144,589	$ 4,082,781

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
RECONCILIATION OF THE GOVERNMENTAL FUNDS BALANCE SHEET
TOTAL FUND BALANCES TO THE STATEMENT OF NET POSITION
JUNE 30, 2023

TOTAL GOVERNMENTAL FUND BALANCES		$ 4,082,781
CAPITAL ASSETS (NET) USED IN GOVERNMENTAL ACTIVITIES ARE NOT FINANCIAL RESOURCES AND, THEREFORE, ARE NOT REPORTED IN THE FUNDS		25,478,646
IN THE STATEMENT OF ACTIVITIES, INTEREST IS ACCRUED ON OUTSTANDING LONG-TERM DEBT, WHEREAS IN GOVERNMENTAL FUNDS INTEREST IS NOT REPORTED UNTIL DUE		(11,025)
LONG-TERM LIABILITIES ARE NOT DUE AND PAYABLE IN THE CURRENT PERIOD AND, THEREFORE, ARE NOT REPORTED IN THE GOVERNMENTAL FUNDS		
BONDS AND NOTES PAYABLE	(1,470,000)	
NET PENSION LIABILITY	(5,529,627)	
DEFERRED INFLOWS OF RESOURCES - RELATED TO PENSIONS	(1,645,176)	
DEFERRED OUTFLOWS OF RESOURCES - RELATED TO PENSIONS	2,318,638	
DEFERRED AMOUNT ON REFUNDING	(64,000)	
OTHER POSTEMPLOYMENT BENEFITS (OPEB)	(23,089,135)	
DEFERRED INFLOWS OF RESOURCES - RELATED TO POST EMPLOYMENT BENEFITS	(6,107,490)	
DEFERRED OUTFLOWS OF RESOURCES - RELATED TO POST EMPLOYMENT BENEFITS	3,299,202	
COMPENSATED ABSENCES	(20,066)	
NET EFFECT OF REPORTING LONG-TERM LIABILITIES		(32,307,654)
NET POSITION OF GOVERNMENTAL ACTIVITIES		$ (2,757,252)

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
RECONCILIATION OF THE STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES
OF GOVERNMENTAL FUNDS TO THE STATEMENT OF ACTIVITIES
FISCAL YEAR ENDED JUNE 30, 2023

NET CHANGE IN FUND BALANCES - TOTAL GOVERNMENTAL FUNDS		$ 551,734
GOVERNMENTAL FUNDS REPORT CAPITAL OUTLAYS AS EXPENDITURES. HOWEVER, IN THE STATEMENT OF ACTIVITIES THE COST OF THOSE ASSETS IS ALLOCATED OVER THEIR ESTIMATED USEFUL LIVES AND REPORTED AS DEPRECIATION EXPENSE.		
CAPITAL OUTLAY	1,696,141	
DEPRECIATION EXPENSE	(1,336,707)	
NET EFFECT OF REPORTING CAPITAL ASSETS		359,434
THE ISSUANCE OF LONG-TERM DEBT (E.G., BONDS) PROVIDES CURRENT FINANCIAL RESOURCES TO GOVERNMENTAL FUNDS, WHILE THE REPAYMENT OF THE PRINCIPAL OF LONG-TERM DEBT CONSUMES THE FINANCIAL RESOURCES OF GOVERNMENTAL FUNDS. NEITHER TRANSACTION, HOWEVER, HAS ANY EFFECT ON NET ASSETS. ALSO, GOVERNMENTAL FUNDS REPORT THE EFFECT OF ISSUANCE COSTS, PREMIUMS, DISCOUNTS, AND SIMILAR ITEMS WHEN DEBT IS FIRST ISSUED, WHEREAS THESE AMOUNTS ARE DEFERRED AND AMORTIZED IN THE STATEMENT OF ACTIVITIES.		
DEBT SERVICE PRINCIPAL PAYMENTS	790,000	
NET EFFECT OF REPORTING LONG-TEM DEBT		790,000
SOME EXPENSES REPORTED IN THE STATEMENT OF ACTIVITIES DO NOT REQUIRE THE USE OF CURRENT FINANCIAL RESOURCES AND, THEREFORE, ARE NOT REPORTED AS EXPENDITURES IN THE GOVERNMENTAL FUNDS.		
NET CHANGE IN COMPENSATED ABSENCES ACCRUAL	4,728	
NET CHANGE IN ACCRUED INTEREST ON LONG-TERM DEBT	5,925	
NET CHANGE IN DEFERRED AMOUNT ON REFUNDING	32,000	
NET CHANGE IN OTHER POSTEMPLOYMENT BENEFITS	72,422	
NET CHANGE IN DEFERRED INFLOWS OF RESOURCES - RELATED TO POST EMPLOYMENT BENEFITS	744,797	
NET CHANGE IN DEFERRED OUTFLOWS OF RESOURCES - RELATED TO POST EMPLOYMENT BENEFITS	(913,673)	
NET CHANGE IN NET PENSION LIABILITY	(2,008,198)	
NET CHANGE IN DEFERRED INFLOWS OF RESOURCES - RELATED TO PENSIONS	768,283	
NET CHANGE IN DEFERRED OUTFLOWS OF RESOURCES - RELATED TO PENSIONS	1,614,713	
NET EFFECT OF RECORDING LONG-TERM LIABILITIES		320,997
CHANGE IN NET POSITION OF GOVERNMENTAL ACTIVITIES		$ 2,022,165

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
GENERAL FUND
STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE - BUDGET AND ACTUAL
FISCAL YEAR ENDED JUNE 30, 2023

	ORIGINAL BUDGET	FINAL BUDGET	ACTUAL BUDGETARY AMOUNTS	VARIANCE OVER (UNDER)
REVENUES:				
ASSESSMENTS:				
DOVER	$ 12,959,396	$ 12,959,396	$ 12,959,396	$ -
SHERBORN	10,493,873	10,493,873	10,493,873	-
TOTAL ASSESSMENTS	23,453,269	23,453,269	23,453,269	-
STATE AID:				
CHAPTER 70	2,492,893	2,492,893	2,492,893	-
CHARTER SCHOOL TUITION REIMBURSEMENTS	-	-	7,327	7,327
TRANSPORTATION	584,701	584,701	649,067	64,366
OTHER	-	-	9,484	9,484
TOTAL STATE AID	3,077,594	3,077,594	3,158,771	81,177
LOCAL:				
INVESTMENT INCOME	20,000	20,000	130,849	110,849
FEES	371,000	371,000	312,058	(58,942)
DEPARTMENTAL	5,000	5,000	4,105	(895)
TOTAL LOCAL REVENUES	396,000	396,000	447,012	51,012
TOTAL REVENUES	26,926,863	26,926,863	27,059,052	132,189
EXPENDITURES:				
CURRENT:				
ADMINISTRATION	910,004	910,004	892,479	17,525
INSTRUCTIONAL LEADERSHIP	1,492,213	1,492,213	1,468,789	23,424
CLASSROOM AND SPECIALIST EDUCATOR	12,249,325	12,249,325	12,060,026	189,299
INSTRUCTIONAL MATERIALS AND TECHOLOGY	516,805	516,805	522,312	(5,507)
GUIDANCE & PSYCHOLOGICAL	1,358,519	1,358,519	1,339,979	18,540
OTHER TEACHING SERVICES	891,031	891,031	918,720	(27,689)
PROFESSIONAL DEVELOPMENT	131,150	131,150	107,222	23,928
PUPIL SERVICES	1,111,751	1,111,751	1,156,306	(44,555)
TRANSPORTATION	1,030,800	1,030,800	1,035,635	(4,835)
OPERATIONS AND MAINTENANCE	2,042,348	2,042,348	1,978,198	64,150
EMPLOYEE BENEFITS AND FIXED CHARGES	4,454,667	4,454,667	4,435,245	19,422
STATE ASSESSMENTS	13,050	13,050	25,301	(12,251)
DEBT SERVICE:				
PRINCIPAL	790,000	790,000	790,000	-
INTEREST	45,200	45,200	45,200	-
TOTAL EXPENDITURES	27,036,863	27,036,863	26,775,412	261,451
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(110,000)	(110,000)	283,640	393,640
OTHER FINANCING SOURCES (USES):				
OPERATING TRANSFERS OUT	(275,000)	(275,000)	(275,000)	-
NET CHANGE IN BUDGETARY FUND BALANCE	$ (385,000)	$ (385,000)	$ 8,640	$ 393,640
OTHER BUDGETARY ITEMS				
USE OF UNRESERVED FUND BALANCE	$ 385,000	$ 385,000		
NET BUDGET	$ -	$ -		

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
FIDUCIARY FUNDS
STATEMENT OF FIDUCIARY NET POSITION
JUNE 30, 2023

	POSTEMPLOYMENT BENEFITS TRUST	PRIVATE PURPOSE TRUST FUNDS
ASSETS		
CASH AND SHORT-TERM INVESTMENTS	$ -	$ 38,975
INVESTMENTS	1,215,626	-
TOTAL ASSETS	1,215,626	38,975
LIABILITIES	-	-
NET POSITION		
RESTRICTED FOR:		
POSTEMPLOYMENT BENEFITS	1,215,626	-
INDIVIDUALS AND OTHER ORGAIZATIONS	-	38,975
TOTAL NET POSITION	$ 1,215,626	$ 38,975

See accompanying notes to the basic financial statements

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
FIDUCIARY FUNDS
STATEMENT OF CHANGES IN FIDUCIARY NET POSITION
FISCAL YEAR ENDED JUNE 30, 2023

	POSTEMPLOYMENT BENEFITS TRUSTS	PRIVATE PURPOSE TRUST FUNDS
ADDITIONS:		
CONTRIBUTIONS:		
PRIVATE DONATIONS	$ -	$ 2,500
EMPLOYER CONTRIBUTIONS	245,000	-
EMPLOYER CONTRIBUTIONS TO PAY FOR OPEB BENEFITS	786,362	-
NET INVESTMENT INCOME (LOSS):		
INVESTMENT INCOME	89,890	105
TOTAL ADDITIONS	1,121,252	2,605
DEDUCTIONS:		
BENEFIT PAYMENTS	786,362	-
EDUCATIONAL SCHOLARSHIPS	-	6,100
TOTAL DEDUCTIONS	786,362	6,100
CHANGE IN NET POSITION	334,890	(3,495)
NET POSITION AT BEGINNING OF YEAR	880,736	42,470
NET POSITION AT END OF YEAR	$ 1,215,626	$ 38,975

See accompanying notes to the basic financial statements

NOTE 1 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accompanying basic financial statements of the Dover-Sherborn Regional School District in Dover, Massachusetts (the School District) have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP). The Governmental Accounting Standards Board (GASB) is the recognized standard-setting body for establishing governmental accounting and financial reporting principles. The following is a summary of the more significant School District accounting policies:

A. Reporting Entity

Primary Government

The Dover-Sherborn Regional School District was formed under Chapter 71 of the Massachusetts General Laws. The District is comprised of the Towns of Dover and Sherborn. The School District was established in 1953 and operates under a regional agreement serving the educational needs of students in Grades 6 through 12. The form of government is an elected six-member School Committee that is responsible for appointing a Superintendent who is the chief operating officer for the District.

For financial reporting purposes, the basic financial statements include all funds, organizations, account groups, agencies, boards, commissions and institutions that are not legally separate from the School District.

The School District has also considered all potential component units, blended or discretely presented, for which it is financially accountable as well as other organizations for which the nature and significance of their relationship with the School District are such that exclusion would cause the basic financial statements to be misleading or incomplete. Blended component units, although legally separate entities, are, in substance, part of the School District's operations and discretely presented component units are reported in a separate column in the government-wide financial statements to emphasize that they are legally separate from the School District. It has been determined that there are no component units (blended or discretely presented) for inclusion in the primary government's financial reporting entity.

B. Government-Wide and Fund Financial Statements

Government-Wide Financial Statements

The government-wide financial statements (i.e., statement of net position and the statement of activities) report information on all of the non-fiduciary activities of the primary government. The School District reports Governmental *Activities*, which are primarily supported by member Town assessments and intergovernmental revenues.

Fund Financial Statements

Separate financial statements are provided for governmental funds, and fiduciary funds, even though fiduciary funds are excluded from the government-wide financial statements. Major individual governmental funds are reported as separate columns in the fund financial statements. Nonmajor funds are aggregated and displayed in a single column.

Major Fund Criteria

A fund is considered major if it is the primary operating fund of the School District or it meets the following criteria:

a. If the total assets and deferred outflows of resources, liabilities and deferred inflows of resources, revenues, or expenditures of an individual governmental fund are at least 10 percent of the corresponding element (total assets and deferred outflows of resources, liabilities and deferred inflows of resources, etc.) for all funds of that category or type (total governmental funds), and

b. If the total assets and deferred outflows of resources, liabilities and deferred inflows of resources, revenues, or expenditures of the individual governmental fund are at least 5 percent of the corresponding element for all governmental funds combined.

Additionally, any other governmental fund that management believes is particularly significant to the basic financial statements may be reported as a major fund.

Fiduciary funds are reported by fund type.

C. Measurement Focus, Basis of Accounting and Financial Statement Presentation

Government-Wide Financial Statements

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Under this method, revenues are recorded when earned and expenses are recorded when the liabilities are incurred.

Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

The *statement of activities* demonstrates the degree to which the direct expenses of a particular function or segment are offset by program revenues. Direct expenses are those that are clearly identifiable with a specific function or segment. Program revenues include the following:

a. *Charges to customers or applicants* who purchase, use, or directly benefit from goods, services, or privileges provided by a given function or segment.

b. *Grants and contributions* that are restricted to meeting the operational requirements of a particular function or segment.

c. *Grants and contributions* that are restricted to meeting the capital requirements of a particular function or segment.

Assessments and other items not identifiable as program revenues are reported as general revenues.

The effect of interfund activity has been removed from the government-wide financial statements.

Fund Financial Statements

Governmental Fund Financial Statements

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Under the modified accrual basis of accounting, revenues are recognized when susceptible to accrual (i.e., when they become both measurable and available). Measurable means the amount of the transaction can be determined and available means collectible within the current period or soon enough thereafter to pay liabilities of the current period.

Expenditures are recorded when the related fund liability is incurred, except for interest on general long-term debt which is recognized when due, and the non-current portion of net pension liability, and other postemployment benefits (OPEB) which are recognized when the obligations are expected to be liquidated with current expendable available resources.

Member assessments are apportioned among capital and operating costs, less intergovernmental and other revenues, and are based upon student enrollment.

In applying the susceptible to accrual concept to intergovernmental revenues, there are essentially two types of revenues. In one, moneys must be expended on the specific purpose or project before any amounts will be paid to the School District; therefore, revenues are recognized based upon the expenditures incurred. In the other, moneys are virtually unrestricted and are usually revocable only for failure to comply with prescribed compliance requirements. These resources are reflected as revenues at the time of receipt or earlier if the susceptible to accrual criteria are met.

Investment income is susceptible to accrual. Other receipts and revenue become measurable and available when the cash is received and are recognized as revenue at that time.

The School District reports the following major governmental funds:

- The *General fund* is the primary operating fund of the School District. It is used to account for all financial resources, except those that are required to be accounted for in another fund.

- The *Community Education Funds* are used to account for extended day care and afterschool programs.

- The *Capital Improvements Fund* is used to account for capital equipment purchases and other capital improvements.

- The *Nonmajor Governmental funds* consist of other special revenue funds that are aggregated and presented in the nonmajor governmental funds column on the governmental funds financial statements. The following describes the general use of this fund type:

    - The *Special Revenue fund* is used to account for the proceeds of specific revenue sources (other than capital projects funds) that are restricted by law or administrative action to expenditures for specified purposes.

Fiduciary Fund Financial Statements

Fiduciary fund financial statements are reported using the flow of economic resources measurement focus and use the accrual basis of accounting. Fiduciary funds are used to account for assets held by the School District in a trustee capacity for others that cannot be used to support the governmental programs.

The following fiduciary fund types are reported:

- The *Postemployment Benefits Trust fund* is used to account for assets held to fund future postemployment benefits of current and retired employees.
- The *Private-Purpose Trust fund* is used to account for various scholarship awards.

D. Cash and Investments

Government-Wide and Fund Financial Statements

Cash and short term investments are considered to be cash on hand, demand deposits and short-term investments with original maturities of three months or less from the date of acquisition. Investments are reported at fair value.

E. Fair Value Measurements

The School District reports required types of financial instruments in accordance with the fair value standards. These standards require an entity to maximize the use of observable inputs (such as quoted prices in active markets) and minimize the use of unobservable inputs (such as appraisals or valuation techniques) to determine fair value. Fair value standards also require the government to classify these financial instruments into a three-level hierarchy, based on the priority of inputs to the valuation technique or in accordance with net asset value practical expedient rules, which allow for either Level 2 or Level 3 depending on lock up and notice periods associated with the underlying funds. Instruments measured and reported at fair value are classified and disclosed in one of the following categories:

Level 1 – Quoted prices are available in active markets for identical instruments as of the reporting date. Instruments, which are generally included in this category, include actively traded equity and debt securities, U.S. government obligations, and mutual funds with quoted market prices in active markets.

Level 2 – Pricing inputs are other than quoted in active markets, which are either directly or indirectly observable as of the reporting date, and fair value is determined through the use of models or other valuation methodologies. Certain fixed income securities, primarily corporate bonds, are classified as Level 2 because fair values are estimated using pricing models, matrix pricing, or discounted cash flows.

Level 3 – Pricing inputs are unobservable for the instrument and include situations where there is little, if any, market activity for the instrument. The inputs into the determination of fair value require significant management judgment or estimation. In some instances the inputs used to measure fair value may fall into different levels of the fair value hierarchy and is based on the lowest level of input that is significant to the fair value measurement. Market price is affected by a number of factors, including the type of instrument and the characteristics specific to the instrument. Instruments with readily available active quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value. It is reasonably possible that change in values of these instruments will occur in the near term and that such changes could materially affect amounts reported in these financial statements. For more information on the fair value of the School District's financial instruments, see Note 3 – Fair Market Value of Investments.

F. Accounts Receivable

Government-Wide and Fund Financial Statements

The recognition of revenue related to accounts receivable reported in the government-wide financial statements are reported under the accrual basis of accounting. The recognition of revenue related to accounts receivable reported in the governmental funds financial statements are reported under the modified accrual basis of accounting.

Intergovernmental

Various federal and state grants for operating and capital purposes are applied for and received annually. For non-expenditure driven grants, receivables are recognized as soon as all eligibility requirements imposed by the provider have been met. For expenditure driven grants, receivables are recognized when the qualifying expenditures are incurred and all other grant requirements are met. These receivables are considered 100% collectible.

G. Inventories

Government-Wide and Fund Financial Statements

Inventories of the governmental funds are recorded as expenditures at the time of purchase. Such inventories are not material in total to the basic financial statements, and therefore are not reported.

H. Capital Assets

Government-Wide Financial Statements

Capital assets, which include land, buildings and improvements, machinery, vehicles, equipment and furnishings, and intangible assets are reported in the applicable governmental activities column of the government-wide financial statements. Capital assets are recorded at historical cost, or at estimated historical cost, if actual historical cost is not available. Donated capital assets are recorded at the estimated fair market value at the date of donation.

All purchases and construction costs in excess of $5,000 are capitalized at the date of acquisition or construction, respectively, with expected useful lives of five years or greater.

Capital assets (excluding land) are depreciated on a straight-line basis. The estimated useful lives of capital assets are as follows:

Asset Class	Estimated Useful Life (in years)
Buildings and improvements	10-40
Machinery, vehicles, equipment and furnishings	5-10
Debt issue costs (Intangible Assets)	20

The cost of normal maintenance and repairs that do not add to the value of the assets or materially extend asset lives are not capitalized and are treated as expenses when incurred. Improvements are capitalized.

Governmental Fund Financial Statements

Capital asset costs are recorded as expenditures in the fiscal year of purchase for the various funds.

I. Interfund Receivables and Payables

During the course of its operations, transactions occur between and within individual funds that may result in amounts owed between funds.

Government-Wide Financial Statements

Transactions of a buyer/seller nature between and within governmental funds are eliminated from the governmental activities in the Statement of Net Position.

Fund Financial Statements

Transactions of a buyer/seller nature between and within funds are not eliminated from the individual fund statements.

J. Interfund Transfers

During the course of its operations, resources are permanently reallocated between and within funds. These transactions are reported as operating transfers in and operating transfers out.

Government-Wide Financial Statements

Operating transfers between and within governmental funds are eliminated from the governmental activities in the Statement of Net Position.

Fund Financial Statements

Operating transfers between and within funds are not eliminated from the individual fund statements and are reported as operating transfers in and operating transfers out.

K. Deferred Outflows/Inflows of Resources

Government-Wide Financial Statements (Net Position)

In addition to assets, the statement of financial position will sometimes report a separate section for deferred outflows of resources. This separate financial statement element, *deferred outflows of resources*, represents a consumption of net position that applies to a future period(s) and so will *not* be recognized as an outflow of resources (expenditure) until then. The School District reported deferred outflows of resources related to pensions and other postemployment benefits in this category.

In addition to liabilities, the statement of financial position will sometimes report a separate section for deferred inflows of resources. This separate financial statement element, *deferred inflows of resources,* represents an acquisition of net position that applies to a future period(s) and so will *not* be recognized as an inflow of resources (revenue) until that time. The School District reported deferred inflows of resources related to pensions, postemployment benefits and deferred amount of refunding in this category.

L. Net Position and Fund Equity

Government-Wide Financial Statements (Net Position)

Net Position is classified into three components:

a. *Net Investment in capital assets* – consists of capital assets including restricted capital assets, net of accumulated depreciation and reduced by the outstanding balances of any bonds, mortgages, notes, or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.

b. *Restricted net position* – Consists of net position with constraints placed on the use by external groups such as creditors, grantors, contributors, or laws or regulations of other governments.

   Net position has been "restricted" for the following:

   - *Capital Projects* represents amounts used for capital equipment and improvements.
   - *Other purposes* represent restrictions placed on assets from outside parties.

c. *Unrestricted net position* – All other net position that do not meet the definition of "restricted" or "net investment in capital assets."

Fund Financial Statements (Fund Balances)

The School District uses the following criteria for fund balance classification:

- For *restricted* fund balance: when constraints placed on the use of the resources are either (1) externally imposed by creditors, grantors, contributors, or laws or regulations of other governments; or (2) imposed by law trough constitutional provisions or enabling legislation.

- For *assigned* fund balance: (1) the body or official authorized to assign amounts to a specific purpose and (2) the policy established by the governing body pursuant to which the authorization is given.

- For *unassigned* fund balance: is the residual classification for the general fund. In other governmental funds, if expenditures incurred for specific purposes exceeded the amounts restricted, or assigned to those purposes, it may be necessary to report a negative unassigned fund balance.

The School District uses the following criteria for fund balance policies and procedures:

- When expenditures are incurred for purposes for which both restricted and unrestricted fund balance is available, the unrestricted amount will be considered to have been spent.

- When expenditures are incurred for purposes for which assigned, or unassigned fund balance is available, and the least restricted amount will be considered to have been spent.

M. Long-term debt

Government-Wide Financial Statements

Long-term debt is reported as liabilities in the government-wide statement of net position. Material bond premiums and discounts are deferred and amortized over the life of the bonds using the effective interest method. Bonds payable are reported net of the applicable bond premium or discount.

Governmental Fund Financial Statements

The face amount of governmental funds long-term debt is reported as other financing sources. Bond premiums and discounts, as well as issuance costs, are recognized in the current period. Bond premiums are reported as other financing sources and bond discounts are reported as other financing uses. Issuance costs, whether or not withheld from the actual bond proceeds received, are reported as general government expenditures.

N. Investment Income

Investment income derived from major and nonmajor governmental funds is legally assigned to the general fund unless otherwise directed by Massachusetts General Laws **(MGL)**.

O. Compensated Absences

The School District grants to employees sick and vacation leave in varying amounts based upon collective bargaining agreements, state laws and executive policies.

Government-Wide Financial Statements

Vested or accumulated vacation and sick leave are reported as liabilities and expensed as incurred.

Governmental Fund Financial Statements

The portion of the liability related to unused vacation time that has matured or is due as of June 30, 2023 is recorded in the governmental fund financial statement.

P. Pensions

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Norfolk County Retirement System (NCRS) and the Massachusetts Teachers Retirement System (MTRS). Additions to/deductions from the System's fiduciary net position have been determined on the same basis as they are reported by the Systems. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Q. Post Retirement Benefits

Government-Wide and Fund Financial Statements

In addition to providing pension benefits, health insurance coverage is provided for retired employees and their survivors in accordance with MGL Chapter 32B, of Massachusetts General Laws, under various contributory plans. The cost of providing health insurance for calendar year 2023 is recognized by recording the employer's 50% share of insurance premiums (depending on the plan selected) in the general fund in the fiscal year paid. All benefits are provided through third-party insurance carriers and health maintenance organizations that administer, assume, and pay all claims.

R. Use of Estimates

Government-Wide and Fund Financial Statements

The preparation of the accompanying financial statements in conformity with accounting principles generally accepted in the United States of America, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period. Actual results could vary from estimates that were used.

S. Total Column

Fund Financial Statements

The total column on the fund financial statements is presented only to facilitate financial analysis. Data in this column is not comparable to the consolidated financial information.

NOTE 2 – STEWARDSHIP, COMPLIANCE AND ACCOUNTABILITY

A. Budgetary Basis of Accounting

Municipal law requires the adoption of a balanced budget that is approved by the School District's members and committees.

Annually, the School Committee prepares a tentative budget, including capital costs. In accordance with the School District agreement, the School Committee adopts the annual operating and maintenance budget not later than 45 days to the earliest date on which the first business session of the annual Town meeting of any member Town is held but no later than March 31st of any year, providing that such annual budget need not to be adopted prior to February 1st on any year. The final budget, divided between operating costs and capital costs, is then apportioned among the Member Towns. The apportioned amount for each Member Town must be certified to the Treasurers of such Towns within 30 days from the date on which said annual budget is adopted.

B. Assessments

Assessments are levied annually to the Member Towns of the School District for the fiscal year beginning on July 1, and are due and payable in monthly installments.

Capital costs, as defined by the School District's Regional Agreement, generally relate to costs incurred to construct or improve school plant operations.

Capital costs shall include payment for principal and interest on indebtedness incurred to meet capital outlay. Each Member Town's proportionate share of the annual capital costs shall be determined by census of both public and private students as based on the formula in the Regional Agreement.

Operating costs include all other expenses not listed as capital costs. The current year's operating costs are apportioned utilizing the statutory method of assessment. The contributions and expenditures break downs for Fiscal Year 2023 are as follows:

	Minimum Contribution	Additional Local Contribution	Transportation and Other Expenditures	Capital and Debt Expenditures	Total Assessment
Dover	$ 6,542,364	$ 5,389,544	$ 564,871	$ 462,617	$ 12,959,396
Sherborn	5,209,846	4,445,515	465,929	372,583	10,493,873
Totals	$ 11,752,210	$ 9,835,059	$ 1,030,800	$ 835,200	$ 23,453,269

C. Budgetary – GAAP Reconciliation

While the School District is reporting financial position, results of operations and changes in fund balance are on the basis of generally accepted accounting principles (GAAP), the budgetary basis as provided by law and is based upon accounting for certain transactions on a basis of cash receipts, disbursements and encumbrances.

The statement of revenues, expenditures, and changes in fund balance – budget and actual presented for the general fund is presented on the budgetery basis to provide a meaningful comparison of actual results with the budget.

The adjustments necessary to reconcile the GAAP and Budgetary Basis Statements are as follows:

General Fund	Revenues	Expenditures
GAAP Basis	$ 30,953,001	$ 30,669,361
To reverse the effect of non-budgeted State contributions for teacher's retirement	(3,893,949)	(3,893,949)
Budgetary Basis	$ 27,059,052	$ 26,775,412

NOTE 3 – DEPOSITS AND INVESTMENTS

A cash pool is maintained that is available for use by all funds. Each fund type's portion of this pool is displayed on the balance sheet as "cash and short term investments."

Deposits

- *Custodial Credit Risk – Deposits*

  Custodial credit risk is the risk that in the event of bank failure, the School District's deposits may not be returned. The School District does not have a formal deposit policy for custodial credit risk.

  The School District carries deposits that are fully insured by the Federal Deposit Insurance Corporation (FDIC). The School District also carries deposits that are uninsured, and uncollateralized.

  The following table illustrates how much of the School District's bank deposits are insured, and how much of the School District's bank deposits are uninsured and uncollateralized as of June 30, 2023:

Total Bank Balances		$ 2,870,161
Bank Balances Covered by Deposit Insurance		
Federal Deposit Insurance Corporation (FDIC)	782,208	
Total Bank Balances Covered by Deposit Insurance		782,208
Bank Balances Uninsured and Uncollateralized		2,087,953
Total Bank Balances		$ 2,870,161

Investments

Investments can also be made in securities issued by or unconditionally guaranteed by the U.S. government or agencies that have a maturity of less than one year from the date of purchase, repurchase agreement guaranteed by the U.S. government or agencies that have a maturity of less than one year from the date of purchase, repurchase agreements guaranteed by such securities with maturity dates of no more than 90 days from the date of purchase, and units in the Massachusetts Municipal Depository Trust (MMDT). The Treasurer of the Commonwealth of Massachusetts oversees the financial management of the MMDT, a local investment pool for cities, towns, districts, and other state and local agencies within the Commonwealth.

a) Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. For short-term investments that were purchased using surplus revenues, Massachusetts General Law Chapter 44, Section 55, limits the School District's investments to the top rating issued by at least one nationally recognized statistical rating organization (NRSROs).

Presented below is the actual rating as of year-end for the investment type of the School District.

			Rating as of Year
Investment type	Fair value	Minimum Legal Rating	Unrated
Vanguard mutual funds	$ 1,215,626	N/A	$ 1,215,626

The School District has not adopted a formal policy related to Credit Risk.

b) Custodial Credit Risk

For an investment, this is the risk that, in the event of a failure by the counterparty, the School District will not be able to recover the value of its investments or collateral security that are in possession of an outside party. The mutual fund investments are not exposed to custodial credit risk because their existence is not evidenced by securities that exist in physical or book entry form. The School District does not have an investment policy for custodial credit risk.

c) Interest Rate Risk

Interest rate risk is the risk of changes in market interest rates which will adversely affect the fair value of an investment. Generally, the longer the maturity is of an investment, the greater the risk of its fair value to change with the market interest rates. The School District does not have a formal investment policy that limits investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates.

Information about the sensitivity of the fair values of the School District's investment to market interest rate fluctuations is as follows:

Investment type	Fair value	Investment maturities (in years) Less than 1
Vanguard mutual funds	$ 1,215,626	$ 1,215,626

d) Concentration of Credit Risk

The School District places no limit on the amount that may be invested in any one issuer. More than 5% of the School District's investment is in the following security:

Issuer	Percentage of Total Investment
Vanguard Mutual Funds	100%

e) Fair Market Value of Investments

The School District holds an investment that is measured at fair value on a recurring basis. Investing is not a core part of the School District's mission; the School District determines that the disclosure related to these investments only need to be disaggregated by the major type. The School District chooses a tabular format for disclosing the level within the fair value hierarchy.

The School District categorizes its fair value measurement within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets, Level 2 inputs are significant other observable inputs, and Level 3 inputs are significant unobservable inputs.

The School District has the following recurring fair value measurement as of June 30, 2023:

Investment Type	June 30, 2023	Fair Value Measurements Using: Quoted Price in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
Other Investments				
Vanguard mutual funds	$ 1,215,626	$ 1,215,626	$ -	$ -

Mutual Funds classified in Level 1 of the fair value hierarchy are valued using prices quoted in active markets for those securities.

NOTE 4 – INTERGOVERNMENTAL RECEIVABLES

The School District's intergovernmental receivable balance represents reimbursements from other governments for expenditures incurred, aid awarded, or debt incurred, and consisted of the following at June 30, 2023.

Governmental Funds:	
General Fund	
Commonwealth of Massachusetts	
Town of Dover	$ 15,299
Town of Sherborn	10,206
Transportation	322,692
Homeless Transportation	9,484
Non-Major Governmental Funds:	
U.S. Department of Agriculture	
School Lunch	36,287
Commonwealth of Massachusetts	
Special Education 240	267
Title IIA	8,331
Total	$ 402,566

NOTE 5 – CAPITAL ASSETS

Capital asset activity for the fiscal year ended June 30, 2023, was as follows:

Governmental Activities:	Beginning Balance	Increases	Decreases	Ending Balance
Capital assets not being depreciated:				
Land	$ 843,835	$ -	$ -	$ 843,835
Capital assets being depreciated:				
Building and improvements	43,791,441	1,696,141	-	45,487,582
Machinery, vehicles, equipment and furnishings	4,411,905	-	-	4,411,905
Intangible Assets	142,069	-	-	142,069
Total capital assest being depreciated	48,345,415	1,696,141	-	50,041,556
Less accumulated depreciation for:				
Building and improvements	(20,225,414)	(1,207,774)	-	(21,433,188)
Machinery, vehicles, equipment and furnishings	(3,724,697)	(123,398)	-	(3,848,095)
Intangible Assets	(119,927)	(5,535)	-	(125,462)
Total accumulated depreciation	(24,070,038)	(1,336,707)	-	(25,406,745)
Total capital assets being depreciated, net	24,275,377	359,434	-	24,634,811
Total governmental activities capital assets, net	$ 25,119,212	$ 359,434	$ -	$ 25,478,646

Depreciation expense was not charged to functions of the School District, but was recorded as unallocated in the Statement of Activities in the amount of $1,336,707.

NOTE 6 – INTERFUND TRANSFERS

Interfund transfers for the fiscal year ended June 30, 2023, are summarized as follows:

	Operating Transfers In:	
Operating Transfers Out:	Capital Improvements Funds	
General Fund	$ 275,000	(1)
Community Education Funds	100,000	(2)
Total	$ 375,000	

(1) Represents budgeted transfer to fund capital improvements.
(2) Represent other transfers

NOTE 7 – SHORT-TERM FINANCING

Under state law, and with the appropriate authorization, the School District is authorized to borrow funds on a temporary basis as follows:

- To fund current operations prior to the collection of revenues by issuing revenue anticipation notes (RANS).
- To fund grants prior to reimbursement by issuing grant anticipation notes (GANS).
- To fund Capital project costs incurred prior to selling permanent debt by issuing bond anticipation notes (BANS).
- To fund current project costs and other approved expenditures incurred, that are anticipated to be reimbursed by the Commonwealth through the issuance of State Aid anticipation notes (SAANS).

Short-term loans are general obligations of the School District and maturity dates are governed by statute. Interest expenditures for short term borrowings are accounted for in the General Fund.

The School District did not have any short-term debt for the year ended June 30, 2023.

NOTE 8 – LONG-TERM DEBT

Municipal law permits the School District, under the provision of Chapter 71, Section 16, to authorize indebtedness not to exceed an amount approved by the Emergency Finance Board. Furthermore, written notice of the amount of debt authorized and general purpose of the debt must be given to the Select Board in each of the Towns comprising the School District. Details related to the outstanding indebtedness and other long-term obligations payable at June 30, 2023, and the debt service requirements are as follows:

Bonds and Notes Payable Schedule -Governmental Activities

Project	Interest Rate (%)	Date Issued	Maturity Date	Outstanding at June 30, 2022	Issued	Redeemed	Outstanding at June 30, 2023
General Obligation Bonds:							
Middle School Construction - Refunding	2.00%	2/15/2015	5/15/2025	$ 2,260,000	$ -	$ (790,000)	$ 1,470,000

The annual debt service requirements for principal and interest for Governmental bonds and notes outstanding at June 30, 2023 are as follows:

Fiscal Year	Principal	Interest	Total
2024	$ 760,000	$ 29,400	$ 789,400
2025	710,000	14,200	724,200
Total	$ 1,470,000	$ 43,600	$ 1,513,600

Changes in Long-term Liabilities

The following is a summary of changes in long-term liabilities for the fiscal year ended June 30, 2023:

Governmental Activities:	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion
Bonds and notes payable	$ 2,260,000	$ -	$ (790,000)	$ 1,470,000	$ 760,000
Net pension liablility	3,521,429	2,008,198	-	5,529,627	-
Postemployment benefits	23,161,557	-	(72,422)	23,089,135	-
Total governmental activities long-term liabilities	$ 28,942,986	$ 2,008,198	$ (862,422)	$ 30,088,762	$ 760,000

The governmental activities long-term liabilities are generally liquidated by the general fund.

NOTE 9 – GOVERNMENTAL FUND BALANCE CLASSIFICATIONS

The School District has classified its governmental fund balances with the following hierarchy.

	General Fund	Community Education Major Fund	Capital Improvements Major Fund	Nonmajor Governmental Funds	Total
Fund Balances					
Restricted For:					
Community education	$ -	$ 755,213	$ -	$ -	$ 755,213
Capital projects	-	-	868,537	-	868,537
Grants and gifts	-	-	-	144,255	144,255
Fee-based revolving funds	-	-	-	544,108	544,108
School lunch	-	-	-	422,117	422,117
	-	755,213	868,537	1,110,480	2,734,230
Assigned To:					
Unemployment benefits	-	-	-	34,109	34,109
Subsequent Years Expenditures	160,000	-	-	-	160,000
Petty Cash	600	-	-	-	600
	160,600	-	-	34,109	194,709
Unassigned					
General Fund	1,153,842	-	-	-	1,153,842
Total Governmental Fund Balances	$ 1,314,442	$ 755,213	$ 868,537	$ 1,144,589	$ 4,082,781

NOTE 10 – RISK FINANCING

The School District is exposed to various risks of loss related to torts; theft of, damage to or destruction of assets; errors and omissions; injuries to employees; employee's health, and natural disasters.

Buildings are fully insured against fire, theft, and natural disaster to the extent that losses exceed $1,000 per incident. The fully insurable value of School District buildings is $104,895,040.

The School District is insured for general liability; however, Chapter 258 of the Massachusetts General Laws limits the School District's liability to a maximum of $100,000 per claim in all matters except in actions relating to federal civil rights, eminent domain and breach of contract. Such claims are charged to the general fund. There were no such claims in 2023.

The School District is a member of the West Suburban Health Group, which is a Massachusetts Municipal Joint Health Insurance purchase group. The group includes eight Towns, one school district, and one educational collaborative as participants.

The Group offers the following plan types:

	Medical Claims		PharmacyClaims	
Plan Name	Self Insured	Fully Insured	Self Insured	Fully Insured
Blue Cross and Blue Shield of Massachusetts Exclusive Provider Organization Plus	X		X	
Blue Cross and Blue Shield of Massachusetts Medex 2 with Blue Medicare PDP	X			X
Harvard Pilgrim Health Care Exclusive and Preferred Provider Organization Plus	X		X	
Harvard Pilgrim Health Care Enhanced Medicare with Aetna PDP	X			X
Blue Cross and Blue Shield of Massachusetts Managed Blue for Seniors		X		X
Tufts Exclusive Provider Organization Plan	X		X	
Tufts Medicare Preferred Supplement with PDP Plus	X		X	
Fallon Senior Plan		X		X
Tufts Medicare Preferred HMO		X		X

Each of the exclusive provider organization plans is offered at two design levels – Benchmark (low deductible plans) and HAS-Qualified High Deductible Plans. These plans are administrated by the respective insurance companies for a monthly administration fee based on the number of individual and family plan subscribers for a particular month.

The School District pays monthly premiums to the Group. These payments are funded in part from the School District, and payroll withholdings from active employees, or direct payments from retired and certain eligible former employees. In general, the School District pays between 50 percent and 70 percent of the cost of insurance for active and retired employees.

As of June 30, 2023, the West Suburban Health Group had $25,247,530 in assets and $13,584,102 in liabilities. The net position was $11,663,428.

NOTE 11 – POST EMPLOYMENT BENEFITS OTHER THAN PENSIONS

The GASB standards for *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions,* requires the following disclosures in the financial statements related to the retiree medical and life insurance benefits: The Dover-Sherborn Regional School District Other Postemployment benefits plan (the plan) is a single employer defined welfare benefit, healthcare plan administrated the Dover-Sherborn Regional School District.

Plan Description. The Plan provides medical and life insurance benefits to eligible retirees and their spouses. School District meeting vote is the authority to establish and amend benefit provisions to the District. The District has accepted various sections of Massachusetts General Laws Chapter 32B to provide 50% of the premium costs for health insurance plans and 50% of the premium for the life insurance costs.

Funding Policy. The contribution requirements of plan members and the School District are established and may be amended through school district ordinances. For the period ending on June 30, 2023 measurement date, the total School District's premiums plus implicit costs for the retiree medical program were $786,362. The School District also contributed $245,000 to an OPEB trust for a total contribution during the measurement period of $1,031,362 to be reported on the financial statements for the fiscal year ended June 30, 2023.

The Commonwealth of Massachusetts passed special legislation that has allowed the School District to establish a postemployment benefit trust fund and to enable the School District to begin pre-funding its other postemployment benefit (OPEB) liabilities. As of June 30, 2023, the balance of this fund totaled $1,215,626.

GASB Statement #75 – OPEB Employer Financial Reporting

Summary of Significant Accounting Policies – For purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB and OPEB expenses, information about the fiduciary net position of the Plan and additions to/deductions from the Plan's fiduciary net position have been determined on the same basis as they are reported by the Plan. For this purpose, the Plan recognizes benefit payments when due and payable in accordance with the benefit terms.

Measurement Date - GASB #75 requires the net OPEB liability to be measured as of a date the OPEB plans most recent fiscal year end. Accordingly, the net OPEB liability was measured as of June 30, 2023 and the total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation as of July 1, 2022.

Plan Membership – The following table represents the Plan's membership as of July 1, 2022:

Active Members	202
Inactive members currently receiving benefits	183
Total	385

Components of OPEB Liability – The following table represents the components of the Plan's OPEB liability as of June 30, 2023:

Total OPEB Liability	$ 24,304,761
Less: OPEB plan's fiduciary net position	(1,215,626)
Net OPEB Liability	$ 23,089,135
The OPEB plan's fiduciary net position as a percentage of the total OPEB liability	5.00%

Significant Actuarial Methods and Assumptions – The plan's total OPEB liability, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement, unless otherwise specified, that was updated to June 30, 2023 to be in accordance with GASB Statement #75.

Valuation Date:	Actuarially Dtermined Contribution was calculated as of July 1, 2022.
Actuarial Cost Method:	Individual Entry Age Normal
Asset-Valuation Method:	Market value of assets as of the measurement date June 30, 2023
Investment Rate of Return	6.19%, net of OPEB plan investment expense, including inflation.
Municipal Bond Rate	4.13% as June 30, 2023 (source: S&P Municipal Bond 20 - Year High Grade Index - SAPIHG)
Single Equivalent Discount Rate:	5.06% net of OPEB plan investment expense, including inflation.
Inflation:	2.50% as of June 30, 2023 and for future periods
Salary Increases:	3.00% annually as of June 30, 2023 and for future periods
Cost of Living Adjustment	Not Applicable
Pre-Retirement Mortality:	General: RP-2014 Mortality Table for Blue Collar Employees projected generationally with scale MP-2016 for males and set forward 1 year for females. Teachers: RP-2014 Mortality Table for White Collar Employees projected generationally with scale MP-2016 for males and females.
Post-Retirement Mortality:	General: RP-2014 Mortality Table for Blue Collar Health Annuitants projected generationally with scale MP-2016 for males and set forward 1 year for females. Teachers: RP-2014 Mortality Table for White Collar Healthy Annuitants projected generationally with scale MP-2016 for males and females.
Disabled Mortality:	General: RP-2014 Mortality Table for Blue Collar Health Annuitants projected generationally with scale MP-2016 for males and females, set forward 1 year. Teachers: RP-2014 Mortality Table for White Collar Healthy Annuitants projected generationally with scale MP-2016 for males and females.

Investment Policy

The chart below shows how the long-term rate of return on assets is developed based on the District's investment policy.

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic equity - large cap	37.10%	4.91%
Domestic equity - small/mid cap	0.00%	5.29%
International equity - developed market	15.90%	5.32%
International equity - emerging market	0.00%	6.13%
Domestic fixed income	39.00%	2.30%
International fixed income	0.00%	2.02%
Alternatives	0.00%	6.35%
Real Estate	8.00%	6.25%
Cash	0.00%	0.00%
Total	100.00%	

Discount Rate – The discount rate used to measure the total OPEB liability was 5.06% as of June 30, 2023. The projection of cash flows used to determine the discount rate assumed that contributions will be made in accordance with the School District's funding policy.

Changes in the Net OPEB Liability

	Increase (Decrease)		
	Total OPEB Liablity (a)	Plan Fiduciary Net Position (b)	Net OPEB Liability (a) - (b)
Balance at June 30, 2022	$ 24,042,293	$ 880,736	$ 23,161,557
Charges for the year			
Service cost	681,677	-	681,677
Interest on Total OPEB Liability	1,219,213	-	1,219,213
Changes in assumptions	343,172	-	343,172
Difference between actual and expected experience	(1,195,232)	-	(1,195,232)
Net investment income	-	89,890	(89,890)
Employer Contributions to Trust	-	1,031,362	(1,031,362)
Benefit payments excluding implicit cost	(576,087)	(576,087)	-
Implicit cost amount	(210,275)	(210,275)	-
Net Change	262,468	334,890	(72,422)
Balance at June 30, 2023	$ 24,304,761	$ 1,215,626	$ 23,089,135

Sensitivity of the net OPEB liability to changes in the discount rate – The following table presents the Plan's net OPEB liability calculated using the discount rate of 5.06% as well as what the net OPEB liability would be if it were calculated using a discount rate that is 1 percentage- point lower (4.06%) or 1 percentage-point higher (6.06%) than the current rate.

	1% Decrease (4.06%)	Current Discount Rate (5.06%)	1% Increase (6.06%)
Net OPEB liability	$ 26,937,720	$ 23,089,135	$ 20,017,526

Sensitivity of the net OPEB liability to changes in the healthcare trend – The following table presents the net other postemployment benefit liability calculated using the current healthcare trend rate of 6.50% as well as what the net OPEB liability would be if it were calculated using a healthcare trend rate that is 1 percentage-point lower or 1 percentage-point higher than the current trend.

	1% Decrease (5.50%)	Current Discount Rate (6.50%)	1% Increase (7.50%)
Net OPEB liability	$ 19,682,428	$ 23,089,135	$ 27,420,625

Deferred Outflows/Inflows of Resources

At June 30, 2023 the School District reported deferred outflows and inflows of resources related to other postemployment benefits of $3,299,202 and $6,107,490 respectively.

The balances of deferred outflows and inflows as of June 30, 2023 consist of the following:

Deferred Category	Deferred Outflows of Resources	Deferred Inflows of Resources	Total
Differences between expected and actual experience	$ -	$ (1,890,155)	$ (1,890,155)
Changes of Assumptions	3,247,157	(4,217,335)	(970,178)
Net difference between projected and actual earnings	52,045	-	52,045
Total Deferred Outflows (Inflows) of Resources	$ 3,299,202	$ (6,107,490)	$ (2,808,288)

The School District's net deferred outflows/inflows of resources related to other postemployment benefits will be recognized in future years as follows:

Period Year ended June 30	Amount
2024	$ (761,290)
2025	(417,532)
2026	(394,033)
2027	(1,120,448)
2028	(114,985)
Total Deferred (Inflows)/Outflows Recognized in Future Years	$ (2,808,288)

Changes of Assumption – The Discount rate was increased from 5.01% to 5.06%.

Changes in Plan Provisions - None

NOTE 12 – PENSION PLANS

A. Plan Descriptions

The School District is a member of the Norfolk County Retirement System (The System), a cost-sharing multiple-employer, contributory defined benefit pension plan covering eligible employees of the 42 member units deemed eligible by the system. Chapter 32 of the Massachusetts General Law assigns authority to establish and amend benefit provisions of the system. Substantially all employees are members of the system except for school teachers and certain school administrators.

The System issues a publically available audited financial report that may be obtained by contacting the system's executive director at 480 Neponset Street, Building #15, Canton, Massachusetts 02021. The report can also be obtained online at www.norfolkcountyretirement.org.

The School District is a member of the Massachusetts Teachers' Retirement System (MTRS), a cost-sharing multi-employer defined benefit plan. MTRS is managed by the Commonwealth of Massachusetts (Commonwealth) on behalf of municipal teachers and municipal teacher retirees. The Commonwealth is a nonemployer contributor and is responsible for 100% of the contributions and future benefit requirements of the MTRS. The MTRS covers certified teachers in cities (except Boston), towns, regional school districts, charter schools, educational collaboratives, and Quincy College. The MTRS is part of the Commonwealth's reporting entity and the audited financial report may be obtained by visiting http://www.mass.gov/osc/publications-and-reports/financial-reports/. The MTRS report may also be obtained by contacting MTRS at One Charles Park, Cambridge, Massachusetts 02142-1206.

Special Funding Situation

The Commonwealth is a nonemployer contributor and is required by statue to make 100% of all actuarially determined employer contributions on behalf of the School District to the MTRS. Therefore, the School District is considered to be in a special funding situation as defined by GASB Statement No.68, *Accounting and Financial Reporting for Pensions* and the Commonwealth is a nonemployer contributor in MTRS. Since the School District does not contribute directly to MTRS, there is no net pension liability to recognize. The total of the Commonwealth provided contributions have been allocated based on each employer's covered payroll to the total covered payroll of employers in MTRS as of the measurement date of June 30, 2023. The School District's portion of the collective pension expense, contributed by the Commonwealth, of $3,893,949 is reported in the general fund as intergovernmental revenue and pension expense in the current fiscal year. The portion of the Commonwealth's collective net pension liability associated with the School District is $47,337,229 as of the measurement date.

The "System" and the MTRS are contributory defined benefit plans and membership in both the "System" and the MTRS is mandatory upon commencement of employment for all permanent, full-time employees.

B. Benefits Provided

The System and MTRS provide retirement, disability and death benefits to plan members and beneficiaries. Massachusetts Contributory Retirement System benefits are with certain minor exceptions, uniform from system to system. The System provides for retirement allowance benefits up to a maximum of 80% of a employees highest three-year average annual rate of regular compensation for those hired prior to April 2, 2012. For persons who became employees on or after April 2, 2012, average salary is the average annual rate of regular compensation received during the five consecutive years that produce the highest average, or, if greater, during the last five years (whether or not consecutive) preceding retirement. Benefit payments are based upon a employees age, length of creditable service, level of compensation, and group classification. Employees become vested after ten years of creditable service. There are three classes of membership in the retirement system: group 1, group 2, and group 4. Group 1 consists of general employees which includes clerical, administrative, technical and not otherwise classified positions. Group 2 consists of positions that have even been specified as hazardous. Lastly, group 4 consist of police officers, firefighters, and other hazardous positions.

Employees become vested after ten years of creditable service. A superannuation retirement allowance may be received upon the completion of 20 years of service or upon reaching the age of 55 with 10 years of service if hired after1978 and if classified if in groups 1 or 2. A person who became a member on or after April 2, 2012 is eligible for a superannuation retirement allowance upon reaching the age of 60 with 10 years of service in group 1, 55 years of age with 10 years of service if in group 2 and 55 years of age if hired prior to 1978 or if classified in group 4. Normal retirement for most employees occurs at age 65 (except for certain hazardous duty and public safety positions, whose normal retirement is at age 55).

Employees who become permanently and totally disabled for further duty may be eligible to receive a disability retirement allowance. The amount of benefits to be received in such cases is dependent on several factors, including whether or not disability is work related, the employee's age, years of creditable service, level of compensation, veterans' status and group classification.

Employees who resign from service and who are not eligible to receive a retirement allowance or are under the age of 55 are entitled to request a refund of their accumulated total deductions. In addition, with at least ten years of creditable service, such employees are entitled to receive one hundred (100%) percent of the regular interest which has accrued upon those deductions. Survivor benefits are extended to eligible beneficiaries of employees whose death occurs prior to or following retirement.

Cost-of living adjustments granted between 1981 and 1997 and any increase in other benefits imposed by the Commonwealth's state law during those years are borne by the Commonwealth and are deposited in to the pension fund. Cost-of-living adjustments granted after 1997 must be approved by the system and all costs are borne by the system.

C. Contributions

Norfolk County Retirement System

Chapter 32 of MGL governs the contributions of plan members and member employees. Active regular plan members are required to contribute to the system at rates ranging from 5 to 9% of their gross regular compensation. Members joining the system after January 1, 1979 must contribute an additional 2% on regular compensation earned at a rate in excess of $30,000. The percentage rate is keyed to the date upon which an employee's membership commences. The member units are required to pay into the system, a legislatively mandated actuarial determined contribution that is apportioned among the employers based on actuarial valuation results. The School District's proportionate share of the required contribution for the year ended December 31, 2022 which was $878,624 and 24.18% of covered payroll, actuarially determined as an amount that when combined with plan member contributions, is expected to finance the costs of benefits earned by plan members during the year, with an additional amount to finance any unfunded accrued liability.

D. Pension Liabilities, Pension Expense, Deferred Outflows of Resource, and Deferred Inflows of Resources Related to Pensions

Pension Liabilities

At June 30, 2023 the School District reported a liability of $5,529,627 for its proportionate share of the net pension liability. The net pension liability was measured as of December 31, 2022 and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of January 1, 2022. Accordingly, updated procedures were used to roll forward the total pension liability to the measurement date. The School District's proportion of the net pension liability was based on a projection of the School District's long-term share of contributions to the pension plan relative to the projected contributions of all participating members actuarially determined, At December 31, 2022, the School District's proportion was 0.96% which had a minor increase from its proportion measured as of December 31, 2021.

Pension Expense and Deferred Outflows/Inflows of Resources

For the year ended June 30, 2023 the School District recognized pension expense of $545,169. At June 30, 2023 the School District reported deferred outflows and inflows of resources related to pensions of $2,318,638 and $1,645,176 respectively.

The balances of deferred outflows and inflows as June 30, 2023 consist of the following:

Deferred Category	Deferred Outflows of Resources	Deferred Inflows of Resources	Total
Differences between expected and actual experience	$ 182,021	$ -	$ 182,021
Net difference between projected and actual earnings	2,115,951	(1,060,047)	1,055,904
Changes in proportionate share of contributions	20,666	(585,129)	(564,463)
Total Deferred Outflows (Inflows) of Resources	$ 2,318,638	$ (1,645,176)	$ 673,462

The School District's net deferred outflows/inflows of resources related to pensions will be recognized in future are is as follows:

Year ended June 30	Amount
2023	$ (124,720)
2024	2,535
2025	266,605
2026	529,042
Totals	$ 673,462

E. Actuarial Assumptions

The total pension liability in the January 1, 2022 actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement date that was rolled forward to December 31, 2022.

Valuation date	January 1, 2022
Actuarial cost method	Entry age normal cost method
Cost of Living Increase	3.0% of first $18,000 of retirement income
Asset valuation method	market value
Inflation rate	3.0%
Projected salary increase	3.5% - 5.5%
Mortality rates	The RP-2014 blue collar mortality table adjusted with scale MP-2014.
Investment rate of return	7.75%

F. Long-Term Expected Rate of Return

The long-term expected rate of return on pension plan investments was determined using a building block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized as follows:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return
Domestic Equity	30.5%	7.00%
International Equities	15.5%	7.70%
Fixed Income	20.5%	4.30%
Real Estate	9.5%	6.90%
Private Equity	10.0%	9.40%
Hedge Funds	11.5%	8.60%
Real Assets	2.5%	8.90%
Total	100%	

The system's policy in regard to the allocation of invested plan assets is established and may be amended by the Board. Plan assets are managed with a long-term objective of achieving and maintaining a fully funded status for the benefits provided through the plan.

For the year ended December 31, 2022 the system's annual money-weighted rate of return on investments net of investment expense was -11.82%. The money-weighted rate of return expresses investment performance, net of investment expense, adjusted for the changing amounts actually invested.

G. Discount Rate

The discount rate used to measure the total pension liability as of December 31, 2022 was 7.75%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates, actuarially determined. Under Chapter 32 of the MGL, employers are required to make the necessary contributions such that the plan reaches full funding status by 2040. Based on those assumptions, the plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

H. Sensitivity of the net pension liability to changes in the discount rate

The following presents the net pension liability of the system, as of December 31, 2022 calculated using the discount rate of 7.75%, as well as what the system's net pension liability would be if it were calculated using a discount rate that is one percentage point lower (6.75%) or one percentage point higher (8.75%) than the current rate:

	1% Decrease (6.75%)	Current Discount Rate (7.75%)	1% Increase (8.75%)
The Districts proportionate share of the net pension liability	$ 7,345,657	$ 5,529,627	$ 3,985,774

Detailed information about the pension plan's fiduciary net position is available in a separately issued Norfolk County Retirement System financial report.

NOTE 13 – COMMITMENTS AND CONTINGENCIES

The District participates in a number of federal award programs. However the District is not subject to the provisions of the Single Audit Act Amendments of 1996, since the District did not expend more than $750,000 of federal awards during the period ended June 30, 2023.These programs may still be subject to financial and compliance audits. Accordingly, the amount of expenditures which may be disallowed by the granting agencies cannot be determined at this time, although it is believed the amount, if any, would not be material.

Litigation is subject to many uncertainties, and the outcome of individual litigated matters is not always predictable. Although the amount of liability, if any, at June 30, 2023, cannot be ascertained, management believes any resulting liability should not materially affect the financial position at June 30, 2023.

NOTE 14 – IMPLEMENTATION OF NEW GASB PRONOUNCMENTS

During fiscal year 2023, the following GASB pronouncements were implemented:

The GASB issued **Statement #91,** *Conduit Debt Obligations* – was implemented in 2023. The primary objectives of this statement is to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with (1) commitments extended by issuers, (2) arrangements associated with conduit debt obligations, and (3) related note disclosures. . Management's current assessment is that this pronouncement will not have a significant impact on the Basic Financial Statements.

The GASB issued **Statement #94**, *Public-Private and Public Partnerships and Availability Payment Arrangements*, was implemented in 2023. Management's current assessment is that this pronouncement will not have a significant impact on the Basic Financial Statements.

The GASB issued **Statement #96,** *Subscription-Based Information Technology Arrangements*, was implemented in 2023. Management's current assessment is that this pronouncement will not have a significant impact on the Basic Financial Statements.

Future GASB Pronouncements:

The GASB issued **Statement #100,** *Accounting Changes and Error Corrections – an amendment of GASB Statement No. 62*, which is required to be implemented in 2024. Management's current assessment is that this pronouncement will not have a significant impact on the Basic Financial Statements.

The GASB issued **Statement #101,** *Compensated Absences*, which is required to be implemented in 2025. Management's current assessment is that this pronouncement will not have a significant impact on the Basic Financial Statements.

The GASB issued **Statement #102,** *Certain Risk Disclosures*, which is required to be implemented in 2025. Management's current assessment is that this pronouncement will not have a significant impact on the Basic Financial Statements.

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
REQUIRED SUPPLEMENTARY INFORMATION
NORFOLK COUNTY RETIREMENT SYSTEM
JUNE 30, 2023

Schedule of the District's Proportionate Share of the Net Pension Liability

	December 31, 2022	December 31, 2021	December 31, 2020	December 31, 2019	December 31, 2018	December 31, 2017	December 31, 2016	December 31, 2015	December 31, 2014
District's proportion of the net pension liability	0.96%	0.96%	1.18%	1.18%	1.11%	1.11%	1.13%	1.13%	1.09%
District's proportionate share of the net pension liability	$ 5,529,627	$ 3,521,429	$ 6,013,624	$ 6,900,931	$ 7,248,221	$ 6,144,984	$ 5,922,869	$ 6,163,337	$ 5,649,714
District's covered-employee payroll	$ 3,634,015	$ 3,511,126	$ 3,208,379	$ 3,099,883	$ 3,654,788	$ 3,531,196	$ 3,316,140	$ 3,073,720	$ 2,660,800
District's proportionate share of the net pension liability as a percentage of it's covered-employee payroll	152.16%	100.29%	187.43%	222.62%	198.32%	174.02%	178.61%	200.52%	212.33%
Plan fiduciary net position as a percentage of the total pension liability	68.60%	79.40%	70.20%	64.60%	58.30%	63.50%	61.60%	58.60%	60.10%

Note: This schedule is intended to present information for 10 years. Until a 10 year trend is compiled, information is presented for those years for which the information is available.

See notes to Required Supplementary Information

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
REQUIRED SUPPLEMENTARY INFORMATION
NORFOLK COUNTY RETIREMENT SYSTEM
JUNE 30, 2023

SCHEDULE OF DISTRICTS CONTRIBUTION

	December 31 ,2022	December 31 ,2021	December 31 ,2020	December 31 ,2019	December 31 ,2018	December 31 ,2017	December 31 ,2016	December 31 ,2015	December 31 ,2014
Actuarily determined contribution	$ 878,624	$ 818,615	$ 942,974	$ 880,379	$ 778,951	$ 711,254	$ 618,563	$ 560,895	$ 527,073
Contribution in relation to the actuarilly determined contribution	(878,624)	(818,615)	(942,974)	(880,379)	(778,951)	(711,254)	(618,563)	(560,895)	$ (527,073)
Contribution deficency (excess)	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Covered-employee payroll	$ 3,634,015	$ 3,511,126	$ 3,208,379	$ 3,099,883	$ 3,654,788	$ 3,531,196	$ 3,316,140	$ 3,073,720	$ 2,660,800
Contribution as a percentage of covered - employee payroll	24.18%	23.31%	29.39%	28.40%	21.31%	20.14%	18.65%	18.25%	19.81%

Note: This schedule is intended to present information for 10 years. Until a 10 year trend is compiled, information is presented for those years for which the information is available.

See notes to Required Supplementary Information

DOVER-SHERBORN REGIONAL SCHOOL DISTRICT
REQUIRED SUPPLEMENTARY INFORMATION
MASSACHUSETTS TEACHERS RETIREMENT SYSTEM
JUNE 30, 2023

Schedule of the Commonwealth's Collective amounts of the Net Pension Liability

The Commonwealth of Massachusetts is a nonemployer contributor and is required by statue to make all actuarially determined employer contributions on behalf of the member employers which creates a special funding situation. Since the District does not contribute directly to MTRS, there is no net pension liability to recognize. This schedule discloses the Commonwealth's 100% share of the collective net pension liability that is associated with the District; the portion of the collective pension expense as both revenue and pension expense recognized by the District; and the Plan's fiduciary net position as a percentage of total liability.

Fiscal Year	Commonwealth's 100% Share of the Net Pension Liability Associated with the District	District's Expense and Revenue Recognized for the Commonwealth's Support	Plan Fiduciary Net Position as a Percentage of the Total Liability
2023	$ 47,337,229	$ 3,893,949	57.75%
2022	42,616,003	3,419,757	62.03%
2021	52,805,976	6,522,295	50.67%
2020	47,302,722	5,736,276	53.95%
2019	44,878,304	4,547,766	54.84%
2018	42,979,691	4,485,915	54.25%
2017	41,004,334	4,182,811	52.73%
2016	38,182,457	3,096,937	55.38%
2015	29,235,743	2,031,147	61.64%

Note: This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.

See notes to required supplementary information.

DOVER – SHERBORN REGIONAL SCHOOL DISTRICT
REQUIRED SUPPLEMENTARY INFORMATION
OTHER POSTEMPLOYMENT BENEFITS
JUNE 30, 2023

Schedule of the District's Net OPEB Liability and Related Ratios

Total OPEB Liability	June 30, 2023	June 30, 2022	June 30, 2021	June 30, 2020	June 30, 2019	June 30, 2018
Service Cost	$ 681,677	$ 987,382	$ 806,053	$ 772,486	$ 846,470	$ 1,287,403
Interest on net OPEB liability, service cost, and benefit payments	1,219,213	1,021,607	897,414	805,883	1,004,157	968,365
Changes of benefit terms	-	-	-	-	(7,442,980)	-
Difference Between Expected and Actual Plan Experience	(1,195,232)	-	(1,803,423)	-	(595,058)	-
Changes in assumptions	343,172	(5,807,344)	5,926,715	(1,728,855)	857,119	-
Benefit Payments Including Implicit Cost	(786,362)	(715,332)	(784,326)	(714,075)	(679,079)	(747,516)
Net Change in total OPEB liability	262,468	(4,513,687)	5,042,433	(864,561)	(6,009,371)	1,508,252
Total OPEB liability-beginning	24,042,293	28,555,980	23,513,547	24,378,108	30,387,479	28,879,227
Total OPEB liability-ending (a)	$ 24,304,761	$ 24,042,293	$ 28,555,980	$ 23,513,547	$ 24,378,108	$ 30,387,479
Plan fiduciary net position						
Contributions-employer to trust	1,031,362	865,332	984,326	1,214,075	679,079	747,516
Net investment income	89,890	(132,473)	158,306	4,903	-	-
Benefits payments withdrawen from trust	(786,362)	(715,332)	(784,326)	(714,075)	(679,079)	(747,516)
Net change in plan fiduciary net position	334,890	17,527	358,306	504,903	-	-
Plan fiduciary net position - beginning	880,736	863,209	504,903	-	-	-
Plan fiduciary net position - ending (b)	1,215,626	880,736	863,209	504,903	-	-
District's net OPEB liability-ending (a)-(b)	$ 23,089,135	$ 23,161,557	$ 27,692,771	$ 23,008,644	$ 24,378,108	$ 30,387,479
Plan fiduciary net position as a percentage of total OPEB liability	5.00%	3.66%	3.02%	2.15%	0.00%	0.00%
Covered-employee payroll	19,108,918	18,100,824	17,573,616	17,631,607	17,118,065	16,159,026
Plan's net OPEB liability as a percentage of covered-employee payroll	120.83%	127.96%	157.58%	130.50%	142.41%	188.05%

Note: This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available

See notes to required supplementary information.

DOVER – SHERBORN REGIONAL SCHOOL DISTRICT
REQUIRED SUPPLEMENTARY INFORMATION
OTHER POSTEMPLOYMENT BENEFITS
JUNE 30, 2023

Schedule of the District's Contribution

	June 30, 2023	June 30, 2022	June 30, 2021	June 30, 2020	June 30, 2019	June 30, 2018	June 30, 2017
Acuarially determined contribution	$ 1,692,391	$ 1,994,991	$ 1,795,424	$ 2,016,342	$ 2,090,325	$ 2,760,921	$ 2,772,388
Contributions in relation to the actuarially determined contribution	(1,031,362)	(865,332)	(984,326)	(1,214,075)	(679,079)	(747,516)	(714,767)
Contribution deficiency (excess)	$ 661,029	$ 1,129,659	$ 811,098	$ 802,267	$ 1,411,246	$ 2,013,405	$ 2,057,621
Covered-employee payroll	$ 19,108,918	$ 18,100,824	$ 17,573,616	$ 17,631,607	$ 17,118,065	$ 16,159,026	$ 15,688,375
Contributions as a percentage of covered-employee payroll	5.40%	4.78%	5.60%	6.89%	3.97%	4.63%	4.56%

Note: This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.

See notes to required supplementary information.

DOVER – SHERBORN REGIONAL SCHOOL DISTRICT
REQUIRED SUPPLEMENTARY INFORMATION
OTHER POSTEMPLOYMENT BENEFITS
JUNE 30, 2023

Schedule of Investment Return

	June 30, 2023	June 30, 2022	June 30, 2021	June 30, 2020
Annual money-weighted rate of return, net of investment expense	10.21%	-15.11%	30.47%	27.00%

Note: This schedule is intended to present information for 10 years. Until a 10-year trend is compiled, information is presented for those years for which information is available.

See notes to required supplementary information.

Pension Plan Schedules

A. Schedule of the District's Proportionate Share of the Net Pension Liability

The Schedule of District's Proportionate Share of the Net Pension Liability details the allocated percentage of the net pension liability; the proportionate share of the net pension liability, and the covered employee payroll. It also demonstrates the net position as a percentage of the pension liability and the net pension liability as a percentage of covered payroll.

B. Schedule of District's Contribution

Governmental employees are required to pay an annual appropriation as established by PERAC. The appropriation includes the amounts to pay the pension portion of each member's retirement allowance, an amount to amortize the actuarially determined unfunded liability to zero in accordance with the System's funding schedule, and additional appropriations in accordance with adopted early retirement incentive programs. The appropriations are payable on July 1, and January 1. The District may choose to pay the entire appropriation in July at a discounted rate. Accordingly, actual contributions may be less than the "total appropriation". The pension fund appropriation is allocated to the District based on covered payroll.

C. Schedule of the Commonwealth's Collective amounts of the Net Pension Liability

The Commonwealth of Massachusetts is a nonemployer contributor and is required by statute to make all actuarially determined employer contributions on behalf of the member employers which creates a special funding situation. Since the District does not contribute directly to MTRS, there is no net pension liability to recognize. This schedule discloses the Commonwealth's 100% share of the collective net pension liability that is associated with the District; the portion of the collective pension expense as both a revenue and pension expense recognized by the District; and the Plan's fiduciary net position as a percentage of the total liability.

D. Changes in Plan Provisions – None

Other Postemployment Benefits Schedules

A. Schedule of the District's Net OPEB Liability and Related Ratios

The Schedule of the District's Net OPEB Liability and Related Ratios presents multi-year trend information on changes in the plan's total OPEB liability, changes in the plan's net position, and ending net OPEB liability. It also demonstrates the plan's net position as a percentage of the total liability and the plan's net OPEB liability as a percentage of covered-employee payroll.

B. Schedule of the District's Contribution

The Schedule of the District's contributions includes the District's annual required contribution to the plan, along with the contribution made in relation to the actuarially determined contribution and the covered employee payroll. The District is not required to fully fund this contribution. It also demonstrates the contributions as a percentage of covered payroll.

C. Schedule of Investment Return

The Schedule of Investment Return includes the money-weighted investment return on the Plan's other postemployment assets, net of investment expense.

D. Changes in Provisions - None

The Public Schools of Dover and Sherborn
157 Farm Street
Dover, MA 02030
Phone: 508-785-0036 Fax: 508-785-2239
www.doversherborn.org

Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

TO: Regional School Committee

FROM: Dawn Fattore, Business Administrator

RE: Appointment of District Treasurer for FY25

DATE: June 10, 2024

As the Committee is aware, our current Treasurer, John Lafleche is retiring as of June 30th. John has served the District for the last four years and has provided sound financial oversight and direction to the Region during this time. He has maximized our investment earnings and assisted us in incorporating efficiencies in our operations. We wish him the best in his next stage of "retirement".

We conducted a search over the last month and are pleased to recommend the appointment of Patrick Collins as the District's Treasurer for FY25. This is an annual appointment by the Committee.

Pat is a retired Business Official who has served over 25 years in multiple school districts, including regional districts, as a School Business Official. He spent several years at Assabet Valley Regional Technical High School as well as serving in an interim position at Lincoln-Sudbury Regional School District. His vast experience in school finances made him an excellent candidate for Dover-Sherborn. Pat's resume is attached for your review.

I want to thank John, Colleen Burt and Angie Johnson for their time assisting with the interview process.

Upon approval of the School Committee, we look forward to beginning the transition process with John and welcoming Pat to the District.

Patrick C. Collins

Education

University of Massachusetts - Boston
Boston, Massachusetts
Master of Business Administration
Major: Business Administration
GPA: 3.800
Attended July 1995 to December 1999
Degree conferred December 1999

University of Notre Dame
South Bend, Indiana
Bachelor of Business Administration
Major: Business Administration, **Minor:** Finance
GPA: 2.580
Attended August 1983 to May 1987
Degree conferred May 1987

Experience

Shrewsbury Public Schools — Jul 2015 - Aug 2023
Asst. Superintendent for Finance & Operations
Shrewsbury

Reason for leaving: Retired
Supervisor: Dr. Jospeh M. Sawyer (508-841-8400)
Experience Type: Other, Full-time
It is **OK** to contact this employer

Lincoln Sudbury Regional School District — Aug 2014 - Jun 2015
Director of Finance and Operations [Interim]
Sudbury, MA

Supervisor: Bella Wong (598-889-7695)
Experience Type: Professional/Work, Full-time
It is **OK** to contact this employer

Assabet Valley Regional Technical High School — Jul 2013 - Jul 2014
Superintendent
Marlboro, MA

Supervisor: School Committee ()
Experience Type: Professional/Work, Full-time
It is **OK** to contact this employer

Assabet Valley Regional Technical High School — Jul 2007 - Jun 2013
Asst. Superintendent/Dir. of Business Operations
Marlboro, MA

Supervisor: Eugene Carlo and Mary Jo Nawrocki ()
Experience Type: Professional/Work, Full-time
It is **OK** to contact this employer

Shrewsbury Public Schools — Nov 1996 - Jun 2007
Director of Business Services
Shrewsbury, MA

Supervisor: Anthony Bent (508-841-8400)
Experience Type: Professional/Work, Full-time
It is **OK** to contact this employer

Dean College — Mar 1995 - Nov 1996
Director of Purchasing
Franklin, MA

Supervisor: William Gearhart (877-879-3326)
Experience Type: Other, Full-time
It is **OK** to contact this employer

Pine Street Inn — Dec 1991 - Mar 1994
Purchasing Manager
Boston

Supervisor: Ray Giachetti ()
Experience Type: Other, Full-time
It is **OK** to contact this employer

United States Marine Corps — May 1987 - Jun 1991
Logistics Officer
Various

Supervisor: Various ()

The Public Schools of Dover and Sherborn
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www.doversherborn.org

Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

TO: Regional School Committee

FROM: Dawn Fattore, Business Administrator

DATE: June 10, 2024

RE: FY24 Approved Warrants

The following FY24 Accounts Payable Warrants were approved by one of the Committee's designated signers:

Voucher #	Date	Amount
1202	5/6/2024	$142,282.08
1210	5/11/2024	$75,000.00
1211	5/17/2024	$184,155.72
1221	5/30/2024	$56,846.54
1222	6/2/2024	$1,412,761.13
1231	6/6/2024	$119,690.71

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Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

TO: Dover-Sherborn Regional School Committee
FROM: Dawn Fattore, Business Administrator
RE: FY24 Operating Update
DATE: June 11, 2024

Attached please find:

a. General Fund Revenues as of May 31, 2024
b. Status of Appropriations as of May 31, 2024
c. *Projected* Roll-forward of Excess and Deficiency June 30, 2024
d. Summary of Bleacher and Press Box Project Costs and Funding

Note: As in previous years, the financial narrative will be rolling with new/updated information in ***bold****.*

Revenues

Chapter 70 projection reflects the final Cherry Sheet amounts. The small variance in Chapter 70 is due to adjustments to our student enrollment in school choice districts and charter schools that were not included in preliminary cherry sheets. The initial Chapter 71 reimbursement payment has been received and reflects an 80% reimbursement rate (FY23 was 79.55%). This is less than what was anticipated from the final Cherry Sheet which estimated a 90% reimbursement rate based on our FY23 transportation expenditures. This reduces the positive variance in this line item by approx. $60,000. We have revised the projected fees from athletics to reflect spring participation and the impact of the family cap on collection of fees. At this point in the school year, we adjusted the estimated to be received for High School Activities to reflect actual participation. We have met the budget for High School Parking and Middle School Activity fees. Interest rates remain favorable resulting in a projected positive variance in Interest Income. We will continue to adjust projections accordingly.

Operating Expenditures

Salaries

Function code budgets now include the allocation of the salary reserve approved in the FY24 Budget. We have encumbered the majority of salaries for FY24. Custodial overtime and substitute costs are expensed as incurred. You will note a negative variance in Substitutes. We **continue to** have several staff members out on leave and long-term substitutes have been hired to fill those positions. The encumbrances are reflected in the Status of Appropriations.

A few staffing updates to note:

- Converted the SPED team chair educator budgeted positions to two SPED Administrator positions (one at each building) and covering the district-wide Out-of-District Coordinator position with a .5 FTE.
- Piloting a Math Specialist at the Middle School that is currently budget neutral given post-FY24 staffing changes.
- Increased the BCBA position from a .6FTE to a 1.0FTE due to current program/student needs.
- Combined the Athletic Trainer position (new to the budget in FY24) with the Athletic Administrative Assistant position to make this position more marketable as well as creating efficiencies in the Athletic Office. This results in small overall savings.
- Increased the English Learner (EL) educator position to a .8FTE (from a .5FTE) due meet the needs of the current student cohort.

Expenditures

At this time, we are not projecting any material variances in operating expenses except in Maintenance of Buildings. We have had several more extensive repairs over the past few months that were all necessary for operations. This is

not unexpected given the age of our equipment. Transportation and health insurance expenses have been encumbered. Healthcare costs are projected to be within our budgeted amounts. Retiree healthcare rates were approved for calendar year 2024. We saw a larger than normal increase primarily due to the costs of prescription drug coverage. The increase for our most subscribed plan is 4.7%. (Important to note however that this plan has had no increases for the past several years.) Our annual contribution to the OPEB fund is $250,000. An estimate for utilities has been encumbered and reflect the impact on electricity costs from the supply costs increase (40% higher) which took effect in December.

Projected E&D as of June 30, 2024

As we approach the end of the fiscal year, we have provided an updated projection of E&D as of June 30th for your review. The School Committee has already approved the use of $230,000 towards the FY25 Budget representing excess revenues in FY24. **At May's meeting the Committee approved use of E&D for three capital project needs that totaled $655,000. The E&D balance projected for June 30th represents approximately 2.6% of the allowed amount, this is slightly under the School Committee policy which recommends a balance between 3% and 4%.**

Capital Project Update

We had two sets of capital projects approved for FY24 – the Rooftop Air Handler Replacement Project funded through an IMA and several other smaller projects funded with E&D and Community Education Funds as approved by the Committee. Below is a status summary of each one:

1. *Roof Air Handlers Replacement Project* at a cost of $1,200,000 – We continued the pre-bidding work necessary to move forward with this project but due to continued long-lead time for delivery it has been recommended by our engineering firm to delay this installation until the summer of FY25. Given the tight timeframe we have to receive and then install the equipment in July/August the timing was just too risky. Although this is not optimal given the current conditions of a few of the units, it does make sense for the overall project. We have informed the Towns of this delay and the corresponding hold on the payment terms of the IMA. The project bid opening was on March 27th and the lowest bid was $2.0 million. The Committee approved additional funds in May to fully fund the project.
2. *High School Floor Replacement* at a cost of $120,000 – The installation took place in July and included hallways and classrooms in the math wing.
3. *Lindquist Bathroom renovations* at a cost of $30,000 – This project has been completed and includes several sustainability features (motion sensor touchless faucets and hand dryers).
4. *Bleacher/Press Box Renovation* for approved funding to date of $225,000 – In addition to these funds, we have also secured $75,000 of funding through the Mudge Foundation. The new cost estimate is approx. $600,000, an increase of $100,000. Part of the increase was due to higher supply and labor costs for the bleacher kit ($44,000) once the plans were finalized and the remaining increase is attributable to estimated costs of the foundation and site work. The bleachers have been ordered and the foundation work went out to bid in late January with a bid opening date of February 14th. The sitework contract has been signed at a total cost of $215,000. We have a few change orders that will slightly reduce this amount. **We have received and are asking the Committee to accept contributions from DS Boosters and DSCTV totaling $100,000. We are also asking the Committee to approve an additional transfer of $125,000 from the Community Education fund to the Capital Fund. The remaining funding will be covered through our available revolving funds. A summary of the project costs and funding sources is included for your review.** The work is scheduled to be completed this summer.

FY23 Wrap-up

The Region's EOYR has been filed with DESE. We are required to undergo a compliance audit each year to ensure our data reporting is in-line with their directives. This report was filed prior to the March 31st filing deadline.

Our auditors have completed their work, and **the Audited Financial Statements and related footnotes are being presented at Tuesday's meeting.**

As previously communicated, our E&D was certified on August 30th at $1,126,642 (4.03%).

We will be happy to answer any questions the Committee may have at Tuesday's meeting.

Dover-Sherborn Regional School District

General Fund Revenues

as of May 31, 2024

	FY24 BUDGET	YTD RECEIVED	EST. TO BE RECEIVED	OPERATING VARIANCE	% OF BUDGET
DOVER ASSESSMENTS	$12,954,938	$11,910,860	$1,044,078	$0	0.00%
SHERBORN ASSESSMENTS	11,209,598	10,305,759	903,839	$0	0.00%
CHAPTER 70, net	2,629,875	2,412,842	218,814	$1,781	0.07%
CHAPTER 71 (Transportation)	611,954	347,164	347,164	$82,374	13.46%
H/S ATHLETIC FEES	284,750	254,825	0	($29,925)	-10.51%
H/S PARKING FEES	52,500	52,500	0	$0	0.00%
H/S ACTIVITY FEE	16,500	11,250	0	($5,250)	-31.82%
M/S ACTIVITY FEE	7,425	8,595	0	$1,170	15.76%
MISC REVENUE	5,000	875		($4,125)	-82.49%
BANK INTEREST	40,000	150,495	30,000	$140,495	351.24%
NON-CASH ACTIVITY	0	0	223	($223)	na
E&D UTILIZATION	160,000	160,000	0	$0	0.00%
TOTAL REVENUES	$27,972,540	$25,615,165	$2,544,118	$186,298	0.67%

Dover-Sherborn Regional School District
Status of Appropriations as of May 31, 2024

	FY24 BUDGET	EXPENDED 31-May	ENCUMBRANCES	TOTAL PROJECTED	OPERATING VARIANCE/ BUD. REMAINING	% OF BUDGET
SALARIES						
SCHOOL COMMITTEE	23,510	20,571	3,837	24,407	(898)	-3.82%
SUPERINTENDENT	204,420	189,208	15,626	204,834	(413)	-0.20%
FINANCE & HUMAN RESOURCES	264,513	218,737	13,240	231,977	32,536	12.30%
DISTRICTWIDE INFORMATION MGMT	244,485	213,920	27,686	241,606	2,879	1.18%
SPED/GUIDANCE ADMINISTRATION	573,036	453,808	42,532	496,340	76,697	13.38%
SCHOOL LEADERSHIP - BUILDING	763,801	687,306	60,817	748,123	15,678	2.05%
ACADEMIC LEADERS	150,688	148,095	2,548	150,643	45	0.03%
EDUCATORS, CLASSROOM	10,558,140	8,042,308	2,422,134	10,464,442	93,698	0.89%
EDUCATORS, SPED	1,828,569	1,470,372	459,194	1,929,566	(100,997)	-5.52%
SUBSTITUTES	121,300	174,844	8,594	183,438	(62,138)	-51.23%
EDUCATIONAL ASSISTANTS,SPED	586,359	503,003	55,446	558,449	27,910	4.76%
LIBRARIANS	190,798	190,535	57,161	247,696	(56,898)	-29.82%
BUILDING BASED PD	38,250	20,668	11,575	32,243	6,007	15.71%
GUIDANCE	1,250,239	928,985	265,114	1,194,099	56,139	4.49%
PSYCHOLOGICAL SERVICES	215,798	146,378	43,913	190,291	25,507	11.82%
MEDICAL / HEALTH SERVICES	241,825	183,526	54,128	237,654	4,171	1.72%
ATHLETICS	550,422	364,389	145,048	509,438	40,985	7.45%
OTHER STUDENT ACTIVITIES	196,850	188,124	1,550	189,674	7,177	3.65%
CUSTODIAL & GROUNDS SERVICES	808,620	725,318	80,321	805,639	2,981	0.37%
TOTAL SALARIES	**$ 18,811,625**	**$ 14,870,094**	**$ 3,770,463**	**$ 18,640,557**	**$171,067**	**0.91%**
EXPENDITURES						
SCHOOL COMMITTEE	40,500	28,024	18,500	46,524	(6,024)	-14.87%
SUPERINTENDENT	55,000	63,113	5,222	68,335	(13,335)	-24.25%
LEGAL SERVICES	38,000	15,000	21,000	36,000	2,000	5.26%
DISTRICTWIDE INFO MGMT	90,000	91,814	7,751	99,564	(9,564)	-10.63%
SCHOOL LEADERSHIP - BUILDING	80,050	49,749	16,192	65,941	14,109	17.63%
GENERAL ED OTHER	28,685	25,555	287	25,842	2,843	9.91%
SPED SERVICES/SUPPLIES	102,000	49,637	16,699	66,337	35,663	34.96%
LIBRARIES & MEDIA CENTER	4,775	2,805	179	2,984	1,791	37.51%
COURSE REIMBURSEMENT/PD	92,900	52,181	25,500	77,681	15,219	16.38%
TEXTBOOKS & RELATED SOFTWARE	93,180	69,007	11,534	80,541	12,639	13.56%
LIBRARY INSTRUCTIONAL MATERIAL	29,800	23,034	5,397	28,432	1,368	4.59%
INSTRUCTIONAL EQUIPMENT	74,100	49,115	7,314	56,428	17,672	23.85%
GENERAL SUPPLIES	162,575	127,640	12,632	140,272	22,303	13.72%
OTHER INSTRUCTIONAL SERVICES	19,500	21,370	1,530	22,900	(3,400)	-17.44%
CLASSROOM INSTRUCTIONAL TECH.	132,700	130,099	917	131,016	1,684	1.27%
GUIDANCE	33,350	29,760	4,465	34,225	(875)	-2.62%
MEDICAL / HEALTH SERVICES	8,800	7,157	592	7,749	1,051	11.95%
TRANSPORTATION SERVICES	1,039,200	797,278	229,035	1,026,313	12,887	1.24%
ATHLETICS	189,500	205,393	28,551	233,944	(44,444)	-23.45%
CUSTODIAL SERVICES	58,000	44,443	4,002	48,444	9,556	16.48%
MAINTENANCE OF BUILDINGS	569,700	518,875	104,246	623,122	(53,422)	-9.38%
MAINTENANCE OF GROUNDS	60,000	49,668	10,650	60,318	(318)	-0.53%
UTILITIES	585,250	436,930	122,782	559,712	25,538	4.36%
ER RETIREMENT CONTRIBUTION	869,000	837,459	0	837,459	31,541	3.63%
ER INSURANCE ACTIVE EMPLOYEES	2,990,050	2,669,375	281,599	2,950,975	39,075	1.31%
ER INSURANCE RETIRED EMPLOYEES	820,000	751,816	48,000	799,816	20,184	2.46%
OTHER NON EMPLOYEE INSURANCE	104,900	100,334	0	100,334	4,566	4.35%
LONG TERM DEBT RETIREMENT	760,000	760,000	0	760,000	0	0.00%
LONG TERM DEBT SERVICE	29,400	29,400	0	29,400	0	0.00%
TOTAL EXPENDITURES	**$9,160,915**	**$8,036,031**	**$984,576**	**$9,020,606**	**$140,309**	**1.53%**
TOTAL OPERATING	**$27,972,540**	**$22,906,125**	**$4,755,039**	**$27,661,164**	**$311,376**	**1.11%**

Dover-Sherborn Regional School District
PROJECTED Roll-forward of Excess and Deficiency
June 30, 2024

Certified E&D as of June 30, 2023		$1,126,642	4.03%
Results of operations:			
Revenue Surplus	186,298		
Operating Surplus	311,376		
total surplus		$497,674	
Uses of E&D:			
Approved for Capital	(655,000)		
Approved for FY25 Operating Budget	(230,000)		
total uses		($885,000)	
Projected Uncertified E&D as of June 30, 2024		$739,316	2.64%
Allowed E&D as of June 30, 2024		$1,443,860	5.00%
Amount under Allowed E&D as of June 30, 2024		($704,544)	

The Public Schools of Dover and Sherborn
157 Farm Street
Dover, MA 02030
Phone: 508-785-0036 Fax: 508-785-2239
www.doversherborn.org

Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

Dover-Sherborn Regional School District
Bleacher and Press Box Renovation
Summary of Costs and Funding

Summary of Costs:

Elevated Aluminum Bleacher and Press Box – Dant Clayton	
Contract costs including installation:	$428,678
Site work – Cataldo Construction	
Contract costs:	$210,000
Total Project costs:	**$638,678**

Funding to Date:

Region Approved (*last June*)	$225,000
Mudge Foundation	75,000
Boosters	50,000 (accepting 6/11/2024)
Dover-Sherborn Cable TV	50,000 (accepting 6/11/2024)
Total Funding to Date:	***$400,000***

Additional Commitments yet to be approved:

Additional transfer from Community Education	$125,000 (requesting approval 6/11/2024)

Additional Sources of Funding (approx. $100,000):

Athletic Revolving	est. $75,000
Building Rental	est. $25,000

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Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

TO: Regional School Committee

FROM: Dawn Fattore, Business Administrator

DATE: June 10, 2024

RE: Bleacher and Press Box Project Donations

We are pleased to report that two additional organizations have made monetary donations towards the Bleacher and Press Box Project. The Dover-Sherborn Boosters Board and the Dover-Sherborn Cable TV Board both approved a gift of $50,000, for a total of $100,000, to be used toward the project. We are very appreciative of their financial support as well as the ongoing support they provide for our athletic programs.

We are requesting the Committee accept both gifts of $50,000.

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Dover, MA 02030
Phone: 508-785-0036 Fax: 508-785-2239
www.doversherborn.org

Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

Dawn Fattore, Business Administrator
Kate McCarthy, Director of Student Services

TO: Regional School Committee

FROM: Dawn Fattore, Business Administrator

DATE: June 11, 2024

RE: Scholarship Donation

We respectfully request the Dover-Sherborn Regional School Committee accept the following scholarship donation:

- Jennifer Bingham for Owen Bingham Scholarship Fund $2,500

DRAFT

2024-2025 DSMS

SCHOOL IMPROVEMENT PLAN

School Improvement Goal 1: *Establish a shared vision for teaching and learning that engages students as active learners, and that supports the success of all learners, in the development of skills depicted in the Dover-Sherborn Portrait of a Graduate.*

Portrait of a Graduate -Elevate understanding
Continue to grow 9 best practices

School Improvement Goal 2: *Nurture a positive school culture and strong sense of belonging as a means to improve academic and social-emotional outcomes for all students.*

Launch new schedule

Work on sense of belonging-continue to grow this

Challenge Success results/Team Leaders/Teams

Advisory

Cell Phones & Middle School students-review current school expectations/Provide family education

DRAFT

School Improvement Goal 3: *Continue to grow our MTSS (Multi-Tiered System of Support)so that all of our DSMS students have access to differentiated instruction, targeted interventions and evidence-based resources in support of their academic, social and emotional development.*

The implementation of our WIN block
Students will now have a WIN block in their schedules. This block will provide support, intervention and extension offerings for all students.

School Improvement Goal 4: *Ensure that our buildings and grounds support strong instructional and extracurricular programs to meet the needs of our students and staff.*

Implement findings of SPACE Audit.
Creation of community space that can be used for collaborative work.
Innovative classroom projects

DRAFT

The Public Schools of Dover and Sherborn Strategic Plan 2023-2028

Dover-Sherborn High School Improvement Plan 2024-2025

District Vision
We will distinguish ourselves through innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence while we continue to be a nationally recognized, high-performing school system.
District Mission
The Dover Sherborn Schools share in the mission to inspire, challenge and support all students as they discover and pursue their full potential.
District Theory of Action
If we are able to successfully inspire, challenge, and provide the necessary support for all of our students, ***then*** they will be equipped with the tools necessary to achieve their fullest potential in a rapidly changing society.
District Core Values
The Dover Sherborn Schools commit to the following Core Values: **Commitment to Community** **Equity and Excellence** **Respect and Dignity** **Climate of Care**

Dover-Sherborn Strategic Objectives 2023-2028

Resource Allocation, Attainment, and Efficiency	***Further Strengthen Partnerships with Families and Communities***	***Ensure World Class Curriculum, Instruction, and Assessment***	***Ensure the Health and Wellbeing of Staff and Students***	***Maintain and Ensure Safe, Secure, State of the Art Facilities***
In an effort to provide the highest quality education in the most efficient and productive manner possible, evaluate district practices and protocols for securing and managing human and capital resources.	In an effort to broaden collaborative school relations with the parent and greater communities of Dover, Sherborn and Boston, , seek to strategically improve communications through the use of the latest technology and varied platforms, enhanced "professional development" for families and community members, and further develop relationships with community partners.	Given the complexities and diversification of the world, the shifting economic dynamic associated with globalization, and expansion of technology we will renew our focus on the offerings, programs, and learning experiences available in the Public Schools of Dover and Sherborn. We will seek to maintain our level of excellence, remain highly competitive, and continue to adapt to those best practices and offerings that will best prepare our graduates for success in the rapidly changing 21st century.	Through a commitment to student well-being both social-emotionally and physically, we will more deeply assess the learning experiences for our students. We will ensure program enhancements where necessary and a revision of policies or structures that may be hindering healthy student development. Recognizing that our teachers remain vital to the success of our system, we will respond to the increasing pressures on teachers, while seeking to strengthen their health and wellbeing through professional development and other focused efforts.	Ensure that all Dover Sherborn students are educated in safe and secure facilities that provide quality classroom, meeting, special education, and storage spaces, meeting reflective of the needs of the 21st Century learner.

Dover-Sherborn District Goals 2023-2024

Setting a Strategic Path - Establish a shared vision for teaching and learning that engages students as active learners in the development of skills depicted in the Dover Sherborn Portrait of a Graduate
Student well being*- Nurture a positive school culture and strong sense of belonging as a means to improve academic and social-emotional outcomes for all students.*
Communication*- Refine communication strategies relative to district goals and practices as a means to increase transparency and build trust with families and the community.*

School Improvement Goal 1: *DSHS will continue to refine its multi-tiered system of support (MTSS) to ensure that all students have access to differentiated instruction, targeted interventions and evidence-based resources in support of their academic, social and emotional development.*				
District Strategic Objective	**Action Step**	**Rationale**	**Person(s) Responsible**	**Evidence of Effectiveness**
Ensure World Class Curriculum, Instruction, and Assessment Given the complexities and diversification of the world, the changing economic dynamic, and expansion of technology we must ensure that the offerings, programs, and experiences available in the Public Schools of Dover and Sherborn are maintaining their excellence, highly competitive, and remaining adaptive to best prepare our graduates for success in their post-secondary lives.	Each department will identify in their curriculum documents as well as their unit planning, ways in which they incorporate the nine best practices as identified by the district.	Teachers spent the 2023-2024 school year, identifying how the best practices are used in their teaching. They also engaged in the look fors in terms of what students are doing and what teachers are doing while these best practices are being implemented. Now we will expand these best practices by creating new lessons and units that exemplify each of the best practices for student learning and engagement.	Administration, Department Chairs, Full faculty	Students will become more aware of the nine best practices. Connections will be made from the nine best practices to the tenants of the Portrait of a DS graduate.
	Several high school academic departments will establish co teaching models for various classes. For 2024-2025, Social Studies, English, Math and Science will all engage in co teaching.	When teachers work together across regular education and special education, they can significantly add to the success of response to intervention and other methods of assessing, identifying and teaching a wide range of students.	Administration Student Support Services Classroom teachers	Positive feedback from student surveys. Students meeting and exceeding educational goals Positive collaboration among co teachers to support all students
	Review, modify and establish a new DCAP that students in grades k-12 can incorporate in their learning.	All students learn differently and there are numerous strategies that can assist students in creating a level playing field for learning.	Administration, Department Heads, Full faculty	Feedback from faculty as to key strategies used for student success Student survey feedback to learn what strategies students used and how this helped them show mastery of a topic.

	Continue to research the complexities of AI (Artificial Intelligence) in all academic departments and develop protocols and learning tools so that students learn how to use AI appropriately and within our acceptable use policy.	AI can be a powerful tool for students to enhance their research abilities, learn new material and use a technology that will be part of their everyday life.	Administration, Department Heads, some faculty, Assistant Superintendent	Clear guidelines and expectations for the proper use of AI. Teaching strategies to show students how AI can be used positive learning tool.

School Improvement Goal 2: Examine the tenets of a Portrait of a Graduate to ensure high school curriculum is rigorous, uses established best practices and engages all learners to improves skills in preparation for college and career.

District Strategic Objective	Action Step	Person(s) Responsible	Evidence of Effectiveness
Ensure the Health and Wellbeing of Staff and Students ***Ensure World Class Curriculum, Instruction, and Assessment***	Continue to create unit plans and lesson plans for the new Interdisciplinary Course that will be taught by two-three educators to prospective juniors and seniors at DS beginning in the 2025-2026 school year.	Select teachers High School Administration	Identified lessons, instructional activities, and assessments that are project based, use higher order thinking and give students voice and choice to their learning. An Interdisciplinary course that puts student centered learning at the forefront Connecting the essential questions of this course to the tenants of the Portrait of a Graduate.

<u>School Improvement Goal 3:</u> The High School will continue to examine our current instructional practices to ensure we are using innovative and forward thinking practices to prepare our students for further educational and career opportunities

District Strategic Objective	Action Step	Rationale	Person(s) Responsible	Evidence of Effectiveness
Ensure World Class Curriculum, Instruction, and Assessment	New Business and Computer Science courses will be available to students in the fall of 2024. These additional courses will continue to provide students with tools and skills to meet an ever changing and integral part of the future of employment and careers in our country and our world.	It is imperative that we address curriculum and course work that fosters the skills and knowledge needed for learners in the 21st century.	Administration Department Chair for Technology, Engineering and Computer Science Guidance Department	Student enrollment in the new courses. Student feedback from surveys given to students enrolled in these classes.
	The Social Studies Department will engage in work this summer as well as during early release days in the 2024-2025 school year to create shifts in the World History and United States History in order to engage students in more modern world and United States history.	With a shift in the scope and sequence of Social Studies in grades 6-8, it is also imperative that the High School shifts some of their instructional content in order to engage students in understanding history of the world and our country over the last fifty years.	Administration Social Studies Department Head, Assistant Superintendent and members of the High School Social Studies department.	Elimination of some units of study. More content that is post 1970.

School Improvement Goal # 4: ***Student Sense of Belonging- To foster a school environment where students feel a sense of belonging and connectedness, while also promoting safe behaviors and attitudes towards alcohol and drugs among the student body.***

District Strategic Objective	Action Step	Rationale	Person(s) Responsible	Evidence of Effectiveness

Further Strengthen Partnerships with Families and Communities In an effort to broaden collaborative school relations with the parent and greater communities of Dover and Sherborn, seek to strategically improve communications through the use of the latest technology and varied platforms, enhanced "professional development" for families and community members, and further develop relationships with community partners.	Organize regular school-wide events that celebrate diversity, inclusion, and unity, such as club activities, talent shows, club/activity fairs, ice cream socials, sports tournaments, movie events and community service projects/field trips. Introduce a curriculum focused on building empathy, resilience, and interpersonal skills, with specific modules addressing peer pressure, decision-making, and substance use prevention. Host parent workshops and information sessions on effective parenting strategies, communication techniques, and monitoring adolescent behavior. - Encourage parents to actively participate in school activities, volunteer opportunities, and parent-teacher associations to strengthen the school-home partnership. 2 - Examine the feasibility of an after prom event for juniors and seniors	Through discussions with parents, students, faculty, local community members and all other stakeholders, there is still a need to increase overall spirit and connectedness within many of our extracurricular and club programs.	Administration, Athletics Department Guidance Department Performing Arts Department Full faculty Teacher Advisors PTO School Council Activity Advisors SPAN DS	Creating School Wide opportunities for students to get together outside of the school day to increase student spirit for their school as well as a greater understanding of each other Increased activities across the entire school year that bring students together Increased participation in clubs and activities Increased attendance at drama, music and sporting events through the school year Decrease in data (Metro west Youth Risk Survey) of students using alcohol and drugs as a means to cope with stress or the reason to gather with friends. Regularly assess student perceptions of belonging, connectedness, and attitudes towards alcohol and drugs through surveys, focus groups, and anonymous and general reporting mechanisms.

Proposed Changes Dover Sherborn Middle School Student Handbook '24-'25

Add updated language page 28
Current verbiage:

Dismissal
If you are to be dismissed from school before the regular dismissal time, please do this via the middle school attendance email middleschoolattendance@doversherborn.org or a parent/guardian/caregiver may come in and sign a student out. We can't dismiss by phone.

Your dismissal time will then be noted on the attendance bulletin. At the time of dismissal, go to your locker if necessary, report to the main office before leaving the building, and, if you return to school, report again to the main office for an admit slip to class.

Proposed verbiage change in yellow: (our current procedures)

Dismissal: If a student is to be dismissed from school before the regular dismissal time, the rules and procedures are detailed below:

- Any student dismissal from school during our school day must be communicated through our attendance email, middleschoolattendance@doversherborn.org.
- We can't dismiss a student by phone.
- The student will need to stop by the main office upon arrival in the morning, or at the permission of a classroom teacher, to get a dismissal pass.
- The student will show this pass to the teacher of the class from which they are being dismissed.
- The student will proceed to the main office, then wait in our lobby for their parent/caregiver to come sign them out in the dismissal book. Note that parents/caregivers must come in and sign the dismissal book or students will not be dismissed.
- Dismissals happening from 2:10 pm on will have to be via our school attendance email and sent in prior to 2:10 pm. "On demand"-meaning showing up at the door and requesting this from 2:10 pm on will not be permitted, aside from emergency situations.

Dropping Off Forgotten Items
If you are dropping off a forgotten item(s) for your student after the school day has started we do not call into class to alert the student that it is there. We will have a white board in the lobby for students to check alerting them that there is an item waiting for them to pick up. We will honor emergency situations to call into a class for an item.

Additionally, if your student forgets an item, please don't feel you need to bring it in for them. It can be a good opportunity for them to own this moment and learn from it. Forgetting something at home can be momentarily painful but can also go a long way in helping them with their

organization, responsibility and resilience. These are important skills for our MS students.

Add language on page 33
Current Verbiage:

Lockers

All students have lockers at school. Your hallway locker and Physical Education locker have a combination that only you will know. Do not share that combination with anyone. Be sure to secure items in your lockers and keep them closed and locked.

The lockers at DSMS are school property. The administration has the right to check lockers for damage and for illegal or inappropriate items if they have reasonable suspicion. Keep your locker clean, neat and free of any non-essential items.

Proposed Additional Verbiage:
Additional language is highlighted in yellow.

Lockers

All students have lockers at school. Your hallway locker and Physical Education locker have a combination that only you will know. Do not share that combination with anyone. Be sure to secure items in your lockers and keep them closed and locked.

The lockers at DSMS are school property. The administration has the right to check lockers for damage and for illegal or inappropriate items if they have reasonable suspicion. Students shall have no expectation of privacy in regards to their lockers. Keep your locker clean, neat and free of any non-essential items.

Change of Language on page 34
Current Verbiage:

Procedures for H Block

All students will go to their H Block classes as per their schedule. Please report there before going to any other location. The H Block Help Session and Directed Research sessions are quiet, study centered times at DSMS. Students will work quietly and will bring sufficient material to stay focused and academically productive for 48 minutes. Students must have a pass that is signed by a teacher with a current time noted in order to be in the halls. The only exception should be bathroom, locker, water, office/nurse passes (available in all rooms).
Any student desiring to see any teacher during H Block must procure a pass prior to H Block. **In short, get a pass early in the day.** The exceptions to this rule are the library, art room, and computer lab. H Block teachers can give passes to students for those three areas, but no more than three students may receive passes at one time. All students need to return to their assigned H Block class by 3:05 p.m.. ***Any student found in the hallways without a pass will be spoken to or brought to the***

office. An administrator will be present in hallways during H Block. Repeat offenders may be subject to further consequences (detention, parent/guardian/caregiver contact, loss of H Block pass privileges).

Proposed Language Changes
Changes are highlighted in yellow:

Procedures for Flex Block

Flex Block is an important part of our school day.
All students will go to their assigned Flex Block classes as per their schedule. Students must report there before going to any other location. The Flex Block period is a quiet, study centered time. Students will work quietly and will bring sufficient material to stay focused and academically productive for this block of time. Students must have a pass that is signed by a teacher with a current time noted in order to attend another Flex Block session. The only exception should be bathroom, locker, water, office/nurse passes (available in all rooms).

Flex Block will begin with a ten-minute screen-free period where students may do independent reading, organize themselves and/or work on paper-based work.

Any student desiring to see any teacher during Flex Block must procure a pass prior to Flex Block starting. The exceptions to this rule are the various Flex Block Labs that are running during Flex Block. Flex Block teachers may give passes to students for those Labs after the first ten-minutes and will adhere to the limits set forth. Student dismissal will happen at 3:10 from the Flex Block rooms and Flex Block Labs.

Any student found in the hallways without a pass or violating the privileges of Flex Block will be referred to administration for disciplinary action including loss of Flex Block privileges.

Change of Language page 42
Current Verbiage:

1. indicates first offense 2. indicates repeat offense

BEHAVIOR/ACTION	SCHOOL RESPONSE/CONSEQUENCE
Students may not sell items during school hours. (This shall include but not be limited to candy, food, jewelry, school supplies and clothing.)	1. All items will be confiscated and the appropriate detention or suspension will be determined. 2. Same as #1
Cafeteria Misbehavior Such as but not limited to the following: Food fights	1. Cafeteria cleanup duty (time determined by the severity of the case) 2. Cafeteria cleanup duty and up to one detention

Failure to clean up after oneself	
Cursing, foul language Comments directed towards another student and/or a staff member	Up to two office detentions; possible suspension; parent/guardian/caregiver notification Up to one-day suspension; parent/guardian/caregiver conference. If action results in disruption to the educational process, up to a five-day suspension
Cursing overheard/not directed toward a person	1. Warning; parent/guardian/caregiver notification, consequences dependent upon severity 2. Up to two office detentions; parent/guardian/caregiver notification
Cutting class Unexcused absence from a class, the library, the computer lab, or directed research	One office detention, parent/guardian/caregiver notification, and/or zeros may be given for any work due or completed on the day of the cut Up to two office detentions, parent/guardian/caregiver notification, and/or zeros may be given for any work due or completed on the day of the cut
Cutting detention Applies to both teacher-assigned and office detentions	1. Two office detentions assigned for every failure to report and parent/guardian/caregiver notification.
Disruptive Behavior Applies to situations when a student is sent to the office from a class, the library, the computer lab or a directed research for disruptive behavior	Up to two office detentions; parent/guardian/caregiver notification Up to one-day suspension; parent/guardian/caregiver conference
Insubordination or insolence Such as but not limited to the following: Failure to follow a reasonable request by a staff member Boldly disrespectful in speech or behavior Verbal assault An act of insubordination that places others at serious risk	Consequence is dependent upon severity and may vary from an office detention and parent/guardian/caregiver notification up to a five-day suspension and possible recommendation for long-term suspension depending on the circumstances.
Physical intimidation The act of physically intimidating another by invading personal space and/or backing someone against a wall	Up to a five-day suspension or possible recommendation for long term suspension depending upon the severity of the case or repetitive nature of the case; parent/guardian/caregiver conference
Verbal threat of violence against the life of another	Possible suspension or recommendation for long term suspension depending upon the circumstances

Proposed language changes highlighted in yellow:

Below is a list of potential behavior and resulting consequences. Consequences will escalate if behavior is repeated. Please note that this is only a partial list. Any behavior that is dangerous or harmful to our school community will be addressed as such.

BEHAVIOR/ACTION	SCHOOL RESPONSE/CONSEQUENCE
Students may not sell personal items during school hours. This shall include but not be limited to candy, food, jewelry, school supplies and clothing.	All items will be confiscated and appropriate consequences assigned.
Cafeteria misbehavior	Loss of lunch break/recess privileges, lunch detention
Cursing, foul, hurtful, harmful language Comments directed towards another student and/or a staff member	Detention; possible suspension; parent/guardian/caregiver notification Up to one-day suspension; parent/guardian/caregiver conference. If action results in disruption to the educational process, up to a five-day suspension
Cutting class Unexcused absence from a class, the library, the computer lab, or Flex Block	Detention, parent/guardian/caregiver notification, and/or academic consequences may be given for any work due or completed on the day of the cut.
Cutting detention Applies to both teacher-assigned and office detentions	Additional detention(s) assigned for every failure to report and parent/guardian/caregiver notification.
Disruptive Behavior Applies to situations when a student is sent to the office from a class, the library, the computer lab or a directed research for disruptive behavior	Detention, possible suspension; parent/guardian/caregiver notification
Insubordination or insolence Such as but not limited to the following: Failure to follow a reasonable request by a staff member Boldly disrespectful in speech or behavior Verbal assault An act of insubordination that places others at serious risk	Detention, possible suspension; parent/guardian/caregiver notification
Physical intimidation The act of physically intimidating another by invading personal space and/or backing someone against a wall	Possible suspension depending upon the severity of the case or repetitive nature of the case; parent/guardian/caregiver conference
Verbal threat of violence against the life of another	Possible suspension or recommendation for long-term suspension depending upon the circumstances

Additional Language Proposed P.52
Current Verbiage:

SUSPENSIONS

Suspensions may be short term or long term. Short term suspension means the removal of a student from the school premises and regular classroom activities for ten (10) consecutive school days or less. Long term suspension means the removal of a student from the school premises and regular classroom activities for more than ten (10) consecutive school days, or for more than ten (10) school days cumulatively for multiple disciplinary offenses in any school year.

Suspensions may also occur in-school or out-of-school. In-school suspension is the removal of a student from regular classroom activities, but not from the school premises, for no more than ten (10) consecutive school days, or no more than ten (10) school days cumulatively for multiple infractions during the school year. Long-term suspension means the removal of a student from the school premises and regular classroom activities for more than ten (10) consecutive school days, or for more than ten (10) school days cumulatively for multiple disciplinary offenses in any school year. A principal may, using their discretion, allow a student to serve a long-term suspension in school.

During the course of any suspension, a student is ineligible to participate in any school-related activities, including athletic activities. The student and their parent/guardian/caregiver are expected to meet with a school administrator prior to the student's return to class. During the course of an out-of-school suspension, a student may not be on school premises without the permission of school administration.

A student will not be excluded from school without being afforded appropriate due process as set forth below. If, however, a student's continued presence in school poses a danger to persons or property, or materially and substantially disrupts the order of the school, and, in the administrator's, judgment there is no alternative available to alleviate the danger or disruption, a student who is charged with a disciplinary offense may be removed temporarily from school before receiving due process pursuant to an Emergency Removal (see below for more information.)

Additional Language to add highlighted in yellow here:

The school shall not suspend or expel a student until alternative remedies have been employed and their use and results documented and, following and in direct response to a specific incident or incidents, unless specific reasons are documented as to why such alternative remedies are unsuitable or counter-productive, and in cases where the student's continued presence in school would pose a specific, documentable concern about the infliction of serious bodily injury or other serious harm upon another person while in school.

Additional Language Proposed P.54-55
Current Verbiage:

III. **LONG TERM SUSPENSION**

Except in the case of an Emergency Removal provided below, prior to imposing a long-term suspension **(more than 10 days of suspension, whether in-school or out-of-school, whether consecutive or cumulative for multiple offenses during a school year), an administrator will follow the procedures for short-term suspension plus additional** procedures as follows:

1. Notice: The notice will include all of the components for a short-term suspension in Section C above, plus the following:

- In advance of the hearing, the opportunity to review the student's record and the documents upon which the administrator may rely in making a determination to suspend the student or not;
- the right to be represented by counsel or a lay person of the student's choice, at the student's/parent/guardian/caregiver's expense;
- the right to produce witnesses on their behalf and to present the student's explanation of the alleged incident, but the student may not be compelled to do so;
- the right to cross-examine witnesses presented by the school district;
- the right to request that the hearing be recorded by the administrator, and a copy of the audio recording provided to the student or parent/guardian/caregiver upon request; and
- the right to appeal the administrator's decision to impose long-term suspension to the superintendent.

2. Format of Hearing: The Hearing will afford the rights set forth in the notice above. The administrator will also provide the parent/guardian/caregiver, if present, an opportunity to discuss the student's conduct and offer information, including mitigating circumstances, that the administrator should consider in determining consequences for the student.

3. Decision: Based on the evidence, the administrator will determine whether the student committed the disciplinary offense, and, if so, after considering mitigating circumstances and alternatives to long-term suspension, what remedy or consequence will be imposed, in place of or in addition to a long-term suspension. The administrator will send the written determination to the student and parent/guardian/caregiver by hand-delivery, certified mail, first-class mail, email to an address provided by the parent/guardian/caregiver for school communications, or any other method of delivery agreed to by the school and the parent/guardian/caregiver . If the administrator decides to suspend the student on a long-term basis, the written determination will:

- Identify the disciplinary offense, the date on which the hearing took place, and the participants at the hearing;

- Set out the key facts and conclusions reached;

- Identify the length and effective date of the suspension, as well as a date of

return to school;

4. Include notice of the student's opportunity to receive education services to make academic progress during the period of removal from school (if more than 10 cumulative days);

5. Inform the student of the right to appeal the administrator's decision to the superintendent or designee. Notice of the right of appeal will be in English and the primary language of the home if other than English, or other means of communication where appropriate, and will include the following information stated in plain language:

a) The process for appealing the decision, including that the student or parent/guardian/caregiver must file a written notice of appeal with the superintendent within five (5) calendar days of the effective date of the long-term suspension; provided that within the five (5) calendar days, the student or parent/guardian/caregiver may request and receive from the superintendent an extension of time for filing the written notice for up to seven (7) additional calendar days; and that

b) The long-term suspension will remain in effect unless and until the superintendent decides to reverse the administrator's determination on appeal.

No long-term suspension will extend beyond the end of the school year in which such suspension is imposed.

Language addition to 5 b) highlighted in yellow here:

b) The long-term suspension will remain in effect unless and until the superintendent decides to reverse the administrator's determination on appeal. The principal's decision to long-term suspend a student rather than expel them under M.G.L. c. 71, s. 37H is final and not appealable.

No long-term suspension will extend beyond the end of the school year in which such suspension is imposed.

DRAFT

Dover-Sherborn Regional School Committee
Meeting of March 20, 2024

Members Present: Judi Miller
Colleen Burt
Mark Healey
Kate Potter

1) **Call to Order**

Judi Miller called the meeting to order at 6:33 pm in the Middle School Library.

2) Community Comments - none

3) Superintendent Comments - Superintendent McCoy reviewed recent and upcoming meetings and district events as well as hiring updates.

4) Discussion Items

- Proposed Revisions ACCEPT Collaborative Agreement: 1st read
- Continued Discussion of 2024-25 School Calendar - committee members shared their thoughts on the school calendar question after the working group meeting and response from Town Counsel.

5) Action Items

- Annual School Committee Vote on MA School Choice Law - MA General Law requires local school committees to vote annually as to whether or not the district will participate in School Choice (receive school choice students).

Colleen Burt made a motion to have the Dover-Sherborn Regional School not participate in School Choice program for the 2024-25 school year. Mark Healey seconded.
24-07 VOTE: 4 - 0

- Update Regarding Director of HR - the shared Director of HR position with the Town of Dover is ending as Dover needs the Director to be full time not shared with the Region.

Colleen Burt made a motion to terminate the MOA with the Town of Dover with regard to the HR position as of March 15, 2024. Kate Potter seconded.
24-08 VOTE: 4 - 0

- Approval of Student Opportunity Act Plan - The Student Opportunity Act (SOA), enacted in 2019, requires every district to set clear targets for improving disparities in achievement among student groups and develop a three-year plan to implement evidence-based strategies to meet those target. Denny Conklin presented the Region SOA Plan highlighting the district's chosen evidence-based programs as well as the strategy to engage parents/caregivers and other stakeholders.

Kate Potter made a motion to approve the Student Opportunity Act Plan. Mark Healey seconded.
24-09 VOTE: 4 - 0

DRAFT

6) **Consent Items**
7) **Informational Items**
   - DSHS Newsletter
   - DSMS Newsletter
8) **Next Meeting May 7, 2024**
9) **Adjournment at 7:58 pm.**

Respectfully submitted, Amy Davis

DRAFT

Dover-Sherborn Regional School Committee
Meeting of May 7, 2024

Members Present: Judi Miller
Colleen Burt
Mark Healey
Kate Potter
Maggie Charron
Angie Johnson

1) **Call to Order**

Judi Miller called the meeting to order at 6:23 pm in the Middle School Library.

2) **Community Comments -** none
3) **Student Council Representatives -** there was an update on the recent Teacher Appreciation and Retirement recognition assemblies. Elections will be held in late May.
4) **Superintendent Comments -** Superintendent McCoy reviewed recent and upcoming meetings and district events as well as the recent Challenge Success Conference hosted by Dover Sherborn.
5) **Financial Reports**
   - Warrant Report
   - FY24 Monthly Report
     - Revenues: there are no changes since the last report.
     - Salaries: there are no changes since the last report.
     - Expenditures: the only material variance is in Maintenance of Buildings as there have been several more extensive repairs over the past few months which is expected given the age of the equipment.
     - Projected E&D - an additional $655,000 in use of E&D for capital projects is being proposed for approval. If approved, the E&D balance projected for June 30th would represent just under 3% of the allowed amount.
     - Capital Projects Update: the project bid opening was on March 27th and additional funding to complete the project will be needed. For the Bleacher/Press Box Renovation, the site work contract has been signed at a total cost of $215,000. The Administration is in the final stages of confirming possible contributions from DS Boosters and DSCTV. Any gap in funding will be covered through available revolving funds.
     - FY23 Wrap-up - the auditors are in the process of drafting the Audited Financial Statements and related footnotes. The will be presented at the June meeting.
6) **Discussion Items**
   - 2024-25 MS Student Handbook (1st read) - the proposed changes were discussed.
   - 2024-25 HS Student Handbook (no changes)
   - Treasurer Position - the District Treasurer will be leaving as of June 30th. The position will be posted this week and a member of the School Committee will be needed to join the Search Committee.
7) **Action Items**

- Policy Manual Updates: 2nd read -

Colleen Burt made a motion to approve the Policy Manual updates as presented. Maggie Charron seconded.
24-10 VOTE: 6 - 0

- MOA Healthcare - the current MOA expires on June 30, 2024. The provisions proposed to continue for another three-year agreement included employer contributions to health savings accounts for employees subscribing to a high-deductible plan and an opt-out provision.

Kate Potter made a motion to approve the MOA for Healthcare. Mark Healey seconded.
24-11 VOTE: 6 - 0

- Capital Requests: Use of E&D - the Rooftop Air Handler Unit replacement project has exceeded original cost estimates for multiple reasons including infrastructure costs associated with converting the units to be run on electricity. The original approved funding for the project was $1.2 million while the cost of the project is $2.05 million. The additional necessary funding can be partially offset by reallocating $350,000 originally approved for the High School Boiler Project to the Roof-top Project, leaving just under $500,000 to be used from E&D. This amount, plus the $110,000 requested for exterior ductwork replacement and $45,000 for emergency replacement of the fire suppression system control panel requires use of $655,000 from E&D to complete the FY25 Capital Requests. Approval of this amount will leave projected E&D as of June 30, 2024 at approximately 2.75% (maximum is 5%, School Committee Policy recommends E&D be maintained at a 3 - 4% range).

Mark Healey made a motion to transfer $655,000 as of June 30, 2023 certified Excess & Deficiency funds to the Region's Capital fund to cover costs for approved capital projects as presented. Maggie Charron seconded.
24-12 VOTE: 6 - 0

Colleen Burt made a motion to $350,000 of approved capital funding from the High School Boiler Project to the High School Roof-top Project. Angie Johnson seconded.
24-13 VOTE: 6 - 0

- Eversource Gas Line Project: Easement Approval - Eversource has requested approval of an easement in order to install a new gas line connection for the Region. The work is slated to take place this summer and will eliminate any future needs to bring in temporary gas tankards when work is required on the main Enbridge line as has been experienced in the last several years.

Maggie Charron made a motion to approve the easement to install a new gasoline connection as presented and to authorize the change to sign the document. Kate Potter seconded.
24-14 VOTE: 6 - 0

8) Consent Items

- Donations - $353 from the Sustainability Task Force to purchase two Eastern Redbud trees; $1,200 from the Mudge Foundation for the High School Art Department field trip to the MASS MOCA Art Museum.
- Approval of Regional School Committee minutes of March 5, 2024

Colleen Burt made a motion to approve the Consent Agenda. Mark Healey seconded.
24-15 VOTE: 6 - 0

9) Informational Items

- Middle School Social Studies Curriculum Pilot
- DSHS Newsletter
- DSMS Newsletter
- Dover School Committee minutes of January 16, 2024
- Sherborn School Committee minutes of February 6, 2024

10) Next Meeting June 11, 2024

Judi Miller and Maggie Charron were recognized and thanked for their years of commitment to the Dover Sherborn Regional School Committee.

11) Adjournment at 7:28 pm.

Respectfully submitted, Amy Davis

REGIONAL SCHOOL COMMITTEE (updated)	
	2024-2025
Chair	
Vice Chair	
Secretary	
Finance	
Warrants & Payroll *Signs accounts payable and payroll warrants*	
Subcommittees	
Superintendent's Evaluation *Coordinates evaluation of the superintendent per DESE guidelines*	
Personnel *Reviews and approves sick bank requests*	
Negotiations *Participates in the collective bargaining process with the Dover Sherborn Educational Association*	
Search Committees *Participates in search committees for administrative positions as needed*	
Policy *Revises and proposes policies as needed for joint review by the school committees; conducts periodic policy manual reviews; identifies required policy review cycles*	
Buildings & Facilities *Collaborates with the Business Administrator and Director of Facilities on annual approval of the Capital Plan*	
Employee Benefits *Collaborates with the Business Administrator and Director of Human Resources to provide benefit options to employees*	
Liaisons *Serves as the key point of contact with each organization; attends meetings as requested.*	
MS POSITIVE (meets monthly; contact Ellie Beasley & Rachel Motley)	
HS PTO (meets monthly; contact Seana Crellin & Chitra Lefevre)	
MS School Advisory Council (meets monthly; contact Ann Dever-Keegan)	
HS School Advisory Council (meets monthly; contact John Smith)	
Challenge Success (meets monthly; contact Ellen Chagnon)	

DS AIDE (meets as needed; contact Beth McCoy)	
METCO (meets as needed; contact Monique Marshall Veale))	
SEPAC (meets monthly; contact Kate McCarthy)	
Wellness (meets annually; contact Ellen Chagnon)	
Athletic Advisory (meets three times annually; contact Emily Sullivan)	
Boosters (meets monthly; contact Jack Wilson)	
FOPA (meets monthly; contact Lisa Hodson-Walker)	
Task Forces	
Communication (meets as needed; contact Denny Conklin)	

Arizona State University~Tempe	1	As of 6/7
University of Arizona	1	
Babson College	2	
Barnard College	1	
Boston College	2	
Boston University	2	
Bowdoin College	2	
Bryant University	1	
Bunker Hill Community College	1	
University of California~Berkeley	1	
University of California~Irvine	1	
University of California~San Diego	1	
University of California~Santa Barbara	1	
Carleton University	1	
College of Charleston	2	
University of Chicago	1	
University of Cincinnati	1	
Clarkson University	1	
Colby College	3	
Colorado College	1	
Connecticut College	1	
University of Connecticut	3	
Cornell University	1	
Curry College	1	
Dartmouth College	1	
Davidson College	1	
Dennison University	1	
University of Denver	2	
Elon University	2	
Fairfield University	4	
Fitchburg State University	1	
Florida Atlantic University	1	
University of Florida	1	
Gettysburg College	1	
Gordon College	1	
Hamilton College	1	
Harvard University	1	
Haverford College	1	
University of Hawaii at Hilo	1	
College of the Holy Cross	4	
Huron University College	1	
University of Illinois at Urbana~Champagne	1	
Indiana University~Bloomington	4	
James Madison University	1	
Loyola Marymount University	1	
Massachusetts College of Art & Design	1	
Massachusetts Institute of Technology	4	

University of Massachusetts Amherst	8
University of Massachusetts Boston	2
Massachusetts Bay Community College	2
Merrimack College	3
Miami University, Oxford	3
Michigan State University	1
University of Michigan~Ann Arbor	3
Middlebury College	2
University of Mississippi	1
University of New Hampshire	2
New York University	1
Northeastern University	9
Oklahoma State University	1
Pennsylvania State University~Abington	1
University of Pittsburg	2
Providence College	3
Purdue University	1
Rice University	1
University of Richmond	1
Rochester Institute of Technology	1
University of Rochester	1
Roger Williams University	1
Rutgers University	1
Salve Regina University	1
Santa Clara University	2
Skidmore College	1
University of Southern California	1
Southern Methodist University	5
Stonehill College	3
Syracuse University	3
The University of Tampa	1
The University of Tennessee~Knoxville	1
The George Washington University	2
University of Toronto	2
Trinity College~Dublin	2
Tufts University	2
Tulane University of Louisiana	1
United States Naval Academy	1
University of Lynchburg	1
Vanderbilt University	2
University of Vermont	6
Wake Forest University	2
University of Washington~Seattle Campus	1
Wentworth Institute of Technology	1
University of Wisconsin~Madison	1
Worcester Polytechnic Institute	3

Undecided	1
Post Secondary	1
Work	2
Gap Year	4
Trade	0
Plans Unknown	0

Approved 5.13.24

Dover School Committee
Meeting of March 14, 2024

Members Present:	Liz Grossman
	Jeff Cassidy
	Jessica Hole
	Martha Castle
	Goli Sepehr
Also Present:	Beth McCoy, Superintendent
	Denny Conklin, Assistant Superintendent

1) **Call to Order**
Liz Grossman called the meeting to order 6:30 pm.

2) Community Comments - none.

3) FY25 Dover Schools Budget Hearing
Dawn Fattore presented adjustments to the FY25 Budget: transfer of Connections (GOALS) Educator from Pine Hill $67,708; additional EA's for Connections Program $32,353; reduction of one K classroom section based on enrollment ($67,533); reduction of one K EA based on enrollment ($28,153); utilize ESSER III funds to offset portion of new path curriculum ($17,000), and OOD placement change due to Connections move to Dover ($110,000) for a total decrease of ($122,625).
FY25 Budget drivers include: contractual payroll increases of approximately 3% across all bargaining units in addition to step and lane increases for educators ranging from 4-9%; decreasing enrollment (25 classroom sections vs 26 in FY24); and continued trend budgeting for operating accounts.
The proposed FY25 Operating Budget is $11,302,838 which is $524,197 (5.57%) greater than FY24: in-District increase over FY24 is $381,697 (4.64%) and Out-of-District increase is $142,500 (5.57%).

Jeff Cassidy made a motion to approve the FY25 Budget in the amount of $11,302,838 as presented. Jessie Hole seconded.
24-02 VOTE: 5 - 0

4) Financial Reports

- Warrant Report
- FY24 Monthly Report
  - Salaries: there are no changes since the last report
  - Expenditures: there are no material variances to report.
  - Out of District: Due to the increase in placements, tuition costs are projected to exceed budget by approximately $920,000, comprised of $600,000 from new placements and $485,000 from changes in placements, offset by $165,000 of savings from students leaving and graduating early. Transportation costs are projected to exceed budget by approximately $90,000. Total projected OOD costs exceed budget by approximately $1.0 million but is fully covered at this time by FY24 CB reimbursement.

5) Superintendent Comments - Beth McCoy provided a brief update on recent and upcoming events in the District.

Approved 5.13.24

6) **Discussion Items**

- Proposed Revisions ACCEPT Collaborative Agreement: 1st read
- Continued Discussion of 2024-25 School Calendar - committee members shared their thoughts on the school calendar question after the working group meeting and response from Town Counsel. There was consensus that regardless of the final decision of the committees the policy must be made easily understandable and students/families should be educated about all holidays.

7) Action Items

- Annual Vote on MA School Choice Law - MA General Law requires local school committees to vote annually as to whether or not the district will participate in School Choice (receive school choice students).

Jeff Cassidy made a motion to have the Dover School not participate in School Choice program for the 2024-25 school year. Goli Sepehr seconded.
24-03 VOTE: 5 - 0

- Approval of Student Opportunity Act Plan - The Student Opportunity Act (SOA), enacted in 2019, requires every district to set clear targets for improving disparities in achievement among student groups and develop a three-year plan to implement evidence-based strategies to meet those target. Denny Conklin presented the Dover SOA Plan highlighting the district's chosen evidence-based programs as well as the strategy to engage parents/caregivers and other stakeholders.

Jeff Cassidy made a motion to approve the Student Opportunity Act Plan as presented. Goli Sepehr seconded.
24-04 VOTE: 5 - 0

- Policy: METCO Representative to the School Committee 2nd read -

Jeff Cassidy made a motion to approve the METCO Representative to the School Committee Policy as presented. Jessie Hole seconded.
24-06 VOTE: 5 - 0

- PTO Request for use of Chickering School for Fundraiser - the Chickering PTO requested permission to use the Chickering School on May 4, 2024 to hold the Biennial Spring Auction and to serve alcohol at the event pending approval by the Town of Dover.

Martha Castle made a motion to approve the PTO request as presented. Jessie Hole seconded.
24-07 VOTE: 5 - 0

8) Consent Items

Approved 5.13.24

- Approval of Minutes: January 16, 2024

Goli Sepehr made a motion to approve the Consent Agenda. Jeff Cassidy seconded.
24-08 VOTE: 5 - 0

9) **Informational Items**
   - Chickering Newsletters
   - Regional School Committee minutes of February 6, 2024
   - Sherborn School Committee minutes of February 6, 2024

10) Items for April 2, 2024 Meeting - math and literacy curriculum

11) Adjournment at 7:58 pm.

Respectfully submitted,
Amy Davis

Approved 5.7.2024

Sherborn School Committee
Meeting of March 12, 2024

Members Present:	Dennis Quandt
	Kristen Aberle
	Christine Walsh
	Rebecca Hammond (remote)
Also Present:	Beth McCoy, Superintendent
	Dawn Fattore, Business Administrator

1) **Call to Order**

Dennis Quandt called the meeting to order at 6:31 pm in the DSMS Library.

2) Community Comments - none

3) FY25 Sherborn Schools Budget Hearing

Dawn Fattore presented the FY25 Budget. Budget drivers include: contractual payroll increases of approximately 3% across all bargaining units in addition to step and lane increases for educators ranging from 4-9%; level enrollment (21 classroom sections); and continued trend budgeting for operating accounts.

The proposed FY25 Operating Budget is $8,241,810 which is $316,239 (3.99%) greater than FY24: in-District increase over FY24 is $192,239 (2.73%) and Out-of-District increase is $124,000 (14.01%).

Christine Walsh made a motion to accept the FY25 Budget in the amount of $8,241,810. Kristen Aberle seconded.
24-05 VOTE: 4 - 0 via roll call

4) Financial Reports

- Warrant Report
- FY24 Monthly Report
  - Salaries: variances continue to fluctuate as leaves and other staffing changes are encumbered.
  - Expenditures: the are no material variances to report to date.
  - Out of District: there are no changes since the last report.

7) **Superintendent Comments -** Beth McCoy updated recent and upcoming meeting/events in the District. There was also an update from Denny Conklin on the Assistant Principal search: 2 finalists have been selected from 5 candidates that were interviewed (43 applicants total).

8) **Discussion Items**

- Proposed Revisions to Accept Collaborative Agreement - 1st read
- School Committee Public Sessions - Dennis Quandt discussed adding more meetings to give the committee an opportunity to share information and receive feedback from the community in a setting that the more formal monthly meetings does not allow.
- Update on Capital Projects - the HVAC project has received support from the Capital Budget Committee and Select Board. The Administration is working with the engineers on a design/cost estimate split between the auditorium and library and will keep the Committee updated.

- Continued Discussion of 2024-25 School Calendar

9) **Action Items**

- Annual School Committee Vote on MA School Choice Law - MGL requires local school committees to vote annually as to whether or not the district will participate in School Choice.

Christine Walsh made a motion to have Sherborn School not participate in School Choice program for the 2024-25 school year. Kristen Aberle seconded.
24-06 VOTE: 4- 0 via roll call

- Policy: METCO Representative to the School Committee, 2nd read

Becca Hammond made a motion to approve the Policy: METCO Representative to the School Committee as presented. Kristen Aberle seconded.
24-07 VOTE: 4- 0 via roll call

10) Consent Items

- Approval of Student Opportunity Act Plan
- Approval of Minutes: February 6, 2024
- Donations - $5,000 from the Sawin Fund.

Christine Walsh made a motion to approve the Consent Agenda. Kristen Aberle seconded.
24-08 VOTE: 4 - 0 via roll call

11) **Informational Items**

- Pine Hill Newsletters
- Dover Sherborn Regional Committee minutes of December 5, 2023 & January 16, 2024
- Dover School Committee Minutes of November 21, 2023

12) Items for April 2, 2024 meeting - meeting with Dover School Committee re: curriculum

13) Adjournment at 7:58 pm.

Respectfully submitted,
Amy Davis