



August 20, 2024

Dear NM Community,

Welcome to another new school year!

I would like to take this opportunity to thank the buildings and grounds department, the technology department, and my administrative team, who have been hard at work this summer to ensure that the upcoming year is a great one for the entire NM community, as it has been exceptionally warm!

The 2024-2025 school year will be a busy one as we embark on a new 5-Year Strategic Plan, prepare for the NEASC accreditation process for NMRHS in the spring, finalize our Portrait of a Learner, and prepare for the FY2026 budget process.

Please continue reading, as there is a great deal of important information below, and enjoy the final days of summer vacation!!!

Pre-School (SECC) Leadership

Please join me in welcoming back Anne Cromwell-Gapp, our current Principal at Ashby Elementary and Coordinator of our Extended Day Program as she will once again be overseeing NM's Preschool Program. This is a role Ms. Cromwell-Gapp has held before and we look forward to her leadership of the program once again.

Alert Lockdown Inform Counter Evacuate (ALICE) Drills

In all of our buildings, the District will again conduct ALICE drills this year in collaboration with our police and fire departments. Please remember that certain drills require students to leave campus for a "rally/reunification site." As has been past practice, families and community members will not be

notified in advance of these drills. Reassuring your son/daughter that these drills are practiced and are in place to keep staff/students safe if we ever need to employ such a response.

Potential Busing Delays

Please be aware that the first few weeks of school will likely result in busing delays as drivers get used to the routes and timing for our 3-tiered system. Thank you in advance for your patience and understanding.

Fresh Picks

Please click on the link below:

[w Fresh Picks - Welcome to School Family Newsletter 2024.docx](#)

Thank You For Your Commitment to NM!!!

I want to recognize the following staff members who recently retired from NMRSD and hope you will join me in wishing them many years of health and happiness!:

Michele Alfond, Academic Interventionist & Paraprofessional

Nina Arnold, Guidance Counselor

Tracey Burg, Library Paraprofessional

Mary Ellen Cappucci, School Nurse

Margaret Casson, 2nd Grade Teacher

Linda Dee, 1st Grade Teacher

Daniel Johnson, Maintenance

Paula Mason, Special Education Teacher

Wendy Orazio, Special Education Teacher

I would like to thank and recognize the commitment of the following staff members who began their service to NMRSD in 1999, making this their 25th Year!!!

Alisa Adams, Varnum Brook Elementary School Teacher

David Anderson, Hawthorne Brook Middle School Teacher

Charlotte Connor, Varnum Brook Elementary School Paraprofessional

Amy Dionne, Varnum Brook Elementary School Teacher

Kate Guziejka, Spaulding Memorial School Principal

Desiree Herrera, Nissitissit Middle School Paraprofessional

Thomas Higgins, Hawthorne Brook Middle School Teacher

Jeffrey McEvoy, North Middlesex Regional High School Teacher

Brendan McNabb, North Middlesex Regional High School Teacher
Jennifer Nelson, North Middlesex Regional High School Teacher
Lori Purcell, Varnum Brook Elementary School Paraprofessional
Mark Roy, Hawthorne Brook Middle School Computer Specialist
Jennifer Young, Varnum Brook Elementary School Teacher

We thank you for your service and dedication to our students and learning community!!!

New Staff

I would like to welcome all of the new members to the fantastic NM Learning Community as well as congratulate current staff members who have assumed different roles or now reside in other school buildings:

Ashby

Kate O'Grady, Speech Language Pathologist (Ashby & Spaulding)
Amy Redder, ELL Teacher (Ashby & Nissitissit)

Districtwide

Rachel Klock, SLPA
Erin Upton, Director of Special Education
Chris Tucker, School Resource Officer

Hawthorne Brook Middle School

Michael Arquilla, Theater Teacher
Richard Maino, ELL Teacher (HBMS & SECC)

Nissitissit Middle School

Ashley Rollins, Guidance Counselor
Samantha Souza, Grade 5 ELA Teacher

North Middlesex Regional High School

Christian Angellucci, SPED Teacher
Christopher Boyd, Band Director
Ashley Bradley, Speech Language Pathologist
Kevin Lundstrom, SPED Teacher
Emmalyn Mirarchi, Chemistry Teacher
Roger Rapoza, Paraprofessional
Tim Robertson, Guidance Counselor
Katie Simko, Chorus Teacher

Varnum Brook Elementary School

Paige Brooks, STEPS Teacher
Shannon Cole, Grades K-4 Evaluation Team Leader
Hannah Comeau, Grade 4 Teacher
Sean Falsey, Grades 3-4 STEPS Teacher
Amy Labrecque, Paraprofessional
Annabella Lividoti, SPED Teacher
Ashley McEndarfer, Assistant Principal
Amber Mendes, Health Office Staff Nurse
Rebecca Milley, Kindergarten Teacher
Sarah Shaffer, Paraprofessional
Jaime Sullivan, Paraprofessional

Squannacook Early Childhood Center Orientation/Open House

[Please click here to view the Preschool Orientation flyer](#)

Parents/Caregivers - Who to Contact

Very often, students and/or caregivers are unsure who to contact in the North Middlesex Regional School District in case of questions, concerns, or problems. Please direct these to the appropriate contact(s) below to ensure a prompt response.

*Classroom issues...*contact the teacher first. If you have additional concerns, contact the School counselor. If you are still concerned, contact the building Principal.

*Scheduling issues...*contact the School Counselor first. If you have additional concerns, contact the building Assistant Principal/Principal.

*Curriculum issues...*contact the appropriate teacher first. If you have additional concerns, contact the building Principal. Finally, contact the Assistant Superintendent's office.

*Special Education issues...*contact the appropriate teacher(s) first and then your son/daughter's special education liaison (listed on your child's IEP), if warranted. If you have additional concerns, contact the building Assistant Principal/Principal. Finally, contact the Special Education office.

*Behavioral issues...*contact the teacher first. If you are still concerned, contact the Guidance Counselor and then the building Assistant Principal/Principal.

*Social, emotional, personal, health, or family issues...*contact the School/Adjustment Counselor or the nurse to discuss your concerns with

them. If necessary, also contact the building Assistant Principal/Principal. Contact the Assistant Superintendent's office if you feel your concern has gone unresolved.

Homeless or temporary housing (McKinney Vento Status): Contact the Guidance Counselor and inform them of your status. In some instances, they may direct you to the building Principal. Finally, contact the Special Education office. The homeless liaison (Erin Upton) will be notified of the status, and transportation will be arranged through his office (if needed).

*Athletics issues...*contact the coach first. If you are still concerned, contact the Assistant Principal/Athletic Administrator at the High School.

*Attendance issues...*contact the School Counselor first. If attendance issues continue, contact the building Assistant Principal/Principal.

*Report Cards & Transcripts...*contact the School Counselor first. If you have additional questions, contact the building Assistant Principal/Principal.

*Harassment & Discrimination...*contact building Principal. If you are still concerned, contact the Title IX and VI Coordinators. Finally, contact the Human Resources office.

*Bullying...*contact the School Counselor. If you are still concerned, contact the building Assistant Principal/Principal.

*Technology questions and/or issues...*contact the district technology office.

*Student Activities/Clubs...*contact the advisor first. If you are still concerned, contact the building Assistant Principal/Principal.

*Special Education Transportation (VanPool Transportation)...*contact the Special Education office.

*Transportation (Dee Bus)...*contact the building secretary, followed by the building Assistant Principal/Principal. Finally, contact the business office.

*Food Service...*contact the Food Services Manager. Finally, contact the business office.

*Ethics Questions...*contact the [Massachusetts State Ethics Commission](#). The Commission's Legal Division provides free, confidential advice to anyone subject to the conflict of interest law. To obtain advice from the Commission, call (617) 371-9500 or (888) 485-4766 or request advice online.

*District Policies...*contact your School Committee representative or the committee chairperson.

For email contact to a specific faculty, staff, or committee member, please enter the person’s first initial and last name @nmrsd.org, for example, jdoe@nmrsd.org.

2024-2025 NMRSD Administrative Team

Name	Role	School
Anne Cromwell-Gapp	Principal Extended Day Program Director	AES / SECC
Kate Guziejka	Principal	SMS
Stephanie Thompson	Assistant Principal	SMS
Ami Dolan	Principal	VBES
Ashley McEndarfer	Assistant Principal	VBES
Chantele Olmstead	Principal	HBMS
Jason White	Assistant Principal	HBMS
Lauren Young	Principal	NMS
Evan Worth	Assistant Principal	NMS
Laurie Smith	Interim Principal	NMRHS
Ryan Demar	Assistant Principal/Athletic Administrator	NMRHS
David Amari	Director of Facilities and Grounds	District
Cathryn Hampson	Supervisor of Health Services	District
Jeremy Hamond	Director of Operations Technology Facility Use Student Registration	District

Nancy Haines	Business Manager	District
Anne Marie Tucciarone-Mahan	Director of Human Resources Title VI/IX Coordinator for Staff	District
Erin Upton	Director of Special Education Homeless Liaison ADA Compliance Officer	District
John Judge	Assistant Director of Special Education Grades 5-8 Evaluation Team Leader Out-of-District Coordinator	District/NMS
Diane Gleason	Administrative Coach / Grants Grant Writer	District
Shannon Cole	Grade K-4 Evaluation Team Leader	District/VBES
Gary Burboa-Reese	Assistant Superintendent Counseling Homeschooling Title VI/IX Coordinator for Students	District
Kevin Cormier	Director of Data & Accountability	District
Lisa Comeau	Director of Title I & Literacy	District
Brad Morgan	Superintendent Health Services	District

2024-2025 School Calendar

[Please click here for the full 2024-2025 school calendar.](#)

2024-2025 School Committee Meeting Schedule

[Please click here for the 2024-2025 School Committee meeting schedule.](#)

Open House Dates

- SECC Monday, August 26th / 10am-12pm & 1pm-3pm
- AES Wednesday, September 11th / 5pm-7pm
- SMS Tuesday, September 24th / 5pm-7pm
- VBES Wednesday, September 18th / 5pm-7pm
- HBMS Wednesday, September 25th / 5pm-7pm
- NMS Thursday, September 12th / 5pm-7pm
- NMRHS Thursday, September 19th / 6pm-8pm
 - Grade 8 Thursday, October 24th / 6pm-8pm

Bullying Prevention & Intervention

As many of you have heard, another result of COVID-19 has been increased social-emotional issues among students and an uptick in bullying nationwide. We have experienced these challenges in NM as well.

As the Massachusetts Department of Elementary & Secondary Education requires, NMRSD utilizes a K-12 evidence-based curriculum from the Massachusetts Aggression Reduction Center (MARC). This curriculum is used throughout the school year, in applicable content areas, based on level.

It is important that the NM community is aware of the legal definition of bullying:

Bullying - Legal Definition / Chapter 71, Section 370

"Bullying" the **repeated** (3 or more times) use by one or more students or by a member of a school staff including, but not limited to, an educator, administrator, school nurse, cafeteria worker, custodian, bus driver, athletic coach, advisor to an extracurricular activity or paraprofessional of a written, verbal or electronic expression or a physical act or gesture or any combination thereof, directed at a victim that:

- causes physical or emotional harm to the victim or damage to the victim's property;
- places the victim in reasonable fear of harm to himself or of damage to his property;
- creates a hostile environment at school for the victim;
- infringes on the rights of the victim at school; or

- materially and substantially disrupts the education process or the orderly operation of a school.

Bullying shall also include cyber-bullying.

"Cyber-bullying", bullying through the use of technology or any electronic communication, which shall include, but shall not be limited to, any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications. Cyber-bullying shall also include:

- the creation of a web page or blog in which the creator assumes the identity of another person or
- the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation creates any of the conditions enumerated in clauses (A) to (E), inclusive, of the definition of bullying.

Cyber-bullying shall also include the distribution by electronic means of a communication to more than one person or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions enumerated in clauses (A) to (E), inclusive, of the definition of bullying.

If a parent/caregiver/staff member believes that a student has been subjected to bullying, please visit nmrsd.org and look under the **FOR FAMILIES** tab:

Social & Emotional
Bullying Prevention

Forms can be printed for a hard copy submission or be submitted electronically.

For a bullying complaint to be investigated, a Bullying Incident Report Form must be completed and sent to the applicable building principal. One of the common issues we encounter is that when bullying is reported, the administration is often told it has been happening for a period of time. Unfortunately, an investigation cannot commence until a written report is filed. If a student or parent/caregiver has an issue filing a report, please contact the school's Guidance Counselor for assistance so that the complaint can be filed.