



DATE POSTED:  
 2023 AUG -9 PM 1:34  
 Town Clerk Use Only

**AMENDED AGENDA**

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

**Marblehead School Committee**

Name of Board or Committee

**Address:** Marblehead High School – Library at 2 Humphry St. Marblehead MA 01945

**OR**

**Zoom Conference** join via the web link or Dial in

<https://marbleheadschoools-org.zoom.us/j/91203637392?pwd=eG50YXhmU0lqazU1WFNmZlBpYlJWUT09>

Meeting ID: 912 0363 7392

Password: 286215

Dial in Phone #1 646 931 3860

Friday	August	11th	2023	12:00 pm
Day of Week	Month	Date	Year	Time

**Agenda or Topics to be discussed listed below** (That the chair reasonably anticipates will be discussed)

I. Initial Business

- a. Call to Order
- b. Commendations
- c. Public Comment

II. District Updates – Michelle Cresta

III. Consent Action and Agenda Items

- a. Schedule of Bills (vote)
- b. *Acceptance of Tree Donation at Glover* (vote)
- c. *Approval of Minutes (6.15.23 and 6.29.23)* (vote)

IV. School Committee Communication and Discussion Items

- a. Ratification of Separation Agreement (vote)
- b. Open Meeting Complaint(s) (vote)
- c. Interim Superintendent Discussion (vote)
- d. Subcommittee and Liaison Updates
  - a. Policy
    - i. *Wellness Policy ADF (wave three readings – vote)* (vote)
    - ii. *Life Threatening Allergy Policy JLCDD (wave three readings- vote)* (vote)
- e. School Committee Summer Retreat discussion – request of topics
- f. *MASC/MASS Conference*

V. Closing Business

- a. New Business- School Committee Announcements and Requests
- b. Correspondence

VI. Motion and vote to meet in Executive Session pursuant to Massachusetts General Laws chapter 30A, Section 21 (a) for the following purpose (7) in order to review, approve, and consider for release the executive session minutes from the following SC meetings (which were held under Purpose 2 to discuss strategy in preparation for and to conduct contract negotiations with the Superintendent): [7.21.23 and 7.31.23]

**Executive Session**

The SC will be entering execution session pursuant to M.G.L. c. 30A, Section 21 (a) for Purpose (7) in order to review, approve, and consider for release the executive session minutes from the following SC meetings (which were held under Purpose 2 to discuss strategy in preparation for and to conduct contract negotiations with the Superintendent): [7.21.23 and 7.31.23] with the intent not to return to open session.

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

**THIS AGENDA IS SUBJECT TO CHANGE**

**Chairperson:** Sarah Fox  
**Posted by:** Sarah Fox  
**Date:** 8/9/2023



DATE POSTED: MARBLEHEAD  
 TOWN CLERK  
 Town Clerk Use Only  
 2023 AUG -8 AM 9:54

**MEETING NOTICE**

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

**Marblehead School Committee**

Name of Board or Committee

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**OR**

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- I. Initial Business
  - a. Call to Order
  - b. Commendations
  - c. Public Comment
  
- II. District Updates – Michelle Cresta
  
- III. Consent Action and Agenda Items
  - a. Schedule of Bills (vote)
  
- IV. School Committee Communication and Discussion Items
  - a. Ratification of Separation Agreement (vote)
  - b. Open Meeting Complaint (vote)
  - c. Interim Superintendent Discussion (vote?)
  - d. FY 24 Budget Discussion
  - e. Subcommittee and Liasson Updates
    - a. Policy update
  - f. School Committee Summer Retreat discussion – request of topics
  
- V. Closing Business
  - a. New Business- School Committee Announcements and Requests
  - b. Correspondence

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**THIS AGENDA IS SUBJECT TO CHANGE**

Chairperson: Sarah Fox  
Posted by: Sarah Fox  
Date: 8/8/2023



MARBLEHEAD  
PUBLIC SCHOOLS

**Central Administration**  
9 Widger Road  
Marblehead, MA 01945  
phone: 781.639.3140  
fax: 781.639.3149

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## District Update Topics

School Committee Meeting 8/11/2023

- FY24 State Budget
- Leadership Retreat
- Summer Professional Development
- New ELA Curriculum
- Athletics
- Enrollment
- Return to School
- Transportation & Pay to Ride Program



MARBLEHEAD  
PUBLIC SCHOOLS

**Business Office**  
9 Widger Road,  
Marblehead, MA 01945  
phone: 781.639.3140  
fax: 781.639.3149

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MEMORANDUM

TO: Marblehead School Committee Batch 1 - FY23  
FROM: Michelle Cresta  
DATE: July 25, 2023  
RE: Schedule of Bills for Approval

Included in this packet are the following Schedules of Bills for your consideration. The schedules and invoices have been uploaded to the shared drive.

Schedule	Amount
23764	\$ 59,613.88
23771	\$ 30,596.84
23773	\$ 81,945.03
23774	\$ 31,757.84
23775	\$ 17,310.87
23786	\$ 259.98
23788	\$ 3,946.02
23800	\$ 36,734.68
23801	\$ 146,094.53
23804	\$ 30,953.25
23805	\$ 112,500.00
23815	\$ 539,497.00
23823	\$ 45,917.35
23824	\$ 55,443.62
23838	\$ 22,077.02
23839	\$ 56,181.22
23841	\$ 42,814.63
23842	\$ 45,073.00
23844	\$ 3,195.28
23854	\$ 150.00
23864	\$ 2,221.59
23865	\$ 49,766.89
23867	\$ 3,023.05
TOTAL	\$ 1,417,073.57

Suggested Motion:

*Motion to approve the identified schedule of bills totaling \$1,417,073.57.*



MARBLEHEAD  
PUBLIC SCHOOLS

**Business Office**  
9 Widger Road,  
Marblehead, MA 01945  
phone: 781.639.3140  
fax: 781.639.3149

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MEMORANDUM

TO: Marblehead School Committee Batch 2 - FY24  
FROM: Michelle Cresta  
DATE: August 9, 2023  
RE: Schedule of Bills for Approval

Included in this packet are the following Schedules of Bills for your consideration. The schedules and invoices have been uploaded to the shared drive.

Schedule	Amount
23883	\$ 29,806.49
23889	\$ 2,767.41
23890	\$ 34,357.41
23911	\$ 6,895.86
23919	\$ 11,163.40
23920	\$ 36,559.22
23921	\$ 23,696.52
23922	\$ 175,927.55
23923	\$ 64,077.17
23924	\$ 15,148.67
23946	\$ 14,349.25
23948	\$ 54,729.96
23949	\$ 35,376.21
23950	\$ 9,114.95
23952	\$ 8,886.48
23953	\$ 27,000.57
23954	\$ 13,680.75
23956	\$ 59,661.22
23963	\$ 25,049.81
TOTAL	\$ 648,248.90

Suggested Motion:

*Motion to approve the identified schedule of bills totaling \$648,248.90.*



**Glover School**  
9 Maple Street  
Marblehead, MA 01945  
phone: 781.639.3190

To: Marblehead School Committee

From: Hope Doran, Principal

Date: July, 25, 2023

Re: Tree Planting at Glover School

Dear School Committee,

The Glover School would like to request planting a tree near the community gardens at Glover. Kindergarten teachers bought a tree to honor Kindergarten Teacher Barbara Thomas who retired this year and recognize her thirty years of dedication to the Glover School. Teachers thought this would be a nice way to honor Barbara as she is an avid gardener. Since purchasing the tree, we learned that there is a Massachusetts School Committee policy (**see attached**) that states there can be no hanging plaques or pictures of a permanent nature within a school building. We would like to request to plant the tree without the placard outside of the kindergarten doorway. The kindergarten curriculum includes the study of the life cycle of trees and pollinating, so this tree can be used and incorporated into the curriculum too. If this is approved, the tree warden has agreed to plant this at no cost and contact dig safe. The tree is a Quickfire Hydrangea that blooms every year with white flowers which eventually turn to red. This tree will grow 6-8 feet tall.

Thank you for your consideration,

Hope Doran CAGS  
Principal



## MEMORIALS

As of this date, the policy for memorials in the event of a death may be permanent in nature but should abide by these rules:

- No picture will be attached to the memorial
- Information on the nameplate on the memorial shall be limited to "Donated by \_\_\_\_\_ in Memory of \_\_\_\_\_ and the date."
- The memorial must serve a useful purpose for current students
- No hanging plaques or pictures of a permanent nature within school facilities.

All requests should be addressed to the administrator of the building who, in consultation with the Superintendent, will determine appropriateness. Gifts, donations, and bequests can be made to the district. Shrubs, trees and plantings are discouraged in school facilities as are stones and other permanent memorials. Memorials in the form of scholarships, purchase of library books, school supplies and equipment, as well as funds designated for a particular school activity or department are deemed appropriate.

Any addition or removal of a permanent memorials shall require a vote of the School Committee.

SOURCE: MASC

*Marblehead Public Schools - Approved 10/18/18, Revised 6/23/22*

## SETTLEMENT AGREEMENT AND RELEASE

This Settlement Agreement and Release ("Agreement") is entered into by and between the Marblehead School Committee ("Committee") and Dr. John Buckey ("Dr. Buckey"), hereinafter collectively referred to as "the Parties."

**WHEREAS**, Dr. Buckey is employed by the Marblehead Public Schools as the Superintendent of Schools;

**WHEREAS**, each of the Parties to this Agreement received all approvals necessary to enter into this Agreement and authorized the signatory of the Agreement to commit such party to each and all of the terms and conditions hereof on its behalf.


**NOW THEREFORE**, for valuable consideration given, Marblehead School Committee and Dr. Buckey hereby agree to the following terms:

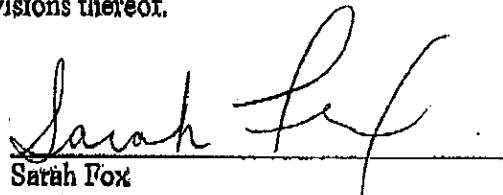
1. Dr. Buckey remain on a paid leave until December 31, 2023, and will be paid in accordance with the current pay schedule through this date at his salary that is in effect for the 2023-2024 school year. Dr. Buckey will not perform any functions as the Superintendent during this leave period.
2. Dr. Buckey will use any accrued vacation time available during the leave period.
3. Dr. Buckey agrees to sign the attached letter of resignation dated December 31, 2023. Dr. Buckey understands that this letter of resignation is irrevocable.
4. Dr. Buckey will be paid a lump sum payment of \$94,350.00 on January 2, 2024. Said payment will be minus any withholdings for state and federal taxes and other withholding required by law or authorized by Dr. Buckey.
5. Dr. Buckey may remain on Marblehead's health insurance at the employee rate through December 31, 2023 or until he obtains another position outside the district, whichever comes first.
6. Release. In consideration for the Committee's obligations under this Agreement, Dr. Buckey on behalf of himself, his executors, heirs, beneficiaries, agents, administrators, legal and personal representatives, and assigns does hereby remise, release, absolve, acquit and forever discharge the Marblehead Public Schools and the Marblehead School Committee (individually, and as a whole), and their respective current and former agents, employees, and all heirs, successors, assigns or representatives of any of the foregoing (collectively, the "Releasees") of and from any and all actions, causes of action, suits, accounts, debts, claims, demands, controversies, and liabilities of every nature, both at law and in equity, whether known or unknown, apparent or not apparent, past or present, which Dr. Buckey now has or has had against the Releasees to the date this Agreement is executed, including, without limitation, any which relate to Dr. Buckey's employment with

the Marblehead Public Schools or the early termination of his contract, including, but not limited to, any alleged violation of the Federal Age Discrimination in Employment Act, 29 U.S.C., § 621 et seq., Title VII of the Civil Rights Act of 1964 as amended, the Civil Rights Act of 1991, Sections 1981 through 1988 of Title 42 of the United States Code, as amended, the Americans with Disabilities Act, as amended, the Equal Pay Act of 1963, 29 U.S.C., § 206(d), the Occupational Safety and Health Act, as amended, the Genetic Information Nondiscrimination Act of 2008, the Family Medical Leave Act, as amended, Fair Labor Standards Act, as amended, the Massachusetts Fair Employment Practices Act, Mass. Gen. Laws ch. 151B, the Massachusetts Civil Rights Act, Mass. Gen. Laws ch. 12, § 11H, the Massachusetts Equal Rights Act, Mass. Gen. Laws ch. 93, § 102, the Massachusetts Privacy Statute, Mass. Gen. Laws ch. 214, § 1C, the Massachusetts Wage and Hour Laws, Mass. Gen. Laws ch. 149, §§ 148 et seq., Mass Gen. Laws ch. 71, § 42, and any other federal, state or local civil law or human rights law, collective bargaining agreement, any public policy, contract, tort, or common law and any allegation for costs, fees, or other expenses, including attorneys' fees.

7. Reference, Evaluation, and Mutual Non-disparagement: Superintendent Buckley may request that any member of the present or previous School Committees of the town of Marblehead provide him with a reference. Such reference shall be the personal opinion of the author and not attributable to the views of the entire Committee or the Town of Marblehead. The parties agree they shall not disparage each other or the actions and decisions of each other, and if asked shall state publicly and privately that they have reached an amiable agreement to conclude the employment relationship. This non-disparagement clause is a material provision of this agreement for which consideration has been exchanged. The breach of the non-disparagement clause by either party shall void the release terms contained in paragraph 6 above.
  
8. Cooperation and Indemnification. (a) At reasonable times, and upon the receipt of reasonable advance notice from the School Committee, Superintendent Buckley agrees that he will use his reasonable best efforts to respond and provide information with regard to matters about which he has knowledge as a result of his employment with the Town of Marblehead/School Committee and will provide reasonable assistance to the Town of Marblehead/School Committee and its representatives in the defense of any claims that may be made against or by Town of Marblehead/School Committee, including but not limited to, any claim or action naming Buckley as a defendant or responsible party (other than any claims by the Town of Marblehead/School Committee against Superintendent Buckley which are expressly not released by the Town or School Committee, or any claims by Superintendent Buckley against the Town of Marblehead/School Committee that have not been released under this Agreement), to the extent that such claims may relate to the period of his employment with the Town/School Committee. For such cooperation and assistance Superintendent Buckley shall be compensated for his time in an amount equal to the last effective per diem rate of pay, in not less than one half day increments.

9. The Town of Marblehead/School Committee acknowledges that Superintendent Buckley is entitled to indemnification pursuant to Massachusetts General Laws c. 258, § 2.
10. Acknowledgement. Dr. Buckley acknowledges that, prior to his execution of this Agreement, he consulted with legal counsel regarding this Agreement, that he is competent to execute this Agreement, that his decision to execute this Agreement has not been obtained by any duress, and that he understands that this Agreement is intended to be a complete and legally binding settlement agreement.
11. Entire Agreement. This Agreement is the entire agreement between the Parties with regard to the matters addressed in this Agreement. No promise or inducement that is not expressed in this Agreement has been made to Dr. Buckley, and, in executing this Agreement Dr. Buckley does not rely on any statement or representation made by any Releasees. No other promises, agreements, or representations regarding the matter addressed in this Agreement shall be binding unless in writing and signed by the Parties.
12. Governing law. This Agreement shall be governed in accordance with the laws of the Commonwealth of Massachusetts.
13. Duplicate Agreements. This Agreement may be executed in duplicate counterparts, each of which shall be treated as an original.
14. Captions. The captions in this Agreement are inserted for convenience and reference, and in no way define, describe, or limit the scope or intent of this Agreement or any of the provisions thereof.

  
Dr. John Buckley  
Superintendent

  
Sarah Fox  
Chair, Marblehead School Committee

Date: 8/2/23

Date: 8/2/23



MARBLEHEAD  
PUBLIC SCHOOLS

Office of the Superintendent

Dr. John J. Buckey

9 Widger Road,

Marblehead, MA 01945

phone: 781.639.3140 x16

fax: 781.639.3149

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August 2, 2023

Sarah Fox, Brian Ota, Jenn Schaeffner, Alison Taylor, & Meagan Taylor  
9 Widger Road  
Marblehead, Massachusetts 01945

To the Members of the Marblehead School Committee:

Pursuant to our Agreement, please consider this correspondence my irrevocable resignation as Superintendent of Schools for the Marblehead Public Schools, effective December 31, 2023.

Regards,

Dr. John J. Buckey



MARBLEHEAD  
PUBLIC SCHOOLS

Central Administration  
9 Widger Road,  
Marblehead, MA 01945  
phone: 781.639.3140  
fax: 781.639.3149

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MEMORANDUM

TO: Marblehead School Committee  
FROM: Michelle Cresta, Assistant Superintendent for Finance & Operations  
DATE: August 10, 2023  
RE: Interim Financial Update

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We are currently in the process of finalizing the closing reports for fiscal year 2023 which ended on June 30, 2023. These reports will be shared with you in the near future. For the closing of fiscal year 2023 we were able to prepay out of district tuitions. The prepayment occurs on or near the last allowable day for processing fiscal year transactions. This practice is allowable under Mass General Law and is in place to be able to better manage unanticipated out of district costs. The amount of the prepayment for this year was \$539,497.

The following is a summary of the Fiscal Year 2023 school department totals:

FY23 Operating Budget	\$ 43,982,273
FY23 Expenditures posted through June 30	\$ (42,676,176)
FY23 Encumbrances (or commitments not paid as of June 30)	\$ (1,306,095)
FY23 Turn-back to General Fund	\$ 2

In terms of the fiscal year 2024 budget, regular reporting of the FY24 finance reports will begin in late October or early November. We are at the very beginning of the budget year. In any year, we will encounter many unknown and unanticipated costs. We plan for a small amount of unknown costs each year as it is inevitable that some always occur.

There have been many questions about how the district will be able to fund the Superintendent's Separation Agreement. There are two primary areas in which funding has been identified. The first is that the school department budgeted \$420,000 for unemployment costs due to the number of positions being eliminated. This was an increase of \$300,000 over the previous year and was determined back in January 2023 as part of the proposed no-override budget. Since that time most of the staff in the positions, that

had been identified as eliminations if the override did not pass, resigned and accepted jobs elsewhere. These former staff members are not filing for unemployment benefits.

I am estimating that we have about \$150,000-\$200,000 available in the unemployment line. Another area that will have available funding is in our staffing lines. While we are still actively hiring for the new school year, a significant amount of our new hires are being hired at salary amounts that are less than budgeted. The hiring of the new staff is estimated to provide additional available funding towards our FY24 budget. An estimate of the hiring savings is between \$100,000 - \$150,000. Combined, these two areas are estimated to be able to absorb between \$250,000 to \$350,000 in unanticipated costs within the FY24 budget.



# OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General  
One Ashburton Place  
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

## Your Contact Information:

First Name: Cathyann Last Name: Swindlehurst

Address: 1 Casino Road

City: Marblehead State: MA Zip Code: 01945

Phone Number: [REDACTED] Ext. \_\_\_\_\_

Email: [REDACTED]

Organization or Media Affiliation (if any): \_\_\_\_\_

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual       Organization       Media

## Public Body that is the subject of this complaint:

City/Town       County       Regional/District       State

Name of Public Body (including city/town, county or region, if applicable): Marblehead School Committee

Specific person(s), if any, you allege committed the violation: \_\_\_\_\_

Date of alleged violation: Between 7/6-7/17, 2023

## Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

I believe the Marblehead School Committee violated the Massachusetts Open Meeting Law when it decided, outside of the public view, to consider exercising the termination for convenience clause in the current Superintendent's employment agreement.

On 7/17/2023 the School Committee Chair filed an agenda for a 7/21/23 meeting. The agenda items were 1). A vote on adjourning into executive session for a strategy discussion on the Superintendent's contract and 2). The Executive Session itself. The filing of this agenda was the first indication voters received that the Board was reconsidering the superintendent's contract.

The employment contract itself had two years left to run (though June 20, 2025) unless the Board invoked either the "for cause" or the "termination for convenience" clause. There was no public discussion, vote, or agenda item in the two meetings (6/29/2023 and 7/6/2023) of the new board which would have signaled to voters that the newly elected School Committee had chosen to re-open consideration of the Superintendent's status. Additionally, to the best of my knowledge, there was no precipitating event/emergency which would have introduced a materially relevant re-evaluation of the contract other than the board composition had changed in the three weeks since the superintendent had been given a 'proficient' rating by the School Committee.

The Board's "surprise" re-evaluation (and apparent decision to exercise the termination-for-convenience clause in the contract) has left voters frustrated, confused, and feeling misled. It has significant financial implications for the town and pours gasoline on Marblehead's existing reputation for not treating its superintendents well. The School Committee in Marblehead is followed closely by Marblehead's 3 news outlets and many local social media groups. The stated cause for the executive session came as a complete surprise to everyone. Between the end of the public meeting on 7/6/23 and the filing of the executive session agenda on 7/17/23 it is apparent that some members of the board made the decision to review the contract and its termination for convenience clause, leading to the Chair to call a meeting and file the executive-session for bargaining strategy agenda on 7/17. Given that the Chair appointed an Interim Superintendent apparently the board has terminated our existing Superintendent. We can't know for sure – because all of this is happening in the dark and behind the scenes.

My understanding of the Massachusetts Open Meeting Law is that it requires the deliberation and decision to revisit the contract be made in a public-facing meeting rather than privately among board members. Certainly, the strategy discussions themselves are private, but the deliberation and decision to revisit the contract should have been made in the light of a public meeting – especially given the amount of interest the School Committee in Marblehead generates among voters.

I believe it's reasonable to conclude that the deliberation and decision to reconsider the Superintendent's tenure in Marblehead were in violation of the Massachusetts Open Meeting Law and look forward to hearing from the Committee on this matter.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

The committee should hold an in-person public meeting to both explain (and publicly vote on) the decision to investigate exercising the contract's termination-for-convenience option as well as to hear public comment on the matter. The meeting should be held at a time and location so as to maximize the opportunity for voters to attend and be heard.

## Review, sign, and submit your complaint

### I. Disclosure of Your Complaint.

**Public Record.** Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

**Publication to Website.** As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

### II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

### III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: 

Date: July 31, 2023

For Use By Public Body

For Use By AGO

Date Received by Public Body:

Date Received by AGO:



The Commonwealth of Massachusetts  
Office of the Attorney General  
One Ashburton Place  
Boston, Massachusetts 02108

## OPEN MEETING LAW COMPLAINT FORM

### Instructions for completing the Open Meeting Law Complaint Form

The Attorney General's Division of Open Government interprets and enforces the Open Meeting Law, Chapter 30A of the Massachusetts General Laws, Sections 18-25. Below is the procedure for filing and responding to an Open Meeting Law complaint.

#### Instructions for filing a complaint:

- o Fill out the attached two-page form completely. Sign and date the second page. File the complaint with the public body within 30 days of the alleged violation. If the violation was not reasonably discoverable at the time it occurred, you must file the complaint within 30 days of the date the violation was reasonably discoverable. A violation that occurs during an open session of a meeting is reasonably discoverable on the date of the meeting.
- o To file the complaint:
  - o For a local or municipal public body, you must submit a copy of the complaint to the chair of the public body AND to the municipal clerk.
  - o For all other public bodies, you must submit a copy of the complaint to the chair of the public body.
  - o Complaints may be filed by mail, by email, or by hand. Please retain a copy for your records.
- o If the public body does not respond within 14 business days and does not request an extension to respond, contact the Division for further assistance.

#### Instructions for a public body that receives a complaint:

- o The chair must disseminate the complaint to the members of the public body.
- o The public body must meet to review the complaint within 14 business days (usually 20-22 calendar days).
- o After review, but within 14 business days, the public body must respond to the complaint in writing and must send the complainant a response and a description of any action the public body has taken to address the allegations in the complaint. At the same time, the body must send the Attorney General a copy of the complaint and a copy of the response. The public body may delegate this responsibility to an individual member of the public body, its counsel, or a staff member, but only after the public body has met to review the complaint.
- o If a public body requires more time to review the complaint and respond, it may request an extension of time for good cause by contacting the Division of Open Government.

#### Once the public body has responded to the complaint:

- o If you are not satisfied with the public body's response to your complaint, you may file a copy of the complaint with the Division by mail, by email, or by hand, but only once you have waited for 30 days after filing the complaint with the public body. Mail may be sent to: The Division of Open Government, Office of the Attorney General, One Ashburton Place - 20<sup>th</sup> Floor, Boston, MA 02108. Emails may be sent to: [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).
- o When you file your complaint with the Division, please include the complaint form and all documentation relevant to the alleged violation. You may wish to attach a cover letter explaining why the public body's response does not adequately address your complaint.
- o The Division will not review complaints filed with us more than 90 days after the violation, unless we granted an extension to the public body or you can demonstrate good cause for the delay.

If you have questions concerning the Open Meeting Law complaint process, we encourage you to contact the Division of Open Government by phone at (617) 963-2540 or by email at [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).



# OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General  
One Ashburton Place  
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

### Your Contact Information:

First Name: Reece Last Name: Dahlberg

Address: 6 Fieldbrook Road

City: Marblehead State: MA Zip Code: 01945

Phone Number: [REDACTED] Ext. \_\_\_\_\_

Email: [REDACTED]

Organization or Media Affiliation (if any): \_\_\_\_\_

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual       Organization       Media

### Public Body that is the subject of this complaint:

City/Town       County       Regional/District       State

Name of Public Body (including city/town, county or region, if applicable): Marblehead School Committee

Specific person(s), if any, you allege committed the violation: Marblehead School Committee

Date of alleged violation: 7/21-8/2

## Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Marblehead School Committee violated the Commonwealth of Massachusetts' Open Meeting Law during the time period between July 21, 2023 and August 2, 2023 by negotiating and entering into an agreement with Superintendent John Buckley to end Dr. Buckley's employment without the Marblehead School Committee ever taking a vote in a public meeting.

On July 21, 2023, the Marblehead School Committee held a meeting to enter into Executive Session for purpose #2 -To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel. The July 21, 2023 agenda indicated that these negotiations were related to the superintendent.

Following the July 21 executive session, the Marblehead School Committee posted a public meeting for July 26, 2023. The July 26 agenda included item "III, a Superintendent contract- early termination clause - Vote." The July 26 meeting was called to order and adjourned after one minute. No Vote was taken and no other business was conducted.

On July 31, 2023, the Marblehead School Committee again met in Executive Session for purpose #2 -To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel.

On Wednesday August 2, 2023, the Chair of the Marblehead School Committee sent a statement along with a copy of a signed agreement between the School Committee and the Superintendent to various media outlets. No meetings of the Marblehead School Committee were held between July 31 and August 3 and no vote was ever taken in a public meeting regarding the terms of the agreement between the School Committee and Dr. Buckley.

The Open Meeting Law is clear that the School Committee "may agree on terms with individual non-union personnel in executive session"; however, the law requires that "the final vote to execute such agreements must be taken by the public body in open session." The Marblehead School Committee has violated the Open Meeting Law by failing to take a final vote in open session to execute the agreement. While the signed agreement published in the Boston Globe is styled as a "Settlement Agreement and Release", the purpose and effect of the agreement is to modify the terms of Dr. Buckley's employment contract.\* As such, the School Committee had an obligation to hold a vote in open session prior to executing the agreement. By failing to do so, the Marblehead School Committee has violated the Open Meeting Law and failed to do the public's business in public.

\* While the Open Meeting Law does permit public bodies to convene in executive session to discuss strategy with respect to pending or threatened litigation, that is not the purpose for which either the July 21 or July 26 executive session was convened. As the Marblehead School Committee has an obligation to state for which of the ten purposes it is entering executive session and never identified purpose 3 (pending or threatened litigation), it cannot now rely on the purpose to justify its disregard for its obligations under the Open Meeting Law.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

I believe an effective response to this violation would be the Marblehead School Committee releasing a public statement acknowledging and apologizing to the community for breaking Open Meeting Law. The statement must be submitted to local news outlets to which a joint press release was submitted, including but not limited to: The Marblehead Current, Marblehead Weekly, The Boston Globe and The Beacon.

## Review, sign, and submit your complaint

### I. Disclosure of Your Complaint.

**Public Record.** Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

**Publication to Website.** As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.

### II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

### III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to [openmeeting@state.ma.us](mailto:openmeeting@state.ma.us).

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: Reece Dahlberg

Date: 8-8-2023

For Use By Public Body  
Date Received by Public Body:

For Use By AGO  
Date Received by AGO:

# Wellness Policy

The mission of the Marblehead Public Schools is to provide the environment and resources which enable all students to achieve success in reaching their emotional, intellectual, and physical potential.

The Marblehead Public Schools will:

- Ensure that all students have access to healthy food choices during the school day.
- Provide a pleasant dining environment for students and staff.
- Allow a minimum of 20 minutes for students to eat lunch and socialize in the designated cafeteria/dining area.
- Endeavor to enable all students to acquire the knowledge and skills necessary to make healthy food choices for a lifetime.
- In an effort to promote health and wellness, the Marblehead Public Schools will review how nutritious food choices can be incorporated into the curriculum.
- Teachers and staff will not use food as a reward or punishment for students. When food is used in the classroom as part of the academic program, all foods shall comply with the competitive food standards listed below.
- Ensure all personnel review School Committee Policy JLCDD Managing Life-Threatening Food Allergies in the Educational Environment annually.
- Promote and facilitate the practice of making good nutritional choices through a plan that focuses on reducing access to non-nutritional items and educating students about healthy foods.
- Ensure that marketing on the school campus will be limited to those products that are allowed to be sold according to the district's nutrition standards for competitive foods.

## **School Meals Program:**

Foods or beverages provided as part of the National School Breakfast Program, or the National School Lunch Program shall comply with Federal Guidelines. Nutrition services policies and guidelines for reimbursable meals shall not be more restrictive than federal and state regulations require. Menus will be planned with input from students, family members, and other school personnel and should consider students' cultural norms and preferences. The district will purchase local foods and source fresh fruits and vegetables from local farmers where practical, when available, and when prices fall within budgetary constraints. The healthiest choices, such as salads and fruit, will be prominently displayed in the cafeterias to encourage students to make healthy choices.

Food pricing strategies and food marketing programs will be designed and used to encourage students to purchase nutritious meals. This may include meeting with student or parent groups, taste tests, food panels and other informational programs regarding nutrition and how it coincides with the school meal program. Other promotions may include posters and signage, and highlighting healthy items on the menu during morning announcements. Periodically, students may also take part in food demonstrations and/or tastings to ensure flavor/taste appeal for new, nutritious meal options.

Students are encouraged to start each day with a healthy breakfast. All schools within the district will provide breakfast through the USDA School Breakfast Program.



MARBLEHEAD  
PUBLIC SCHOOLS

Central Administration  
9 Widger Road,  
Marblehead, MA 01945  
phone: 781.639.3140  
fax: 781.639.3149

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MEMORANDUM

TO: Marblehead School Committee  
FROM: Michelle Cresta, Assistant Superintendent for Finance & Operations  
DATE: August 10, 2023  
RE: Requested Policy Action – Wellness & Life-threatening Allergy Policies

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During the 2022-2023 school year the Wellness Committee was re-established and started working on revising our outdated Wellness Policy (ADF). We were found to have a policy that was no longer meeting state requirements. We were assisted in drafting the new policy by DESE's Office of School Nutrition. Adoption of the revised policy will need to be completed before we can submit our annual food service application to the DESE's Office of School Nutrition. On June 12, 2023 the Wellness Committee met and voted to recommend the revised Wellness Policy (ADF) to the School Committee for adoption.

The proposed revised Wellness Policy is much more expansive and detailed than the currently adopted policy. A brief summary of changes are as follows:

- The Wellness Committee is required to meet a minimum of four times per year. The Wellness Committee must set annual goals and submit an annual report to the Superintendent and School Committee. There is no mention of these details in the current existing policy.
- Expands school meal and nutrition definitions and guidelines. The guidelines address and define competitive foods. Competitive foods are defined as any food or beverage sold or provided at school from midnight to 30 minutes after the official end of the school day.
- Healthy meal and snack choices should be prominently displayed to encourage healthy choices for students
- Schools will offer breakfast daily
- No student will be refused a meal due to inability to pay
- Negative balances can only be discussed with parents or guardians
- Addresses Nutrition Education, Health Education, and Physical Education

- Recommends that schools provide at least 15 minutes of active daily recess to all elementary students
- Mentions partnerships with Marblehead Rec and Park and the YMCA to provide additional opportunities for physical activity
- Defines and addresses a healthy and safe environment for students
- Includes Social Emotional Learning (SEL)
- Mentions Staff Wellness
- Provides guidelines for Advertising on School Property
- Includes a reference to a Life-Threatening Allergy Policy (which does not currently exist within our policy manual)

The Life-Threatening Allergy Policy (JLCDD) is also being presented to the School Committee for consideration. This policy does not currently exist so this would be the initial adoption of such a policy. This policy includes the following:

- Brings an awareness of life threatening allergies
- Requires training and education of such allergies for all school employees
- Recommends working with parents/guardians to maintain an Emergency Health Care Plan for any student identified with a life threatening allergy

I respectfully request and recommend that the School Committee adopt these policies and waive the three-reading requirement due to the tight timeframe. These policies can always be brought up for review and amended in the future if needed.

*Recommended Motions:*

*To waive the three-reading requirement for adoption and to approve the Wellness Policy (policy ADF) as presented*

*To waive the three-reading requirement for adoption and to approve the Life-Threatening Allergy Policy (policy JLCDD) as presented*

The district's use of a point of sale program shall protect the overt identification of all students and store free and reduced eligibility status in a confidential manner.

All school meals will feature a variety of age-appropriate healthy choices that are tasty, attractive, and of high quality. School meals will be prepared in a way that maximizes nutrient density and reduces fat and sodium. Parents and caregivers are encouraged to support a healthy school environment by providing a variety of nutritious foods if meals or snacks are sent from the home.

All food and nutrition services staff members will complete annual training in accordance with USDA Professional Standards. Information about the Massachusetts School Nutrition Program can be [found here](#) and USDA's National School Lunch program [here](#).

The Marblehead School Committee is committed to providing students with healthy, nutritious meals each day so they can focus on school work, while also maintaining the financial integrity of meal programs and minimizing any impact on students with meal charges. Families can access directions and applications for Free & Reduced on the district's website and hard copies are available at each school. Notices will be sent at the beginning of each year and posted in local newspapers.

Unpaid meal charges place a large financial burden on the school district, as food services is a self-supporting entity within the district. The School Committee will provide a regular (reimbursable) meal to students who forget or lose their lunch money. No student will ever be refused a meal due to inability to pay. Negative balances will not be discussed with students and will be discussed with parents/guardians only.

Students will have access to free, potable drinking water in each cafeteria during meal times and throughout the school day.

### **Competitive Foods:**

Competitive foods are defined as foods and beverages sold or provided in:

1. School cafeterias offered as a la carte items
2. School buildings, including classrooms and hallways
3. School stores
4. School snack bars
5. Vending machines (must comply 24 hours/day)
6. Concession stands
7. Booster sales
8. Fundraising activities
9. School-sponsored or school-related events
10. Any other location on school property

Competitive foods, including "A la carte offerings" to students, shall be nutritious and comply with USDA school nutrition regulations as [linked](#) and footnoted below and Commonwealth of Massachusetts school nutrition regulations as [linked](#) and footnoted below. In cases where the USDA and Massachusetts school nutrition regulations differ, the stricter standard shall be required. A comparison is [linked](#) here and footnoted below. These regulations apply to "foods and beverages sold from midnight before to 30 minutes after the official school day."

No food items can be brought into the classroom for distribution to the class. This includes birthday celebrations. Some alternatives to food may include stickers, pencils, a favorite game, etc.

No foods and beverages containing caffeine shall be sold or served to students at school.

Organizations affiliated with the Marblehead Public Schools and any other after-school events held on school grounds are required to follow these standards when foods/beverages are offered from midnight before until 30 minutes after the official school day ends. They are encouraged to also follow these standards when offering foods/beverages outside of the 30-minute time period. Exemptions can be discussed with the school Principal on a case by case basis.

### **Nutrition Education:**

Students will have the opportunity to participate in a variety of nutrition education learning experiences in their health education courses. Nutrition education lessons are designed using instructional techniques and strategies to promote healthy eating. Nutrition education lessons are based on the most recent dietary guidelines for Americans developed by the USDA and are age-appropriate based on the National Health Education Standards. In health education, students will gain an understanding of the following:

- Nutrition knowledge: including but not limited to the benefits of healthy eating, essential nutrients, nutritional deficiencies, principles of healthy weight management, the use and misuse of dietary supplements and safe food preparation, handling, and storage.
  
- Nutrition-related skills: including but not limited to planning a healthy meal, understanding and using food labels, and critically evaluating nutrition information and commercial food advertising. Students will also assess their personal eating habits, set goals for improvement, and develop a plan to achieve those goals.

### **Health Education:**

The Marblehead Public Schools will strive to provide Health Education skills and concepts as part of the regular instructional program and will strive to provide the opportunity for all students to understand and practice concepts and skills related to health promotion and disease prevention. Nutrition education will also be integrated into other subjects as applicable and linked to the school food environment. Nutrition education also addresses agriculture and the food system.

- In grades K-12 an age-appropriate, comprehensive, and sequential skill-based health education program based upon state and national standards shall be implemented to include: safety and injury prevention, interpersonal relationships, bullying and violence prevention, physical activity and fitness, nutrition and mental health.
  
- In grades 7-10 units of study include all prior units as well as tobacco, alcohol, and other drugs, eating disorders and self-harm, suicide prevention, sexuality, consent and gender education.

### **Physical Education and Activity:**

Physical education and activity is encouraged and courses shall be taught by a Massachusetts certified physical educator. The physical education curriculum for grade K-12 is aligned with the

state physical education standards. Physical education and physical activity shall be an essential element of each school's instructional program. The program shall provide the opportunity for all students to develop the skills, knowledge, and attitudes necessary to participate in a lifetime of healthful physical activity. Students will be provided a robust variety of physical education opportunities during the school day to support a wide range of interests and abilities which discourages students from substituting other school or community activities for physical education class time or credit in place of required physical education. The opportunity to participate in physical education is not withheld from students as a punishment for misbehavior. Physical activity may not be assigned to students as a consequence of poor behavior or punishment for any reason. (Example: running laps or jogging around a playground).

### **Physical Education Program:**

The physical education program shall be designed to highlight physical fitness and encourage healthy, active lifestyles. The physical education program shall consist of physical activities of at least moderate intensity and for a duration that is sufficient to provide a significant health benefit to students, subject to the differing abilities of students.

- Participation in such physical activity shall be required for all students in kindergarten through grade five. Average recommended minutes shall approximate 35 minutes no less than once per week.
  
- Instruction will be provided for grades 7-8 through formal physical education courses, integration into other courses, regularly scheduled intramural activities, and/or regularly scheduled school-wide activities. Average recommended minutes shall approximate 70 minutes per week.
  
- Marblehead High School shall require four semesters, one each year, of Physical Education/Health for graduation.
  
- Students shall be supported in setting and striving towards personal fitness goals that result in the achievement and maintenance of a health-enhancing level of physical fitness.
  
- Schools may not allow students to be exempt from required physical education class time or credit, unless exemptions are due to disability, religious, or medical reasons.

### **Additional Physical Activity Programs:**

The Marblehead Public Schools supports and encourages physical activity and movement for all students and community members in addition to the physical education programs offered to Marblehead Public School students during the school day.

- Recommended schools provide at least 15 minutes of active daily recess to all elementary students.
  
- Physical activity opportunities may include families and community members where appropriate (e.g. 5k walks, runs, events)

- General education teachers should provide students with physical activity breaks when possible.
- Schools shall partner with Marblehead Rec & Park and the YMCA to provide physical activity opportunities for community members at the school.
- Schools should promote walking and biking to school. This could include partnerships with local government and community-based agencies (e.g. Safe Routes to Schools Program).

**Healthy and Safe Environment:**

A healthy and safe environment for all, before, during, and after school supports academic success. Safe communities promote healthier students. Healthier students do better in school and make greater contributions to their community.

- School and district offices shall maintain an environment that is free of tobacco, alcohol, and other drugs.
- Safety procedures and appropriate training for students and staff shall support personal safety and violence and harassment-free environments.
- Each worksite, school, and classroom shall work to create an environment where students, parents/guardians, and staff are respected, valued, and accepted with high expectations for personal behavior and accomplishments.

**Social and Emotional Learning (SEL):**

The Marblehead Public Schools utilizes a multi-tier system of supports to provide high quality, evidence-based instruction and interventions in the CASEL (Collaborative for Academic, Social and Emotional Learning) core competencies of SEL including: Self-Awareness, Self-Management, Responsible Decision -Making, Social Awareness, and Relationship Skills.

The District’s approach to implementing SEL includes:

- Programming to develop positive, equitable, and inclusive school climates and cultures
- Direct instruction for SEL skill acquisition integrated in both unit and lesson plans for all classes.
- Appropriate integration of SEL strategies into academic work, and extracurricular activities
- Universal and Targeted interventions designed to support students in acquiring skills.

The Marblehead Public Schools offer a variety of curricular and non-curricular programs to help all students acquire SEL skills. At the elementary level, these include but are not limited to: Responsive Classroom, SEL Lessons, and our district-wide health and physical education program. At the middle school, students participate in PBIS, and at the secondary level, all students participate in advisory programming as well as developmental guidance, SEL lessons, and district-wide health and physical education program. Additionally, secondary schools offer a variety of clubs and activities.

### **Staff Wellness**

The district desires to provide programs promoting healthy eating and physical activity for district staff including activities, programs and health and wellness professional development.

### **Advertising on School Property**

- Schools will attempt to limit advertising of unhealthy products in school publications. All ads should be approved by the principal before being printed or included on the school website.
  
- Busses, building exteriors, scoreboards, etc. on and around school property shall be free of brands and illustrations of unhealthy foods.
  
- The advertising of foods and beverages that are not available for sale in district schools will not be advertised on any school property.
  
- Advertising of any brand on containers used to serve food or in areas where food is purchased is prohibited.
  
- When selecting educational materials for the classroom, every effort will be made to select materials free of brand names/logos and illustrations of unhealthy foods.
  
- Schools shall avoid participation in programs (fundraising or corporate incentives) that promote a message inconsistent with our goals for a healthy school community.
  
- Given concerns about student exposure to marketing, district schools will not participate in incentive programs that promote brands or provide children with free or discounted foods or beverages.
  
- PCOs are encouraged to research and implement fundraising opportunities for healthy foods and beverages.

### **School Wellness Advisory Committee:**

The Superintendent will establish and maintain a district-wide School Wellness Advisory Committee (SWAC). The purpose of this committee will be to recommend, review, and help implement school district policies addressing school nutrition, nutrition education, physical activity, and related issues that affect student health. In addition, the SWAC shall encourage the development of a program that actively promotes wellness in schools and maximizes the school district's opportunities for grant awards.

The Superintendent or designee shall appoint committee members, including a designee to serve as a liaison between the committee and the Superintendent, and ensure the active functioning of the committee. The composition of the SWAC shall include school nurses, school nutrition and physical activity staff, community agencies serving youth, parents/guardians, students, administrators, and school committee members. The SWAC shall meet at least four times a year and minutes from meetings shall be kept in the Superintendent's office.

The SWAC shall develop and implement an Annual Improvement Plan that:

- Includes attention to nutrition, physical activity, and obesity
  
- Has measurable, observable goals and objectives for the coming year to promote student wellness
  
- Explains how the SWAC will work with the district and school personnel to achieve its goals and objectives
  
- Includes recommendations concerning school-level wellness teams and initiatives
  
- Includes a process of monitoring and evaluating progress in reaching goals and objectives

The SWAC shall submit an annual report to the Superintendent and School Committee, indicating the progress toward achieving the goals and objectives of that year's annual plan. Such a report may then be distributed to other interested parties and groups as the School Committee sees fit.

### **Implementation:**

The Principal or their designee will be assigned to ensure compliance with standards of this Wellness Policy in their school. The Director of School Food Services will ensure compliance with nutrition policies within the school food service areas.

The SWAC will conduct an ongoing assessment of the wellness program every three years to help review policy compliance, assess progress, and determine areas of improvement. The district will, as necessary, revise the Wellness Policy (ADF) and develop work plans to facilitate its implementation.

Legal References:

- Healthy Hunger-Free Kids Act of 2010; MGL 223 Ch. 111, 105 CMR 215.00; 42 U.S.C. 11751 (Pub.L. 108-265, Title II and 204, June 30, 2004 118 Stat. 78.0;
  
- The Healthy Meals for Healthy Americans Act of 1994, P.L. 103-448, Section 9(b)(2)(C) of the National School Lunch Act (NSLA) 42 U.S.C.

- 1751. CFR Part 210 National School Lunch Program.

Cross Reference: School Committee Policy JLCDD  
School Committee Policy EFD

Adopted: 4/20/2006

Reviewed, Revised; Adopted: 10/18/2018

Reviewed; Revised; Adopted: XX/XX/2023

[\[1\] USDA Smart Snacks https://fns-prod.azureedge.net/sites/default/files/resource-files/allfoods\\_summarychart.pdf](https://fns-prod.azureedge.net/sites/default/files/resource-files/allfoods_summarychart.pdf)

MA competitive foods: <https://www.mass.gov/doc/105-cmr-225-nutrition-standards-for-competitive-foods-and-beverages-in-public-schools/download>

USDA vs MA comparison of competitive foods and beverages

[https://www.pewtrusts.org/-/media/assets/2015/01/state-fact-sheets/kshf\\_appendix\\_machusetts\\_v4.pdf](https://www.pewtrusts.org/-/media/assets/2015/01/state-fact-sheets/kshf_appendix_machusetts_v4.pdf)

## **Life-Threatening Allergy Policy**

Marblehead Public Schools (MPS) recognize the increasing prevalence of life-threatening allergies for many students. Some of the most common allergens that cause life-threatening harm include food, stinging insects, medications and latex. MPS understands the importance of minimizing the risk of exposure that allergens pose as a threat to students; educate all members of the school community about the risks associated with life-threatening allergies; and plan for the individual needs of students who have been identified with life-threatening allergies.

In order to minimize the incidence of life threatening allergic reactions, MPS will:

- Provide training and education for all Marblehead Public School employees.
- In conjunction with the student's parent/guardian and primary care provider and/or allergist, maintain an Emergency Health Care Plan (EHCP) for any student identified with a potentially life-threatening allergy.
- Encourage parents to participate in the support and implementation of this policy.

SOURCE: MASC/ Marblehead

LEGAL REF.: 105 CMR 210: The Administration of Prescription Medications in Public and Private Schools

CROSS REF.: EBC, Emergency Plans

**WHO WANTS**  
**Special "End of the Year" Conference Savings?**  
**MASC/MASS JOINT CONFERENCE 2023**



**SAVE NOW BEFORE JULY 15**

The Emerald Resort/Cape Cod Irish Village

**NOVEMBER 8-10**

**REGISTER BEFORE JULY 15:** \$425.00  Full conference: Wednesday-Friday **(after July 15: \$545.00)**

**ACCOMODATIONS:** Must be made with the hotel; see separate information form enclosed.

**MEALS:** Must be purchased through MASC. **(Deadline for meal purchase: October 14, 2023)**

<input type="checkbox"/> Keynote Dinner	Wednesday, November 8	7:00pm	# of tickets ____ @ \$65/each
<input type="checkbox"/> Network/Buffer Lunch	Thursday, November 9	12:15pm	# of tickets ____ @ \$40/each
<input type="checkbox"/> Awards Dinner	Thursday, November 9	6:30pm	# of tickets ____ @ \$60/each
<input type="checkbox"/> Leadership Lunch	Friday, November 10	12:00pm	# of tickets ____ @ \$40/each
<input type="checkbox"/> Life Member Banquet	Friday, November 10	6:30pm	# of tickets ____ @ \$65/each

**PAYMENT METHOD:**

Payment enclosed  Bill school district  Purchase order # \_\_\_\_\_

(make check payable to MASC) **Please note that a \$15.00 charge may be assessed for excessive changes.**

Name: \_\_\_\_\_ Nickname for badge: \_\_\_\_\_

School district/company: \_\_\_\_\_ Email: \_\_\_\_\_

Billing address: \_\_\_\_\_

Special accommodation needs (including dietary restrictions): \_\_\_\_\_

school committee member  superintendent  other \_\_\_\_\_ (please specify)

**SAVE TIME - REGISTER ONLINE AT: [www.masc.org](http://www.masc.org)**

This special rate is nonrefundable but we will allow you to substitute one of your colleagues on the registration should you be unable to attend. To take advantage of this special low rate, you must register before July 15, 2023.

# MASC/MASS 2023 JOINT CONFERENCE PROGRAM AND PANEL SESSIONS

## KEYNOTE/FEATURED SESSIONS

- **Guest Speaker: Patrick Tutwiler**, MA Education Secretary (*Wednesday dinner*)
- **Diversity, Equity and Inclusion: Moving from Theory to Practice** (*Thursday General Session*)  
**Keynote speaker:** Dr. Darnisa Amante-Jackson, CEO, Disruptive Equity Education Project (DEEP)/lecturer, Harvard Graduate School of Education  
(*this session will be followed by a featured panel that will address issues raised by Dr. Amante-Jackson*)
- **Artificial Intelligence: What is its Role in Teaching and Learning in the Future** (*Friday General Session*)  
**Keynote speaker:** Justin Reich, director, MIT Teaching Systems Lab; author: *Failure to Disrupt: Why Technology Alone can't Transform Education*

## PROGRAM AND PANEL SESSIONS (additional sessions to be announced)

- Leading for Equity
- Leading in the Age of Climate Change: How Districts Can Build and Fund Healthy, Sustainable, Carbon Free Schools
  - Wraparound Services
  - Basics of Policy
  - Role of the Chair
- Comprehensive Approach to Race, Equity Access and Leadership
  - Toward a Better MCAS
  - IBB in Challenging Times
- Getting the Message Right During a Crisis
  - Effective Meetings
- Building Bridges for Equity in Polarizing Times
  - High Quality Literacy Curriculum
  - Coaching for Change
- Know the Signs for School Violence Prevention
  - Is Virtual Reality Right for our District?
  - Providing District Daycare for Educators
- Promoting Equity and Belonging through Social Emotional Skills
  - Special Education Update
- Building Leadership Capacity and Equity in the School Committee/Superintendent Relationship
  - Culturally Responsive Social Studies
  - Updated IEP Form and Process
- Systemic Approach to Supporting Equity in the Chelsea Public Schools
- Addressing Healthcare Staffing and Servicing Needs through Partnerships
  - 70 on 70
  - Vocational Technical Issues Update
- From Equity Audit to Strategic Planning
- Partnering with your Collaborative
  - Addressing Hate in Sports
  - Early Literacy
  - Legal Issues
- Blackstone Valley Excel: Career Readiness
- Legal Challenges in HR/Managing Strike Threats

(panels continued on next page)

## PANELS, continued

- Rural School Districts: Unique Mental Health Challenges
    - Contracting with the Superintendent
  - Book Banning: Implications and Strategies for Managing the Challenge
  - Embedding Equity Work in Partnership with District and Community
    - Dealing with Difficult People
      - Communication Styles
      - When Meetings run Amok
      - Parliamentary Procedures
- PLUS: MASC new member CHARTING THE COURSE program

## OTHER EVENTS OF NOTE

COSCAP Annual Meeting/Professional Development Program (Thursday) • MASC Delegate Assembly • Keynote Dinner • Exhibit Hall and Reception with Exhibitors • Friends of Public Education • MASS Business Meeting • MASC Division Meetings • Awards/Life Member Banquets • New Member Orientation (Friday)

## Hotel Reservations

### **SAME HOTEL. SAME LOCATION. NEW NAME.**

At the time of the MASC/MASS 2022 Conference, the Cape Cod Resort and Conference Center where the MASC/MASS event has been held was in the process of being acquired by new owners. The Resort and Conference Center is now a subsidiary of The Emerald Resort ([www.theemeraldresort.com](http://www.theemeraldresort.com)), which includes on the premises The Cape Cod Irish Village (the new name for the hotel) and the renamed Hyport Conference Center. Beginning late last year the hotel also began an extensive renovation project, with new improvements to both the guest rooms and the function spaces.

The Emerald Resort/ Cape Cod Irish Village, 35 Scudder Avenue Hyannis, Ma. 02601 • 508-394-9300

A block of guest rooms has been reserved **November 7 - 11, 2023** at the Group rate of \$115 plus tax, at **The Emerald Resort/Cape Cod Irish Village** for MASC/MASS Joint Conference 2023 attendees.

### **PLEASE NOTE IN ORDER TO BOOK YOUR RESERVATION ONLINE:**

(Please be sure to use the website below, and NOT a 3rd party like Expedia/Orbitz.)

<http://www.theemaldrestort.com>

“Check Availability/Book Online”

Group Code: MASC2023

All reservations must be secured by a one night deposit, plus current 14.45% Massachusetts Occupancy room tax, per room via a valid American Express, Visa or Master Card. A check is acceptable. (We are unable to offer direct billing or Purchase Orders for guest rooms.)

The hotel will sell out and rooms are on a first come, first serve basis. We encourage you to make your reservations early. Once the hotel is sold out, we will recommend an overflow hotel.

**Check the website ([www.masc.org](http://www.masc.org)) for additional information.**

## **UPDATE AS OF JULY 19:**

The conference host hotel, Emerald Resort/Irish Village, is currently sold out. We have an agreement with the Double tree by Hilton Hotel, which will honor the host hotel rates for conference attendees.

For reservations: [www.capecod.doubletree.com](http://www.capecod.doubletree.com) 

Use group code: MAS

The hotel is located about a half mile down the street from the host hotel.

## **EXHIBITOR INFORMATION AVAILABLE HERE.**

**COSCAP: The Council of School Committee Administrative Professionals will be holding their annual conference on Thursday, November 9 during the Conference.**

**An agenda will be forthcoming.**

**COSCAP members should sign up for the Thursday event here.**