DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee
Wednesday, September 11, 2024, at **6:30 PM**
Shepherd Hill Regional High School
68 Dudley- Oxford Road
Dudley, MA 01571

Minutes

I. Call Meeting to Order

The meeting was called to order at 6:34 PM.
There were audio issues at the beginning of the School Committee Meeting, audio didn't start until 4.16 minutes.

In attendance:

Kelly Szela, Chair	Jeanne Costello, Vice-Chair
Cathleen Carmignani	Caitlynn Panczyk
Nicole Enberg	Maureen Chickering
Jaime Dell'Ovo	

II. Pledge of Allegiance

III. Moment of Silence

IV. Consent Agenda Items

a. Approval of the Warrant
b. Approval of Minutes Regular Meeting - August 21, 2024

A motion by C. Carmignani, seconded by J. Dell'Ovo to approve all consent agenda items was approved unanimously.

K. Szela – Yes	C. Carmignani - Yes
J. Costello – Yes	C. Panczyk - Yes
M. Chickering – Yes	N. Enberg - Yes
J. Dell'Ovo – Yes	

V. Communications

- District Digest from Senator Fattman's Office
- Letter from First Student transportation company stating the organization has voted for a work stoppage or strike. There's a plan B that is being worked on incase this happens but it is not likely.

VI. Superintendent's Report

School Security is still the highest priority. All new staff received ALICE (Alert, Lockdown, Inform, Counter and Evacuate) training before the school year began, and all DCRSD staff will participate in a refresher course on September 30, 2024.

Today marks the anniversary of September 11, 2001. Each district school took a moment to reflect on the lives lost, the bravery of first responders and the resilience of our nation in the face of tragedy.

The DCLC (Dudley-Charlton Leadership Council) met and chose their officers for the 2024-2025 school year.

VII. Public Comment

There was no public comment

VIII. New Business

A. Update - Charlton Fire Substation

Mr. Golas spoke regarding the fire substation stating they have done the prequalification for the contractors. They are also trying to get the deed finalized. Their target is to get construction started by the beginning of 2025.

Superintendent Lamarche stated that the School Committee needed to get involved in moving the Charlton Middle School sign since the sign is where the fire substation will be going. The plan is to move the sign to the other side of the driveway.

K. Szela asked if the sign were to crumble during the move due to the age of the sign, has anyone looked into a replacement? Superintendent Lamarche will ask J. Caron, Director of Facilities to come up with a couple of proposals for an alternative sign.

B. DCRSD representative Attorney for School Committee

James Cosgrove, the former DCRSD School Committee attorney, has retired. As a committee, attorneys specializing in labor will need to be interviewed.

C. 2024-2025 Professional Development Plan

Assistant Superintendent True gave a presentation regarding the professional development plan. She had a packet breaking the plan down by elementary, middle and high school, administration and paraprofessional levels. Assistant Superintendent True stated there needs to be more professional development time. She would like to work with the School Committee this year on looking at next year's calendar to see if there are any opportunities to put in for more professional development.

K. Szela asked how many more days she was looking for. Superintendent Lamarche answered by saying they both spoke about that and would like to build in a couple additional half days into next year's calendar.

D. Superintendent's 2024-2025 Goals

A motion by J. Costello, seconded by C. Panczyk was made unanimously to approve the 2024-2025 Superintendent's goals.

K. Szela – Yes
M. Chickering – Yes
N. Enberg – Yes
C. Panczyk – Yes
J. Costello – Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

IX. Executive Session: To discuss strategy with respect to collective bargaining **(DCPA)** or litigation if an open meeting may have a detrimental effect on the bargaining **[Wage and Benefits Agreement and Superintendent]** or litigating position of the public body and the chair so declares, only to reconvene into regular session, to take votes if necessary, and adjourn.

A motion by J. Costello, seconded by C. Carmignani to adjourn the meeting at 7:36 PM was passed unanimously by roll call.

K. Szela – Yes
J. Costello – Yes
M. Chickering – Yes
N. Enberg – Yes
C. Panczyk – Yes
C. Carmignani – Yes
J. Dell'Ovo - Yes

Executive Session was called to order at 7:46 PM

A motion by J. Dell'Ovo, second by C. Panczyk to adjourn the Executive Session at 8:11 PM was passed unanimously by roll call.

C. Carmignani – Yes
J. Costello – Yes
M. Chickering – Yes
N. Enberg – Yes
C. Panczyk – Yes
K. Szela – Yes
J. Dell'Ovo - Yes

The School Committee returned from Executive Session at 8:12 PM

X. Adjourn

A motion by C. Carmignani, seconded by J. Costello was made unanimously to adjourn the meeting at 8:14 PM.

C. Carmignani – Yes
J. Costello – Yes
M. Chickering – Yes
N. Enberg – Yes
C. Panczyk – Yes
K. Szela – Yes

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

"**…**to advance the knowledge and well-being of our children and our community."

2023-2024 School Committee Goals

Fiscal Responsibility

- *The Dudley-Charlton School Committee will revise its Capital Plan to reflect the needs for Shepherd Hill Regional High School.*
- *The Dudley-Charlton School Committee will continue its commitment to seeking cost-saving opportunities to ensure a sustainable budget for FY25.*
- *The Dudley-Charlton School Committee will seek input on budget priorities from staff, students, and community members and will educate the constituents on all aspects of the budget development process.*
- *The Dudley-Charlton School Committee will commission an operational audit during the 2023-2024 school year.*

Enhance Educational Excellence

- *The Dudley-Charlton School Committee will seek to maintain the integrity of a comprehensive educational experience for all students.*
- *The Dudley-Charlton School Committee will ensure that students have access to modern equipment and technologies.*

Enhance Community Outreach and Stakeholder Engagement

- *The Dudley-Charlton School Committee will increase outreach to our communities by strengthening our working relationships with local boards and expanding our presence at school and community events.*
- *The Dudley-Charlton School Committee will continue to provide opportunities for all stakeholders to be cognizant of the resources available to our students and families within the district, as well as any major initiatives within the District.*

Next Meeting Dates

School Committee Meeting: Wednesday, October 09, 2024, 6:30 PM CMS
Budget and Finance Subcommittee: TBD – Video Conference
Policy Review Subcommittee: TBD – District Office
Curriculum Subcommittee for Teaching and Learning: TBD – Video Conference
Capital Outlay/Safety Subcommittee: TBD – Video Conference

Future Agenda Items: ~~District Plan Update (Oct), Snow Plow Bids (Oct), FY2025 Quarterly Report (Oct),~~ School Councils (Nov), SEPAC (Nov), Amazon STEM Planning (Nov), FY24 Closeout (Nov), FY26 Budget Planning (Dec)4 | Page

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee
Wednesday, September 11, 2024, at **6:30 PM**
Shepherd Hill Regional High School
68 Dudley-Oxford Road
Dudley, MA 01571

Agenda

I. Call Meeting to Order

II. Pledge of Allegiance

III. Moment of Silence

IV. Consent Agenda Items

a. Approval of the Warrant
b. Approval of Minutes Regular Meeting – August 21, 2024

V. Communications

VI. Superintendent's Report

VII. Public Comment

VIII. New Business

A. Update – Charlton Fire Substation

B. DCRSD representative Attorney for School Committee

C. 2024-2025 Professional Development Plan

D. Superintendent's 2024-2025 Goals

IX. Executive Session: To discuss strategy with respect to collective bargaining **[DCPA]** or litigation if an open meeting may have a detrimental effect on the bargaining **[Wage & Benefits Agreement and Superintendent]** or litigating position of the public body and the chair so declares, only to reconvene into regular session, to take votes if necessary, and adjourn.

X. Adjourn

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

2024-2025 School Committee Goals

Fiscal Responsibility

1. *The DCRSD School Committee will vote to improve a revised 10- year Capital Plan to reflect the needs identified in the 2024 architectural review of all seven schools.*
2. *The DCRSD School Committee will incorporate completed and forthcoming reports, reviews, and evaluations (e.g., Education Resource Strategies, Facilities Conditions Report) into long-range planning. This planning will guide the development of a Fiscal Year 2026 budget, structured to preserve the integrity of existing programs and prioritizing expenditures to provide a comprehensive educational experience for all students.*

Enhance Educational Excellence

1. *The DCRSD School Committee will support hiring, developing and utilizing staff that drive positive school culture and help create a unified district.*
2. *The DCRSD School Committee will support professional development opportunities that align with the District mission for exceptional teaching and learning for all students.*
3. *The DCRSD School Committee will ensure that all students have access to innovative platforms and technologies.*
4. *The DCRSD School Committee will continue their oversight of the implementation of policy IGA Curriculum Evaluation, Development and Adoption to review, revise or adapt high quality instructional materials for all students.*

Enhance Community Outreach and Stakeholder Engagement

1. *The DCRSD School Committee will continue to evolve their roles as community liaisons to strengthen relationships with local boards and organizations.*

Next Meeting Dates

School Committee Meeting: Wednesday, October 9, 2024 – CMS
Budget and Finance Subcommittee: TBD (September) (Joe DeSantis) - Video Conference
Policy Review Subcommittee: TBD (September) (Steven Lamarche) - Video Conference
Curriculum Subcommittee for Teaching and Learning: TBD (September) (Kelly True) - Video Conference
Capital Outlay/Safety Subcommittee: TBD (September) (Joe Caron) - Video Conference

Future Agenda Items: District Plan Update (Oct.), Snow Plow Bids (Oct.), FY2025 Quarterly Report (Oct.), School Councils (Nov.), SEPAC (Nov.), Amazon STEM Planning (Nov.), FY24 Closeout (Nov.), FY26 Budget Planning (Dec.)

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee
Wednesday, August 21, 2024, at **6:30 PM**
Charlton Middle School
2 Oxford Road
Charlton, MA 01507

Minutes

I. Call Meeting to Order

The meeting was called to order at 6:30 PM.

In attendance:

Kelly Szela, Chair	Jeanne Costello, Vice-Chair
Cathleen Carmignani	Jaime Dell'Ovo
Nicole Enberg	Maureen Chickering

II. Pledge of Allegiance

III. Moment of Silence

IV. Consent Agenda Items

a. Approval of the Warrant
b. Approval of Minutes Regular Meeting - June 26, 2024, July 10, 2024, July 17, 2024
c. Approval of Minutes Executive Session - June 26, 2024
d. Approval of Minutes Workshop - July 10,2024
e. Acceptance of a foreign exchange student (Policy JF) - SHRHS
f. Approval of Middle Level Athletic Waiver - Girls and Boys Cross Country

A motion by ? , seconded by N. Enberg to approve all consent agenda items was approved unanimously.

C. Carmignani – Yes	J. Dell'Ovo - Yes
J. Costello – Yes	N. Enberg - Yes
M. Chickering – Yes	
K. Szela – Yes	

V. Communications

K. Szela stated Charlton's first PTO meeting is Wednesday September 4, 2024 at the Middle School if anyone is interested in attending.

VI. Superintendent's Report

VII. Public Comment

Anthony Aube from Charlton had a few questions, he wanted to know if there's a status on the bus app and when it would be operational, when student schedules would be completed and he also asked what the process is with the DCRSD community in terms of participating in the NEASC review and how we select individuals that will be participating in the reaccreditation.

VIII. New Business

A. Vanpool - Representative

Vanpool representatives, Franco Indomenico and Catherine Estell spoke about changes and how they will be providing good service for this school year. They have improved recruiting efforts, there is a driver and monitor for the routes and also a spare driver. They also continue to collaborate closely with the pupil services department by holding a weekly call that has been very successful. They're looking to establish a satellite office in the area.

K. Szela asked if they are anticipating getting extra drivers. Catherine responded by saying yes, they are looking at building out the bench.

J. Costello asked what the current driver rate is and how many hours on average the drivers work per week. Franco responded that drivers make $23.00 per hour and work an average of 25-30 hours per week. J. Costello also asked about the training drivers get since the drivers work with special education students. Franco responded by stating new drivers get full training by safety supervisors as well as monthly training for all drivers. All employees are required to put in 8 hours of service each year.

Superintendent LaMarche also stated that Heather Harriman has worked on a communication process with Vanpool.

B. Middle/Elementary Student Handbook Updates - Principals

Principal Jenn Desto and Principal Audette stated all elementary school principals got together and came up with a few clarifications to the handbook. Parent caregiver teacher conferences, in the handbook specifically says December and March but they'd like it changed to Fall and Spring so the month can be changed if need be.

Also, in the elementary school handbook the school psychologist description is very specific. They would like to include adjustment counselors since they'll be doing the majority of the counseling and the school psychologists will be doing the evaluations. They'd like to change the description of the expectations for both adjustment counselors and psychologists.

A comment from C. Carmignani was made to take out any educational wording since most parents wouldn't understand what it means.

A motion by C. Carmignani, seconded by N. Enberg to approve the Elementary School handbook changes was approved unanimously.

K. Szela - Yes
J. Costello - Yes
M. Chickering - Yes
N. Enberg - Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

Principal Stacy Monette and Principal Gregg Desto stated they got together with the assistant principal and would like to use a discipline matrix for progressive discipline instead of what was written in the handbook. They would also like something in the handbook stating you cannot use AI to bully or harass others.

A motion by N. Enberg, seconded by M. Chickering to approve the Middle School handbook changes was approved unanimously.

K. Szela - Yes
J. Costello - Yes
M. Chickering - Yes
N. Enberg - Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

C. Update Capital Project - Fire ALarm System Upgrade CES - Director DeSantis

Joe DeSantis asked for approval to move forward with the lowest bid for the fire alarm system upgrades at CES.

A motion by C. Carmignani, seconded by M. Chickering to approve the fire alarm system upgrades at CES was approved unanimously.

K. Szela - Yes
J. Costello - Yes
M. Chickering - Yes
N. Enberg - Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

D. Approval of Food Service Meal Pricing and Food Service Manager Pay Scale -Dir DeSantis

Joe DeSantis asked the School Committee to approve an increase for 2nd lunches from $3.40 to $3.60.

A motion by, seconded by to approve the increase of second lunches from $3.40 to $3.60 was approved unanimously.

K. Szela - Yes
J. Costello - Yes
M. Chickering - Yes
N. Enberg - Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

Joe DeSantis asked to increase the pay scale for the food service manager at SHRHS from $ 32,649.00 to $35,913.90.

A motion by, seconded by to approve the pay scale increase for the food service manager at SHRHS from $ 32,649.00 to $35,913.90 was approved unanimously.

K. Szela - Yes
J. Costello - Yes
M. Chickering - Yes
N. Enberg - Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

E. Energy Bus - Assistant Superintendent Kelly True

Focusing on Energy Bus as a district for both staff and students. The premise behind the book is a positive mindset and attitude can change the direction people are headed in. This is as much a book for adults as it is for children.

F. School Committee 2024-2025 Goals

A motion by , seconded by to approve the 2024-2025 School Committee goals was approved unanimously.

K. Szela - Yes
J. Costello - Yes
M. Chickering - Yes
N. Enberg - Yes
J. Dell'Ovo - Yes
C. Carmignani - Yes

C. Carmignani was concerned about the wording on #4 of the goals, "We will fully implement the policy". She is questioning what is meant by "fully implementing", what are we doing now that we weren't doing before.
Superintendent LaMarch commented that since we did not have an assistant superintendent last year we now need to build into the review and revise.
C. Carmignani would like the wording changed to, "We will support full implementation of".
J. Costello would like to get rid of goal #4 all together, she believes it is incorporated within goal #2, fiscal responsibility. C. Carmignani would like to reword goal #4 instead of combining it with goal #2.

G. School Committee 2024-2025 Meeting Plan - Draft

C. Carmignani asked if department chairs could come to some meetings to give updates on what is going on in the schools. Superintendent LaMarch stated each principal will be attending a School Committee meeting to give updates. The specific months have not been assigned yet.
C. Carmignani asked about having a Budget Workshop. Superintendent LaMarche stated this could be worked into the December meeting.
C.Carmignani would like to see snow days in place for all board meetings and the FY26 presentation. She feels this would help with everyone's schedules.

IX. Adjourn

A motion by , seconded by was made to adjourn the meeting at 8:30PM was passed unanimously.

K. Szela – Yes
J. Costello – Yes
M. Chickering – Yes
J. Dell'Ovo - Yes
N. Enberg -Yes
C. Carmignani – Yes

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2023-2024 School Committee Goals

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- *The Dudley-Charlton School Committee will commission an operational audit during the 2023-2024 school year.*

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- *The Dudley-Charlton School Committee will continue to provide opportunities for all stakeholders to be cognizant of the resources available to our students and families within the district, as well as any major initiatives within the District.*

Next Meeting Dates

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Budget and Finance Subcommittee: TBD – Video Conference
Policy Review Subcommittee: TBD – District Office
Curriculum Subcommittee for Teaching and Learning: TBD – Video Conference
Capital Outlay/Safety Subcommittee: TBD – Video Conference

Anticipated Future Agenda Items: DCRSD Student Achievement Report (April), Update Middle School English Language Arts HQIM (April), School Choice (April), Annual Acceptance of DCRSD Staff School Aged Students (April), Superintendent's Evaluation (April), School Councils (May), SEPAC (May), Student Handbooks (May), Capital Planning (June)

Dudley-Charlton Regional,

As you are aware, we have been trying to reach a new collective bargaining agreement (CBA) with our school bus drivers. Unfortunately, this week, membership of Teamsters Local 170 voted to authorize a strike.

First Student has not been advised of an imminent work stoppage, and another bargaining session is scheduled with union leadership on September 10th. We will continue to provide you with frequent updates on the status of negotiations.

We value our drivers and understand the critical nature of their work. We have made an initial offer on wages and benefits and are prepared to continue to negotiate in good faith.

The union continues to insist that First Student participate in the near insolvent New England Teamsters and Trucking Industry Pension Fund, which it has classified as being in “critical and declining status” to the Federal Government. Their pension fund has a projected funding deficiency for years to come.

First Student is committed to protecting the retirement security of employees by avoiding participation in a fund that poses significant financial risks. It is why we are advocating for continued participation in the Teamsters Savings and Investment Plan 401(k). Employees have the flexibility to immediately manage, control and access their investments.

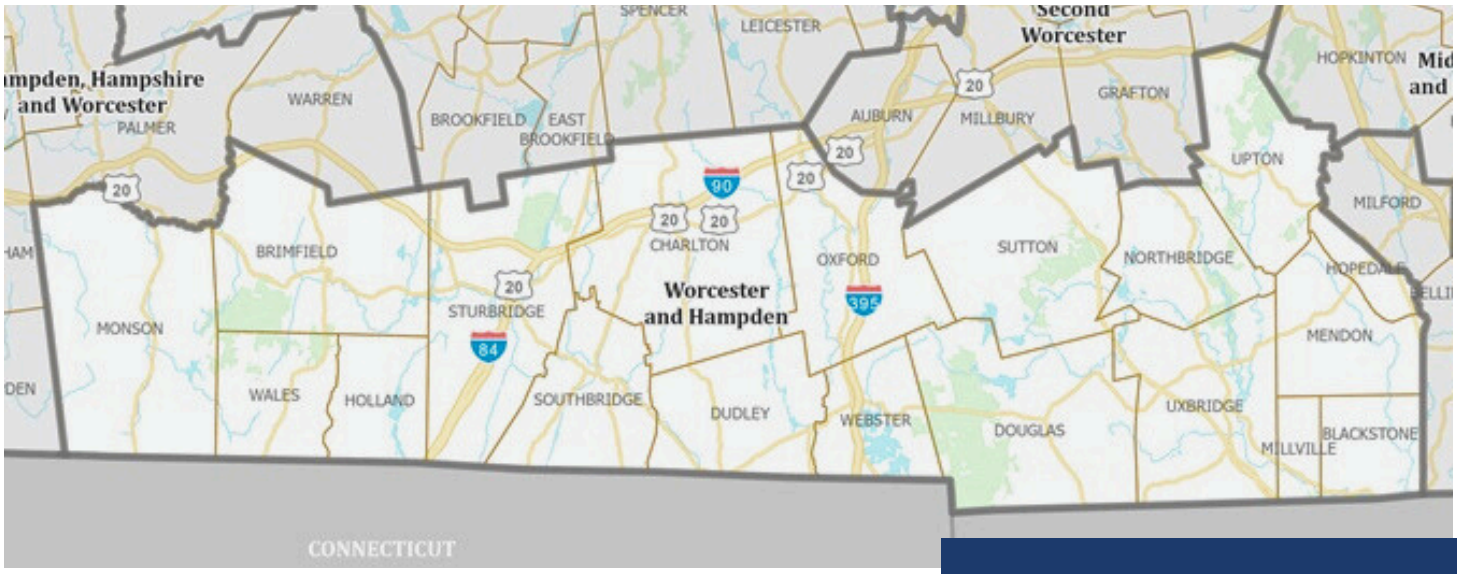
We are strongly encouraging Local 170 to join us in finding a resolution that ensures the best possible outcome for our drivers and your students. We will keep you updated on our progress.

Sincerely,

Michael Trujillo
Area General Manager
First Student

Senator Fattman's

District Digest



WELCOME

Welcome to the first edition of the District Digest. The purpose of this publication is to provide our town leaders with a quarterly update on district affairs. We hope that as you read this newsletter you will feel informed and up-to-date with the happenings from Beacon Hill to the Worcester Hampden District.

Over the last couple of years, we have seen some changes to our office staff. Keath Christensen remains Chief of Staff. Kylie Gibbons has taken on the role of Director of Communications and Community Engagement. Joshua Taveras now oversees Constituent Services and Legislation. Amanda Hellyar serves as District Director. Grace May is our Legislative Aide holding down the fort in the State House.

BEACON HILL

My staff and I are fighting hard on Beacon Hill to ensure that Massachusetts is an affordable and desirable place to call home. From prioritization of the emergency shelter program to crumbling foundations funding, we are focused on bringing relief to the people of the Worcester Hampden District.

Note from the Senator

It has been quite a legislative session. While some legislation was left on the table at the close of the session, we were able to see bills pass through the Senate that benefit so many of our towns including budget earmarks which will be distributed in the coming months. I'm proud to say that legislation that protects temporary workers who were victims of domestic violence passed the Senate on August 8th.

Senator Fattman's

District Digest

IN THE DISTRICT

The Fall is an incredible time to take advantage of our district's bustling ecotourism industry. We hope to catch you at some of the highlighted events below. An additional opportunity to connect with Senator Fattman's team will occur in all 19 towns throughout the district this fall during office hours. The purpose of staff office hours is to give constituents a chance to meet with our office to seek guidance on issues related to a state agency, find out about upcoming events, and learn more about legislative affairs on Beacon Hill. There is also an option to join a virtual office hour meeting. To sign up for a virtual meeting, please follow this link: https://bit.ly/FattmanDistrictDirector. Use this link to view the district calendar: https://bit.ly/FattmanDistrictCalendar

UPCOMING EVENTS

- 9/21-10/27 Fall harvest Weekends at Silver Bell Farms in Monson
- 9/21 Southbridge Autumnfest | 10am-5pm*
- 10/5 Douglas Oktoberfest | 9am to 4pm*
  Monson Public Safety Night Out and Police/Fire BBQ Cookoff* (Click for more info)
  Blackstone Valley Community Chorus Anniversary Dinner | 5pm-7pm
- 10/4-10/27 Phantoms by Firelight at Old Sturbridge Village Fridays-Sundays 4:30-9 PM
- 10/11-10/13 Spook Market at 12 Crane Street in Southbridge
- 10/13 Mendon and Blackstone Lions Club Country Fair | 10am-4pm*
- 10/19-10/20 Waters Farm Days in Sutton | 10am-4pm*
- 10/19-10/20 Annual Harvest Festival in Sturbridge | 10am-4pm*

*Indicates Senator Fattman's office will be present

If you have an event you'd like to have added to this section in the future, please email Amanda at Amanda.Hellyar@MASenate.gov

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

School Committee
09.11.2024

I have a few items to share

I write to share that school security is our highest priority, especially in light of the recent tragic events in Georgia. The safety of our students, staff, and community is paramount, and we are committed to taking every necessary measure to protect our learning environment. We continue to work closely with local authorities, regularly reviewing our protocols and implementing enhanced security measures to ensure that our schools remain safe spaces for all. It is our responsibility to create an environment where students can focus on their education without fear, and we will not compromise on that commitment.

Our ongoing dedication to student and staff safety throughout the school year is underscored by active shooter and preparedness training, commonly referred to as ALICE. ALICE stands for Alert, Lockdown, Inform, Counter, and Evacuate. All new 2024-2025 staff received initial training before the school year began, and all DCRSD staff will participate in refresher training by September 30, 2024. Additionally, we have invited our substitutes to complete an ALICE training module again this year, as we did last year.

As a reminder, the district is committed to conducting three Active Shooter drills per school year in coordination with our local first responders. Elementary school principals will notify staff and families in advance of these drills. However, secondary principals will not provide advance notice but will inform families after a drill has occurred.

As always, if you have any questions or would like more information regarding these important drills, please contact your child's principal.

Today, we mark the anniversary of September 11th, 2001. Each level of schooling in DCRSD took a moment to reflect on the lives lost, the bravery of first responders, and the resilience of our nation in the face of tragedy. This day serves as a powerful reminder of the importance of unity, compassion, and the values that bind us together as a community, state, and country. It is crucial that our schools, and the adults within them, honor this day by recognizing the significance of 9/11 and ensuring that the human qualities of courage, selflessness, and perseverance continue to inspire future generations. Let us remember and reaffirm our commitment to building a safer, more understanding world.

This week, the Dudley-Charlton Leadership Council (DCLC) officers met, and their excitement for the direction and commitment to their projects for this school year was palpable. Our DCLC officers are:

President, Lily Durda
Vice President, Donovan Ennis
Secretary, Jayden Njoroge
Treasurer, Tim Krysinski

Here a few important dates to start our 2024-2025 school year.

September

Friday, September 27, 2024 – Early Release Day – All students

October

Thursday, October 10, 2024 – Early Release Day – All Students/ Parent Conferences – All
Monday, October 14, 2024 – Columbus Day – no school all students and staff

November

Tuesday, November 5, 2024 – Staff In-service Day, no school all students [Election Day]
Monday, November 11, 2024 – Veterans Day – no school all students and staff
Wednesday, November 27, 2024 – Early Release Day - All - Thanksgiving Break
Thursday, November 28th and Friday November 29, 2024 - All - Thanksgiving Break

Respectfully Submitted By:

Steven M. Lamarche
Superintendent

The next several pages are the represented slides from our opening day slides. The Energy Bus is taken hold and we are very excited to remain on the bus this year.



























Colden Blackwell and Carson Wallace

"Spotless"

by Zach Bryan and the Lumineers

We are Dudley-Charlton

#We are Dudley-Charlton

Welcome to 2024-2025





The Energy Bus – *by Jon Gordon*

"Positive energy and positive people create positive results"



Agenda

- Welcoming Remarks – Chair Szela
- Introduction of New Staff
- 2024 Quo Vadis recognition
- Looking ahead 2024-2025
- Opening Remarks DCPA/DCTA
- #We are Dudley-Charlton
- Student Performances – Rosalie Knowlton

"Don't compare the success of your bus to other buses. Just enjoy your ride" – *Jon Gordon*



The Hanging Mics
Kate Moran, Harrison Balko,
Maggie Montville, & Korina Paliyannis
"Black Sheep"
by Metric – the Brie Larson vocal version

We are Dudley-Charlton



We are Dudley-Charlton

DCRSD School Committee

- Kelly Szela – Chair
- Jeanne Costello – Vice Chair
- Cathleen Carmignani
- Jaime Dell'Ovo
- Caitlynn Panczyk
- Nicole Enberg
- Maureen Chickering



2024-2025 DCRSD School Committee Goals

Fiscal Responsibility

1. The DCRSD School Committee will vote to improve a revised 10- year Capital Plan to reflect the needs identified in the 2024 architectural review of all seven schools.

2. The DCRSD School Committee will incorporate completed and forthcoming reports, reviews, and evaluations (e.g., Education Resource Strategies, Facilities Conditions Report) into long-range planning. This planning will guide the development of a Fiscal Year 2026 budget, structured to preserve the integrity of existing programs and prioritizing expenditures to provide a comprehensive educational experience for all students.

"You can choose to see the curse or the gift. And this one choice will determine if your life is a success story or one big soap opera." – *Jon Gordon*



2024-2025 DCRSD School Committee Goals continued....

Enhance Educational Excellence

1. ***The DCRSD School Committee will support hiring, developing and utilizing staff that drive positive school culture and help create a unified district.***
2. ***The DCRSD School Committee will support professional development opportunities that align with the District mission for exceptional teaching and learning for all students.***
3. ***The DCRSD School Committee will ensure that all students have access to innovative platforms and technologies.***
4. ***The DCRSD School Committee will continue their support of the implementation of policy IGA Curriculum Evaluation, Development and Adoption to review, revise or adapt high quality instructional materials for all students.***

We are Dudley-Charlton



2024-2025 DCRSD School Committee Goals continued....

Enhance Community Engagement

1. ***The DCRSD School Committee will continue to evolve their roles as community liaisons to strengthen relationships with local boards and organizations.***

"Your positive energy and vision must be greater than anyone's and everyone's negativity. Your certainty must be greater than everyone's doubt."— *Jon Gordon*

We are Dudley-Charlton









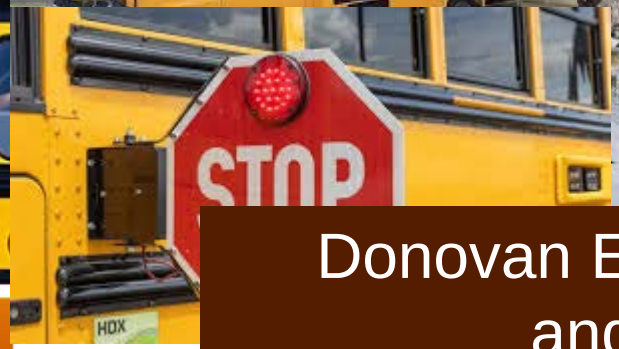
















Donovan Ennis, Nolan McGonagle
and Scott Lehmann
“Shepherd Hill”
Original

We are Dudley-Charlton



We are Dudley-Charlton

2024-2025 DCRSD Introductions





























Sebastian Krementsov

“Swan Lake”

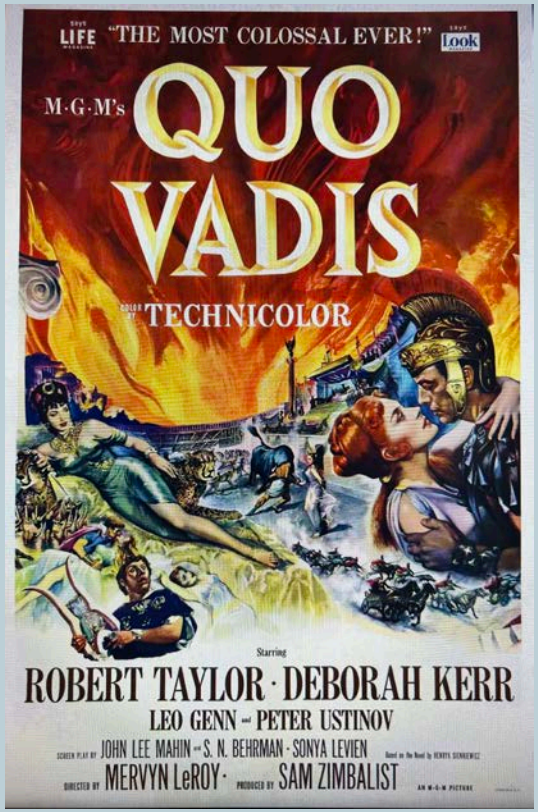
By Tchaikovsky

We are Dudley-Charlton

We are Dudley-Charlton

2024 Quo Vadis – Amanda Couture & Dawn Davey

Quo vadis? (Classical Latin: [kʷoː ˈwaːdɪs], Ecclesiastical Latin: [kwo ˈvadis]) is a Latin phrase meaning "Where are you going?"



"The best legacy you could leave is not some building named after you or a piece of jewelry but rather a world that has been impacted and touched by your presence, your joy, and your positive actions."– *Jon Gordon*



Charlotte White

"Hopeless Romantic"

by Meghan Trainor

We are Dudley-Charlton



DESE's Vision for Success



We are Dudley-Charlton

Our goal is that as a result of their public education in Massachusetts, students will:

Attain academic knowledge and skills: achieve in a comprehensive and diverse range of subjects and apply their competencies in relevant, real-world contexts

Understand and value self: know their own strengths, interests, and areas of growth, be self-aware, be a self-advocate, and make responsible decisions

Understand and value others: understand differences and multiple perspectives, empathize with others, and build connections with peers and adults

Engage with the world: understand and think critically about local, national, and world events and societal systems; and create positive change through civic action

So that they can:

Be curious and creative: find joy in learning, pursue their interests, and use innovative thinking to approach opportunities and solve challenges, including those previously unseen

Shape their path: be well prepared to thrive in college and/or career and be positioned for life-long learning

Feel connected: see themselves as valuable and involved members of their communities and be aware of their independence and interdependence

Be empowered: play a role in advocating for equity, justice, and liberty in their communities and beyond



DESE's Vision for Success

DESE partners with districts, schools, and programs to:

1

Cultivate systems to support the **whole student** and foster **joyful**, **healthy**, **and supportive** learning environments so that all students feel **valued**, **connected**, **nourished**, and **ready to learn**. Districts, schools, and programs feel empowered and prepared to:

1.1 Promote students' physical and mental health and wellness in welcoming, affirming, and safe spaces
1.2 Implement a multi-tiered system of supports (MTSS) that helps all students progress both academically and in their social, emotional, and behavioral development
1.3 Develop authentic partnerships with students and families that elevate their voices and leadership in decision-making and connect them to their communities

2

Promote **deeper learning** so that **all** students engage in **grade-level work** that is **real-world**, **relevant**, and **interactive**. Districts, schools, and programs feel empowered and prepared to:

2.1 Select and skillfully implement high-quality and engaging instructional materials that support culturally and linguistically sustaining practices and foster deeper learning
2.2 Use the MTSS process to implement academic supports and interventions that provide all students, particularly students with disabilities and English learners, equitable access to deeper learning
2.3 Reimagine the high school experience so that all students are engaged and prepared for post-secondary success
2.4 Develop a coherent and holistic range of programming that is responsive to the needs and interests of diverse learners

3

Develop and sustain a workforce that is **diverse**, **culturally responsive**, **well-prepared**, and committed to **continuous improvement**, so that all students have equitable access to **effective educators**. Districts, schools, and programs feel empowered and prepared to:

3.1 Develop an increased and robust pipeline of diverse and well-prepared educators and leaders
3.2 Create the conditions to sustain and retain diverse and effective staff, particularly those who entered the field through alternative pathways
3.3 Implement opportunities for all staff to engage in a cycle of continuous improvement, utilizing effective teaming structures

We are Dudley-Charlton



What Gets In Our Way?

FIGURE 3.2 RESEARCH ON WHAT PEOPLE WORRY ABOUT

40%	of the worries concerned things that never actually happened
30%	of the worries concerned things from the past that could neither be changed nor otherwise influenced
12%	of the worries were needless worries about health
10%	of the worries were petty worries about unimportant things
8%	of the worries concerned anything substantial
And half of the substantial issues **4%**	worries about substantial things that could be controlled or changed

SOURCE: Cottrell and Harvey (2004, p. 82).

We are Dudley-Charlton



























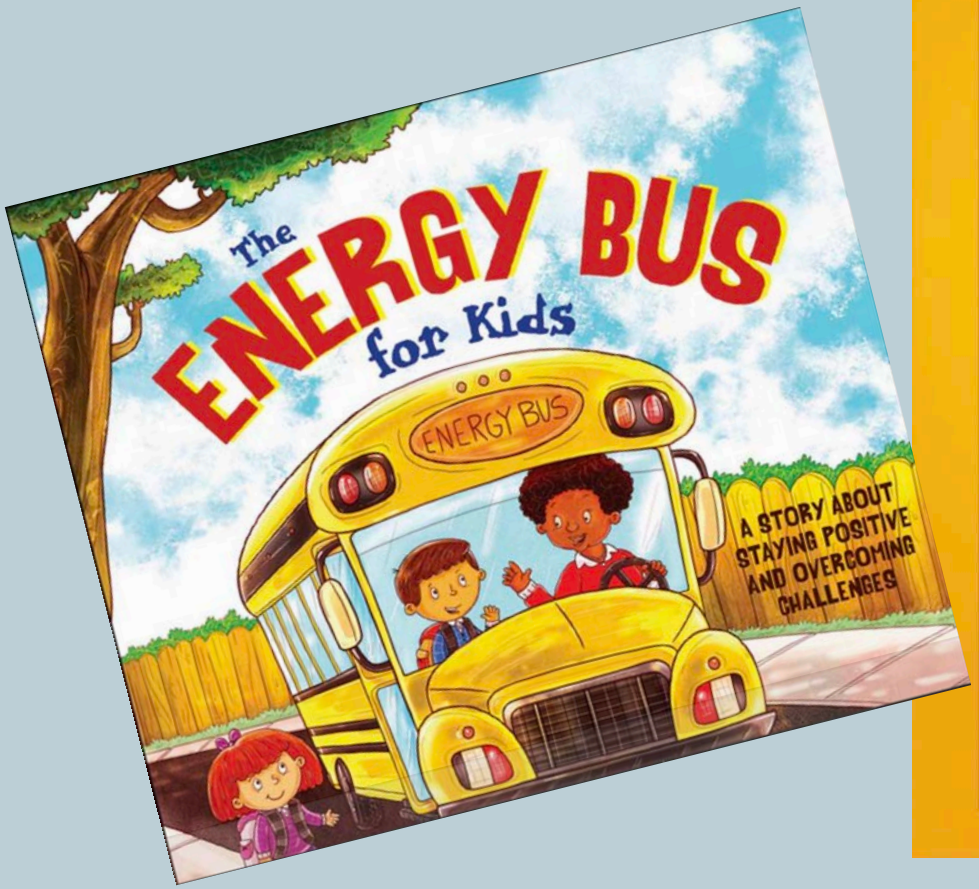
Scott Lehmann, Harrison Balko and Logan

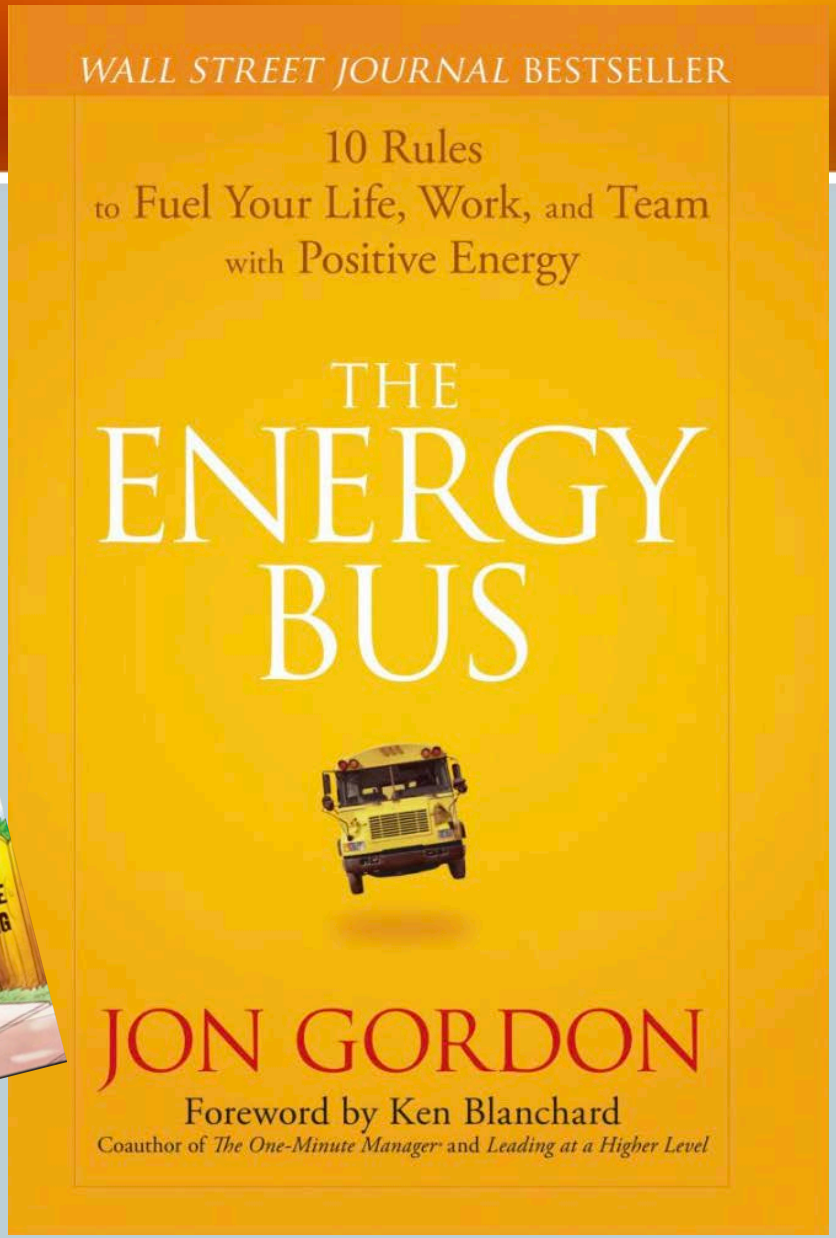
"Waiting"

By Green Day

We are Dudley-Charlton

We are Dudley-Charlton



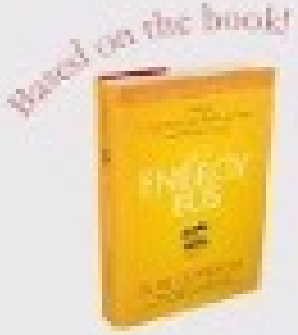


The Energy Bus



THE ENERGY BUS

Training Program



We are Dudley-Charlton



For Your Entertainment



























Rosalie Knowlton

"Out Here on My Own"

By Irene Cara

We are Dudley-Charlton

We are Dudley-Charlton

Let's have some fun and help each other remain positive day in and day out! Let's be Chief Energy Officers for all of our students and help them sidestep energy vampires!



Lamarche, Steven <slamarche@dcrsd.org>

Transfer of School District Property

Golas.Andrew <Andrew.Golas@townofcharlton.net> Mon, Sep 9, 2024 at 10:35 AM
To: "John.Marsi@mahouse.gov" <John.Marsi@mahouse.gov>, "Paul.Frost@mahouse.gov" <Paul.Frost@mahouse.gov>, Jonathan Ruda <jruda@dudleyma.gov>, "Fattman, Ryan (SEN)" <ryan.fattman@masenate.gov>
Cc: "Lamarche, Steven" <slamarche@dcrsd.org>

Good Morning All,

I wanted to be sure to get this on your radar for future necessary action. The Town of Charlton has been working with the Dudley Charlton Regional School District on conveying a portion of its property on Oxford Road to the Town of Charlton for the purpose of constructing a new fire department substation. In working with the school District and their legal counsel, it has been identified that a legislative act is required to convey the property to the Town. Also, said legislation requires support of each member town such as evidence of a vote of the applicable select board.

In order for us to proceed, we will need a vote of support from the Dudley Board of Selectmen to pursue special legislation and support from our legislative delegation in expediting its passage. We are targeting the end of the year to award a contract for the project so time is valuable in getting this accomplished.

Murphy, Lamere & Murphy, P.C., Special Counsel for the School District and Robert Hennigan Jr., Our Town Counsel are in the process of drafting the necessary Legislative Act. I will send this along once it is finalized. I appreciate your support in getting this accomplished. Please let me know if you have any questions. Thank you!

Andrew M. Golas,
ICMA-CM

Town Administrator/EMD

Town of Charlton

phone: 508-248-2202

mobile: 508-320-1125

site: www.townofcharlton.net

email: Andrew.Golas@townofcharlton.net

address: 37 Main Street,
Charlton, MA 01507

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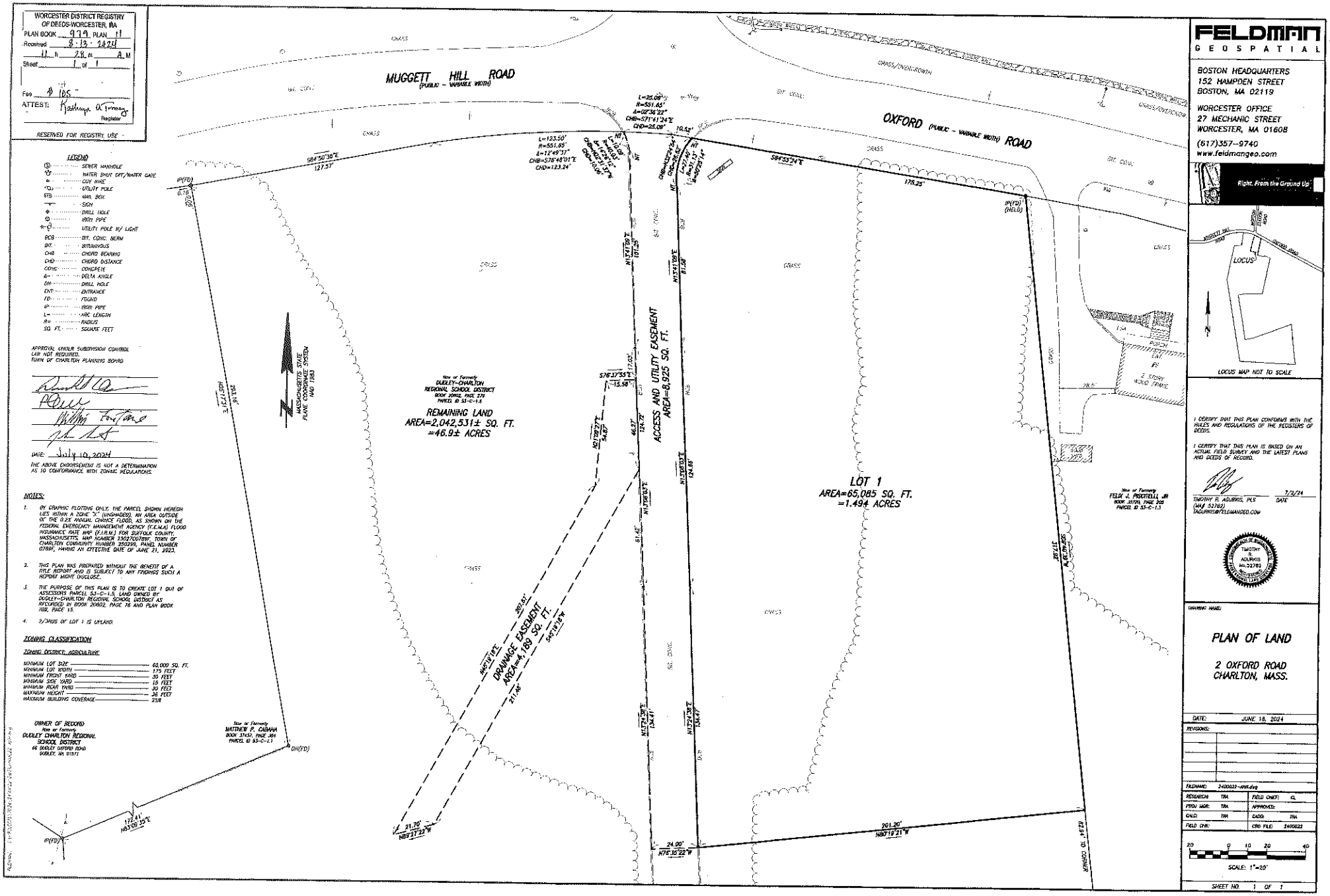
Tell us how we're doing!


MUGGETT HILL ROAD
(PUBLIC - VARIABLE WIDTH)
OXFORD (PUBLIC - VARIABLE WIDTH) ROAD
REMAINING LAND
AREA=2,042,531± SQ. FT.
=46.9± ACRES
ACCESS AND UTILITY EASEMENT
AREA=8,925 SQ. FT.
LOT 1
AREA=65,085 SQ. FT.
=1.494 ACRES
DRAINAGE EASEMENT
AREA=4,189 SQ. FT.
Now or Formerly
DUDLEY-CHARLTON
REGIONAL SCHOOL DISTRICT
BOOK 20802, PAGE 276
PARCEL ID 53-C-1.3
Now or Formerly
FELIX J. PISCITELLI, JR
BOOK 35726, PAGE 268
PARCEL ID 53-C-1.5
Now or Formerly
MATTHEW P. CABANA
BOOK 37457, PAGE 164
PARCEL ID 53-C-1.1
MASSACHUSETTS STATE
PLANE COORDINATE SYSTEM
NAD 1983
IP(FD)
0.78'
IP(FD)
(HELD)
OH(FD)
IP(FD)
S84°50'36"E
127.57'
S84°55'24"E
175.25'
S76°37'55"E
75.58'
N13°24'29"E
124.41'
N13°24'29"E
124.67'
N11°08'03"E
124.68'
N11°08'03"E
81.48'
N11°41'09"E
101.25'
N11°41'09"E
81.58'
N83°27'32"W
261.20'
N76°15'22"W
24.00'
N83°27'32"W
21.70'
S45°19'19"W
207.61'
N44°19'19"E
207.61'
S13°24'29"W
317.48'
N83°00'35"E
172.41'
L=123.50'
R=551.65'
Δ=12°49'37"
CHB=S78°48'01"E
CHD=123.24'
L=25.08'
R=551.65'
Δ=02°36'22"
CHB=S71°41'24"E
CHD=25.08'
L=98.42'
R=551.65'
Δ=10°13'17"
CHB=S77°30'14"W
CHD=98.29'
L=98.42'
R=551.65'
Δ=10°13'17"
CHB=S77°30'14"W
CHD=98.29'
10.52'
GRASS
GRASS/UNDERBRUSH
BIT. CONC.
SIT. CONC.
CONC.
PORCH
ENT.
2 STORY
WOOD FRAME
1.5A
28.1'
3.1'
3.1'
3

REQUEST FOR PROPOSALS

TOWN COUNSEL SERVICES

TOWN OF CHARLTON
37 MAIN STREET
CHARLTON, MA 01507

I. Objective

The Town of Charlton seeks to appoint a highly qualified attorney or law firm as Town Counsel effective on or about July 15, 2024. The successful appointee should meet or exceed the qualifications stated herein and, in general, should be readily accessible to authorized public officials, exceptionally experienced in municipal law, as further described below, scrupulous in adhering to required standards of professional conduct and ethics, and committed to rendering sound legal advice with suitable objectivity and professional detachment.

II. Background

The Town of Charlton is located in Worcester County, 12 miles south-west of Worcester and has a population of approximately 13,000 residents. The town is predominantly residential with some commercial and industrial areas. Commercial areas are primarily located along Route 20 and Route 169. The Town approved a budget of $37.6 million for Fiscal Year 2024.

The Town operates under a Town Meeting form of government with a five-member Board of Selectmen, Town Administrator, and Open Town Meeting. The Board of Selectmen sets policy that is implemented by the Town Administrator and others. Elected officials and boards include the Town Clerk, Town Moderator, Board of Health, Board of Assessors, Planning Board, and others. There are numerous other appointed boards, including but not limited to the Zoning Board of Appeals, Conservation Commission, and Finance Committee. The Town operates a sewer enterprise overseen by the elected Charlton Water & Sewer Commission.

Town Counsel handles all of the Town's legal services. The town retains special counsel on other legal matters as needed.

Staff members contact Town Counsel directly upon approval of the Town Administrator.

III. Town Counsel Services

The Town seeks proposals from qualified legal firms to serve as Town Counsel. Qualified firms will demonstrate substantial experience and expertise in general municipal law. Particular areas of emphasis include: municipal finance; bylaws and regulations, collective bargaining, labor, employment and benefits, Open Meeting, Public Record, and Conflict of Interest laws, zoning and land use issues, real estate, Town Meeting, public procurement, Community Preservation Act, elections law and procedures, licensing, and representation of the Town in all courts.

The Town may stay with the single attorney/firm approach or may elect to have a generalist with specialists for specialized subject matter areas.

The Town expects Town Counsel attendance at the following: All sessions of Special and Annual Town Meetings (Annual Town Meeting starts on the 3rd Monday in May), the motions meeting, which generally occurs a couple of weeks before a Town Meeting, and occasional but infrequent Board of Selectmen meetings. The Board meets on the second and fourth Tuesday of the month at 6:30 pm.

IV. Proposals

The Town is committed to containing legal costs and wishes to understand the basis on which the responding firms charge fees and expenses. The request for proposals can be responded to in one of two manners, or in both manners:

1. Provide a flat monthly fee for the following matters with no additional charges or fees. Any expenses that are considered above and beyond normal operating cost will be considered with the Town Administrator's approval only:

   Review of contracts and procurement issues.

   Administrative law questions, such as open meeting law, public records law, municipal finance law, administrative processes.

   Environmental advisory opinions.

   Ethics/conflict of interest advice.

   Land use advice to boards, commissions, and staff.

   Zoning issues for the Building Commissioner, Town Planner, Board of Appeals, Planning Board, and other related boards and staff.

   Town Meetings, including preparation of the warrant, home rule petitions, motions for use at Town Meeting, and attendance at Annual and Special town meetings.

Attendance at occasional but infrequent Board of Selectmen meetings or meetings of other boards and committees.

Training on particular subject matter areas, such as but not limited to conflict of interest, open meeting, and public records laws at least once per calendar year and more frequently if required.

Act as a resource and provide legal advice to the Board of Selectmen and Town Administrator as needed.

2. Provide an hourly fee for all matters, including trial work and specialty counsel for issues other than those listed above.

As an alternative, provide an hourly schedule of all fees for all Town Counsel work including estimates of hours necessary to provide the above-mentioned services and any expenses that are charged above hourly fees. Please state the hourly fees and any anticipated expenses for specialty legal work outside of the mentioned services.

3. The response to the request for proposals must include the following:

   A. Names, resumes, and legal specialties, if any, of all attorneys who will be providing counsel to the Town of Charlton.
   B. A list of all Massachusetts municipalities to which the firm currently provides counsel or solicitor service.
   C. A list of all municipalities to which the firm previously provided counsel or solicitor service, but which are no longer clients of the firm.
   D. A list of significant Massachusetts municipal cases litigated by the firm and the outcome of the case.
   E. An up to date list of municipal references, with contact names and numbers that can be contacted regarding the legal services the firm provides.
   F. Any other information you believe is relevant to the Board as part of the decision making process.
   G. Place responses in a sealed envelope clearly marks “Town Counsel Response to Request for Proposals”. Responses are due by 11:00 AM on Wednesday, June 12, 2024, in the Town Administrator’s Office, 37 Main Street, Charlton, MA 01507.

Andrew M. Golas, Town Administrator
Town of Charlton
37 Main Street
Charlton, MA 01507
508-248-2206
andrew.golas@townofcharlton.net

Please provide six (6) hard copies of the response and all associated documentation on 8 ½ by 11 paper, along with one digital copy in Adobe pdf format at the address above.

V. Selection

In seeking Town Counsel services, the Town of Charlton is not bound by M.G.L. c.30B or by any other constraints apart from sound judgment. This process is being used to communicate the desired qualifications of Town Counsel and to solicit information in an orderly fashion for comparative purposes.

A staff working group will evaluate proposals, conduct preliminary interviews if necessary, and recommend approximately three (3) finalists for consideration by the Board of Selectmen. The finalists will interview with the Board of Selectmen during an open meeting. The Board of Selectmen will select the candidate or candidate team deemed to be in the best interests of the Town, in its sole discretion.

Consequently, the Board of Selectmen and Town of Charlton reserve the right to waive any irregularities in the RFP process and to accept or reject any or all proposals, or to cancel this procurement. The appointment of Town Counsel is made by the Board of Selectmen.

Below are the projected dates for this process. The Town reserves the right to modify this schedule as it determines convenient:

May 22, 2024	Request for Proposals issued
June 12, 2024	Proposals due by 11:00AM
July 9, 2024	Board of Selectmen interviews and decision
July 15, 2024	Effective date of appointment

The dates noted above are projected dates; all dates subject to change.

DCRSD Professional Development Plan 2024-2025

Add the Date **MM/DD/YY**	Elementary	Middle School	High School	Administrators	Paraprofessionals
HQIM	• Title I & Reading are attending training in UFLI Phonics	• English Language Arts teachers and special education teachers will be engaged in training and coaching • Science teachers will continue with PD in Open Sci Ed for their new units	• Through the NEASC process and department based meetings, identify areas where HQIM are needed	• Administrators in buildings implementing new ELA and Sci will attend trainings with staff	
Assessment/MTSS	• Training in administering Measures of Academic Progress (MAP) • Training in the use of Waggle for personalized learning in Math and ELA	• Training in administering Measures of Academic Progress (MAP) • Training in the use of Waggle for personalized learning in Math and ELA	• Training in administering Measures of Academic Progress (MAP) in ELA and Math	• Training in administering Measures of Academic Progress (MAP) • Training in the use of Waggle for personalized learning in Math and ELA • Year long	
LRE/Inclusive Practice	• Work with Eric Sheninger on personalization and accessibility	• Work with Eric Sheninger on personalization and accessibility	• Work with Eric Sheninger on personalization and accessibility	• Work with Eric Sheninger on personalization and accessibility	• Work with Eric Sheninger on personalization and accessibility
Speakers and Workshops	• Opportunities for attendance at workshops on full day PD days	• Opportunities for attendance at workshops on full day PD days	• Opportunities for attendance at workshops on full day PD days	• Opportunities for attendance at workshops on full day PD days	• Opportunities for attendance at workshops on full day PD days
Self Study for Licensure	• Options from 25 different professional texts (expanding throughout the year) aligned to licensure requirements and district vision/goals	• Options from 25 different professional texts (expanding throughout the year) aligned to licensure requirements and district vision/goals	• Options from 25 different professional texts (expanding throughout the year) aligned to licensure requirements and district vision/goals	• Options from 25 different professional texts (expanding throughout the year) aligned to licensure requirements and district vision/goals	• Options from 25 different professional texts (expanding throughout the year) aligned to licensure requirements and district vision/goals
Accredidation			• NEASC work has begun and will continue most of this year during PD and Faculty Meeting times		
Noteborthy	• At all levels, coaching will be a focal point of professional development. Research shows that job embedded PD is the most impactful form of professional learning. All HQIM professional development at the Middle School level includes a component of coaching through Houghton Mifflin and Open Sci Ed. • Our work with Eric Sheninger includes 8 days total, two of which are full PD days. He will be working with us at all levels in a coaching model on the additional 6 days of in person visits. Eric will be working with both teachers and administrators during his visits.				

Superintendent's Goals - School Year 2024-2025

SC Meeting – 09.11.2024

Standard I - Curriculum, Planning, and Assessment

Goal #1 – By the end of the 2024-2025 school year, I will work with the Assistant Superintendent to develop a multi-year plan that aligns with the requirements of School Committee Policy IGA: Curriculum Evaluation, Development, and Adoption. This plan will take a systems approach, covering pre-kindergarten through grade twelve and our post-graduate program.

District Plan Goal #1

Standard II - Teaching All Students

Goal #2 – Throughout the 2024-2025 school year, I will work with the Director of Pupil Personnel Services and the Assistant Superintendent to incrementally improve least restrictive environment opportunities for all learners, with a focus on English learners and students with disabilities. Additionally, we will establish foundational practices to build a cohesive Multi-Tiered System of Supports (MTSS), facilitating more effective interventions for students PreK-12+.

District Plan Goal #2

Standard III - Family and Community Engagement

Goal #3 – Throughout the 2024-2025 school year, I will incorporate completed and forthcoming reports, reviews, and evaluations (e.g., Education Resource Strategies, Facilities Conditions Report) into long-range planning. This planning will guide the development of multi-year plans by the conclusion of the 2024-2025 school year, including a Capital Improvement Plan, Technology Plan, High-Quality Instructional Materials (HQIM) Implementation and Review Plan, and a District Improvement Plan.

District Plan Goal #3

Standard IV - Professional Culture

Goal #4 – I will foster a collaborative and inclusive professional culture across the district by promoting leadership at all levels. I will prioritize open communication, shared decision-making, and continuous professional development to empower staff and school leaders. By creating opportunities for teachers, administrators, and support staff to take on leadership roles, I aim to cultivate a culture of accountability, innovation, and excellence that aligns with our district's mission of providing high-quality education for all students.

Lamarche, Steven <slamarche@dcrsd.org>

Contract negotiations

Deremian, David <dderemian@dcrsd.org> Wed, Sep 4, 2024 at 8:57 PM
To: Steven Lamarche <slamarche@dcrsd.org>, Kelly Szela <kszela@dcrsd.org>
Cc: Kimberly Lundquist <klundquist@dcrsd.org>, Nathan Skermont <nskermont@dcrsd.org>, "Ide, Steven" <side@dcrsd.org>

Good Afternoon Mr. Lamarche/Dudley - Charlton School Committee

Pursuant the terms set forth in the agreement between the Dudley-Charlton Regional School District(DCRSD) and the Dudley - Charlton Teachers(DCTA) association 2022-2025, under article XXVII, Duration, I am hereby notifying you that the DCTA is electing to terminate the contract as of August 31st, 2025.

The DCTA will be ready to enter into negotiations for a successor agreement to the contract in the near future. We look forward to working collaboratively with the school committee and Mr. Lamarche as we have done in the past years.

Please contact me in regards to scheduling some mutually agreeable dates.

Respectfully,
David M. Deremian

President, Dudley - Charlton Teachers Association

Memorandum of Understanding
Between
Dudley-Charlton Regional School Committee
And the
Superintendent of Schools

Preface - As a result of a favorable vote by the Dudley-Charlton Regional School Committee, at their regularly scheduled meeting of June 12,2024 , to enter into negotiations for a successive contract with Steven M. Lamarche as Superintendent of Schools, the following is brought forward.

1. As a result, all provisions of the Independent Contract dated July 1, 2019 – June 30, 2022 between the Superintendent the School Committee will remain in effect with the exception of the following.

2. As a result, the current contract due to expire June 30, 2025, will be extended for three years through June 30, 2028. All referenced dates and timelines will be adjusted accordingly.

3. Add *19 sec. b. State Retirement Association –* b. After 6 years of consecutive service as the Superintendent in the Dudley-Charlton Regional School District, if a written three-year non-revocable notice of intent to retire is provided to the school committee, no later than June 1, 2025, the Superintendent will receive $1,500 additional compensation during the final year of service and $1,000 additional compensation per year for each of the two years preceding such final year.

4. This agreement does not set precedence for future agreements.

This agreement is entered into this _____ day of _____, 2024 between the Dudley-Charlton Regional School Committee and the Superintendent, Steven M. Lamarche.

School Committee

_____
Kelly Szela, Chair
Dudley-Charlton Regional School Committee

_____
Jeanne Costello, Vice-Chair
Dudley-Charlton Regional School Committee

Superintendent of Schools

_____
Steven M. Lamarche

DRAFT 09.12.2024

_____
Cathleen Carmignani, Member
Dudley-Charlton Regional School Committee

_____
Caitlynn Panczyk, Member
Dudley-Charlton Regional School Committee

_____
Jaime Dell'Ovo, Member
Dudley-Charlton Regional School Committee

_____
Nicole Enberg, Member
Dudley-Charlton Regional School Committee

_____
Maureen Chickering, Member
Dudley-Charlton Regional School Committee

DRAFT.09.22.2021