Dover-Sherborn Regional School Committee

Tuesday, June 10, 2025
5:30 PM
Dover-Sherborn Middle School Library

AGENDA

1. **Call to Order**
2. **Welcome Jeff Cassidy, Mary Lowder & Lindsay Nie**
3. **Reorganization**
4. **Community Comments**

   https://meet.google.com/gre-owyp-oeu (will close after Community Comments)
5. **Superintendent Comments**
6. **Financial Reports**
   - Warrant Report
   - FY25 Monthly Report
7. **Discussion Items**
   - 2025-26 MS School Improvement Plan (1st Read)
   - 2025-26 HS School Improvement Plan (1st Read)
8. **Action Items**
   - Transfer to Unemployment Compensation Fund **A.R.**
   - High School Athletic Handbook (2nd Read) **A.R.**
   - Appoint METCO Liaison to School Committee **A.R.**
9. **Consent Items** **A.R.**
   - Re-appointment of District Treasurer
   - Approval of Minutes May 6, 2025
10. **Informational Items**
    - Subcommittee Assignments
    - Class of 2025 Matriculation Report
    - Dover School Committee Minutes – March 6, 2025
    - Sherborn School Committee Minutes – March 11, 2025
11. **Adjourn**

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

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

Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

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

TO: Regional School Committee

FROM: Dawn Fattore, Business Administrator

DATE: June 9, 2025

RE: FY25 Approved Warrants

The following FY25 Accounts Payable Warrants were approved by one of the Committee's designated signers:

Voucher #	Date	Amount
1235	5/14/2025	$251,108.30
1253	5/18/2025	$1,151,686.43
1254	5/22/2025	$87,973.24
1264	5/28/2025	$250,000.00
1263	6/3/2025	$242,860.69
1265	6/7/2025	$433,144.46

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Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

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

TO: Regional School Committee
FROM: Dawn Fattore, Business Administrator
RE: FY25 Operating Update
DATE: June 9, 2025

Attached please find:

a. General Fund Revenues as of May 31, 2025
b. Status of Appropriations as of June 6, 2025
c. *Projected* Roll-forward of Excess and Deficiency June 30, 2025

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

Revenues

Chapter 70 and 71 revenue projections reflect the final Cherry Sheet amounts. The variance in Chapter 70 is due to increases in legislative funding in the final state budget approval (we use the Governor's Budget for our budget placeholder). We received our first Chapter 71 transportation payment. It reflects an 80% reimbursement rate based on the reimbursable transportation reported in our FY24 EOYR report. As we approach end of year, we are adjusting the estimated revenues to be received for several of the revenue line items. We are seeing a negative variance in Athletics and miscellaneous revenues. Interest rates remain favorable resulting in a projected positive variance in Interest Income. **As a reminder and consistent with past practice, $175,000 of E&D was approved as a funding source for the FY26 budget reflecting the projected revenue surplus.**

Operating Expenditures

Salaries

The majority of salaries have been encumbered. Custodial overtime and substitute costs are expensed as incurred.

Post-budget staffing updates to note that are reflected in the actuals to date include:

- Savings from vacancy of Human Resources Director position ($75,000). At this time, we have enlisted various outside services to cover the key responsibilities and those expenses are reflected in Superintendent Office related expense accounts. In addition, we have hired a new Assistant to the Business Administrator as of mid-April. There are realized savings of approx. $30,000 based on the position being partially filled/vacant since July.
- Increased a Middle School Wellness educator position from a .3FTE to a .6FTE to cover curriculum needs.
- Added a .2FTE English Learner (EL) educator position at the Middle School based on student needs.
- Eliminated a 1.0 SPED Educator at the Middle School based on student needs and realignment of existing programming.
- Increased Occupational Therapy coverage at the Region by .2FTE to cover services in students' IEPs.
- Variances also include the salary costs of all lane changes (placeholder not included in FY25 budget, amount to date is approx. $35,000) and savings from post-FY25 Budget staffing changes.

Educational assistant variances reflect a reduction in two positions based on student needs. In addition, one position is being charged to the Title I grant for FY25. There are also additional savings from positions not being filled for the full year.

Substitute costs are currently overbudget and that variance will continue to grow as the year progresses. There are several long-term leaves occurring this fiscal year.

It is projected that there will be a positive variance in salaries for FY25 of at approx. **$400,000. As a reminder, $350,000 was voted by the RSC to be used towards the Turf Project based on the projected salary variance.**

Expenditures

At this time, we are not projecting any material variances in operating expenses except as noted below. **Encumbrances reflect projected expenses we are aware of at this time.**

There was a post-FY25 budget change related to the World Language Lab upgrade resulting in a savings of approx. $40,000. A more efficient, lower cost software program was selected that eliminated the need to replace the hardware in the lab. Listening and oral skill exercises can be conducted in the individual classrooms with existing devices. These one-time budgeted expenses will be removed in the FY26 Budget.

A detailed analysis of operations will be provided to the Committee in September when we present the final statements as of June 30, 2025.

Projected E&D as of June 30, 2025 (new information)

As we approach the end of the fiscal year, we have provided an updated projection of E&D as of June 30th for your review. It shows the results of operations from both the revenue and expenditure activities and the approved uses of E&D. In addition, we are asking the Committee to approve a transfer of up to $75,000 to the Unemployment Compensation Fund as will be discussed later in the meeting agenda. The projected results, assuming the approval of the additional request and operational projections as of June 30th, will result in an estimated E&D as of June 30, 2025 of 3.05%, back in line with the Committee's policy of 3-4%.

FY24 Wrap-up

The Region's EOYR has been filed with DESE. We are required to undergo a compliance audit each year to ensure our data reporting is in-line with their directives. This report was finalized and has been filed with DESE.

Our auditors presented the FY24 Audited Financial Statements at May's meeting.

Our E&D was certified on October 4th at $796,185 (2.76%).

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

Dover-Sherborn Regional School District

General Fund Revenues

as of May 31, 2025

	FY25 BUDGET	YTD RECEIVED	EST. TO BE RECEIVED	OPERATING VARIANCE	% OF BUDGET
DOVER ASSESSMENTS	$13,268,125	$12,194,970	$1,073,155	$0	0.00%
SHERBORN ASSESSMENTS	11,613,962	10,673,968	939,994	$0	0.00%
CHAPTER 70, net	2,666,106	2,534,310	229,988	$98,192	3.68%
CHAPTER 71 (Transportation)	694,327	352,024	352,024	$9,721	1.40%
H/S ATHLETIC FEES	284,750	244,895	0	($39,855)	-14.00%
H/S PARKING FEES	52,500	52,500	0	$0	0.00%
H/S ACTIVITY FEE	15,000	16,800	0	$1,800	12.00%
M/S ACTIVITY FEE	7,425	9,195	0	$1,770	23.84%
MISC REVENUE	5,000	428	0	($4,572)	-91.44%
BANK INTEREST	40,000	151,565	30,000	$141,565	353.91%
NON-CASH ACTIVITY	0	5,368	0	$5,368	na
E&D UTILIZATION	230,000	230,000	0	$0	0.00%
TOTAL REVENUES	$28,877,195	$26,466,023	$2,625,161	$213,989	0.74%

Dover-Sherborn Regional School District
Status of Appropriations as of June 7, 2025

	FY25	EXPENDED		TOTAL	OPERATING VARIANCE/	% OF
SALARIES	BUDGET	7-Jun	ENCUMBRANCES	PROJECTED	BUD. REMAINING	BUDGET
SCHOOL COMMITTEE	22,130	20,192	808	21,000	1,130	5.11%
SUPERINTENDENT	210,879	202,529	8,003	210,532	347	0.16%
FINANCE & HUMAN RESOURCES	295,529	162,151	12,036	174,187	121,342	41.06%
DISTRICTWIDE INFORMATION MGMT	251,328	235,322	9,413	244,735	6,593	2.62%
SPED/GUIDANCE ADMINISTRATION	507,228	458,874	45,855	504,728	2,500	0.49%
SCHOOL LEADERSHIP - BUILDING	782,892	711,475	33,678	745,154	37,738	4.82%
ACADEMIC LEADERS	153,674	148,654	5,312	153,966	(293)	-0.19%
EDUCATORS, CLASSROOM	10,814,663	8,344,903	2,492,374	10,837,276	(22,613)	-0.21%
EDUCATORS, SPED	2,055,667	1,471,010	456,094	1,927,104	128,563	6.25%
SUBSTITUTES	121,300	213,495	15,889	229,384	(108,084)	-89.10%
EDUCATIONAL ASSISTANTS,SPED	521,473	361,766	17,109	378,875	142,598	27.35%
LIBRARIANS	255,106	196,235	58,871	255,106	0	0.00%
BUILDING BASED PD	38,250	28,463	6,750	35,213	3,038	7.94%
GUIDANCE	1,329,236	1,003,822	274,902	1,278,724	50,512	3.80%
PSYCHOLOGICAL SERVICES	199,273	153,287	45,986	199,273	0	0.00%
MEDICAL / HEALTH SERVICES	251,670	200,703	59,311	260,013	(8,343)	-3.32%
ATHLETICS	550,991	507,398	29,589	536,987	14,005	2.54%
OTHER STUDENT ACTIVITIES	202,544	203,084	1,575	204,659	(2,115)	-1.04%
CUSTODIAL & GROUNDS SERVICES	842,113	766,710	45,414	812,124	29,989	3.56%
TOTAL SALARIES	**$ 19,405,945**	**$ 15,390,071**	**$ 3,618,968**	**$ 19,009,040**	**$396,906**	**2.05%**
EXPENDITURES						
SCHOOL COMMITTEE	42,200	34,633	1,500	36,133	6,068	14.38%
SUPERINTENDENT	71,000	72,042	6,889	78,931	(7,931)	-11.17%
LEGAL SERVICES	38,000	45,283	10,000	55,283	(17,283)	-45.48%
DISTRICTWIDE INFO MGMT	102,300	120,754	3,650	124,403	(22,103)	-21.61%
SCHOOL LEADERSHIP - BUILDING	91,550	74,761	18,143	92,905	(1,355)	-1.48%
GENERAL ED OTHER	54,600	23,529	3,368	26,897	27,703	50.74%
SPED SERVICES/SUPPLIES	71,500	57,348	6,497	63,845	7,655	10.71%
LIBRARIES & MEDIA CENTER	4,775	5,518	0	5,518	(743)	-15.55%
COURSE REIMBURSEMENT/PD	92,900	87,345	3,400	90,745	2,155	2.32%
TEXTBOOKS & RELATED SOFTWARE	76,500	92,343	3,305	95,648	(19,148)	-25.03%
LIBRARY INSTRUCTIONAL MATERIAL	29,800	25,392	0	25,392	4,408	14.79%
INSTRUCTIONAL EQUIPMENT	74,800	74,537	2,671	77,207	(2,407)	-3.22%
GENERAL SUPPLIES	161,225	140,536	5,307	145,843	15,382	9.54%
OTHER INSTRUCTIONAL SERVICES	19,200	15,088	3,000	18,088	1,112	5.79%
CLASSROOM INSTRUCTIONAL TECH.	188,350	117,247	45,545	162,792	25,558	13.57%
GUIDANCE	35,600	36,309	5,502	41,811	(6,211)	-17.45%
MEDICAL / HEALTH SERVICES	6,500	6,187	210	6,398	102	1.58%
TRANSPORTATION SERVICES	1,068,000	942,192	97,048	1,039,241	28,759	2.69%
ATHLETICS	197,000	209,014	11,549	220,563	(23,563)	-11.96%
CUSTODIAL SERVICES	58,000	57,653	627	58,279	(279)	-0.48%
MAINTENANCE OF BUILDINGS	589,500	572,761	48,729	621,491	(31,991)	-5.43%
MAINTENANCE OF GROUNDS	63,000	51,126	4,716	55,842	7,158	11.36%
UTILITIES	641,750	460,196	96,710	556,906	84,844	13.22%
ER RETIREMENT CONTRIBUTION	845,000	836,241	0	836,241	8,759	1.04%
ER INSURANCE ACTIVE EMPLOYEES	3,175,000	3,113,634	52,156	3,165,790	9,210	0.29%
ER INSURANCE RETIRED EMPLOYEES	835,000	841,220	0	841,220	(6,220)	-0.74%
OTHER NON EMPLOYEE INSURANCE	114,000	123,254	0	123,254	(9,254)	-8.12%
LONG TERM DEBT RETIREMENT	710,000	710,000	0	710,000	0	0.00%
LONG TERM DEBT SERVICE	14,200	14,200	0	14,200	0	0.00%
TOTAL EXPENDITURES	**$9,471,250**	**$8,960,343**	**$430,523**	**$9,390,866**	**$80,384**	**0.85%**
TOTAL OPERATING	**$28,877,195**	**$24,350,414**	**$4,049,491**	**$28,399,905**	**$477,290**	**1.65%**

Dover-Sherborn Regional School District
PROJECTED Roll-forward of Excess and Deficiency
June 30, 2025

Certified E&D as of June 30, 2024		$796,185	2.76%
Results of operations:			
Revenue Surplus	213,989		
Operating Surplus	477,290		
Proposed Transfer to Unemployment Fund	(75,000)		
total surplus		$616,279	
Uses of E&D:			
Approved for FY26 Operating Budget	(175,000)		
Approved for Capital	(350,000)		
total uses		($525,000)	
FY25 increase to E&D		*$91,279*	
Projected Uncertified E&D as of June 30, 2025		$887,464	3.05%
Allowed E&D as of June 30, 2025		$1,454,367	5.00%
Amount under Allowed E&D as of June 30, 2025		($566,903)	

The Public Schools of Dover and Sherborn District Strategy 2023-2028

Dover Sherborn Middle School IMPROVEMENT PLAN

2025-2026

DISTRICT VISION

We will distinguish ourselves through innovative teaching and learning experiences that inspire all students to pursue their individual passion for learning and excellence while we continue to be a nationally recognized, high-performing school system.

MISSION

The Dover Sherborn Schools share in the mission to inspire, challenge and support all students as they discover and pursue their full potential.

THEORY OF ACTION

If we are able to successfully inspire, challenge, and provide the necessary support for all of our students, ***then*** they will be equipped with the tools necessary to achieve their fullest potential in a rapidly changing society.

CORE VALUES

COMMITMENT TO COMMUNITY • EQUITY AND EXCELLENCE • RESPECT AND DIGNITY • CLIMATE OF CARE

STRATEGIC OBJECTIVES 2023-2028

EXCELLENCE & INNOVATION IN LEARNING
Maintain academic excellence and rigor while adapting practices to prepare graduates for success in a rapidly changing world.

CHALLENGE & SUPPORT ALL STUDENTS
Enhance programming to ensure all students are able to achieve their full potential within a supportive learning environment.

PROFESSIONAL LEARNING & GROWTH
Expand opportunities for professional growth and collaboration among educators in support of the District's vision for teaching and learning.

FAMILY & COMMUNITY ENGAGEMENT
Engage families and community members in the strategic pursuit of a shared vision and mission.

SAFE & SUSTAINABLE SPACES

The Public Schools of Dover and Sherborn District Strategy 2023-2028

Dover Sherborn Middle School IMPROVEMENT PLAN

2025-2026

Evaluate and update facilities to ensure safe, sufficient and sustainable spaces amidst a changing educational and environmental landscape.

DISTRICT GOALS 2024-25 (TB Updated)
Best Practices Further implement the District's 9 Best Practices to engage students as active learners in the development of skills depicted in the Dover-Sherborn Portrait of a Graduate.
Student Voice Elevate student voice as a means to increase students' sense of belonging and inform classroom, school and district policy and practice.
Communication Strategy Streamline tools and strategies to improve communication and increase collaboration with families and the community.

SCHOOL IMPROVEMENT GOAL 1: Expand opportunities for professional growth & collaboration among educators in support of the District's vision for teaching and learning.

ACTION STEPS	PERSON(S) RESPONSIBLE	ANTICIPATED OUTCOMES & EVIDENCE
Continuation of our DSMS Best Practices 2.0. Provide space/time for professional opportunities for peer observations, collaboration and share outs.	Principal, Assistant Principal, Curriculum Leaders	Departmental & interdepartmental peer observations Staff/department meeting share outs
Infuse, elevate and acknowledge our work around the DS Portrait of a Graduate	Principal, Assistant Principal, Team & Curriculum Leaders	Highlighting/Showcase current student-work that shows POG competencies. Adjustments to teaching and assessment reflect POG competencies
Continue to grow and enhance our MTSS WIN block for both home-base WINs and Intervention WINs.	Principal, Assistant Principal, Team & Curriculum Leaders, ELA/Math Specialists	Using our Win Working Group's feedback (students/staff) and family feedback and looking at data sources-implement adjustments that ensure continued success and student engagement.

The Public Schools of Dover and Sherborn District Strategy 2023-2028

Dover Sherborn Middle School IMPROVEMENT PLAN

2025-2026

SCHOOL IMPROVEMENT GOAL 2: Refine and further implement district-wide routines, policies and systems that foster safe and supportive school environments for all students and staff.		
ACTION STEPS	**PERSON(S) RESPONSIBLE**	**ANTICIPATED OUTCOMES & EVIDENCE**
Create a school community (staff, students, families) conversation and focus on Executive Functioning. Understanding, implementing and growing.	Principal, Assistant Principal, Team & Curriculum Leaders,	Dedicated staff, departmental and team meetings and professional development. Parent/Caregiver education.
Review, reflect and design next steps around the Challenge Success "I wish" data.	Principal, Asst. Principal, Guidance Staff, Team Leaders, Curriculum Leaders, all staff	Data points of: attendance, school refusal and Panorama survey results.
Continue to prioritize and grow our restorative responses to student behavior.	Principal, Assistant Principal, Guidance staff	By the end of the school year, the number of out-of-school suspensions will continue to decline. The number of repeat behaviors within our school will also decline.

DRAFT

The Public Schools of Dover and Sherborn District Strategy 2023-2028

Dover Sherborn Middle School IMPROVEMENT PLAN

2025-2026

SCHOOL IMPROVEMENT GOAL 3: Maintain academic excellence & rigor while adapting practices to prepare graduates for success in a rapidly changing world. Continue to refine, grow and adapt our MTSS to current student needs and data.

ACTION STEPS	PERSON(S) RESPONSIBLE	ANTICIPATED OUTCOMES & EVIDENCE
Continue to develop, grow/support the role and capacity of our Literacy and Math specialists along with supporting teacher-interventionists in their roles.	Principal, Assistant Principal, Reading & Math Specialist, Asst. Superintendent Teacher Interventionists	Student data: IXL, MCAS, Team Data/Input. Reflection/input from staff working directly within these roles.
Continue to develop, refine and enhance our MTSS WIN block for both home-base WINs and Intervention WINs.	Principal, Assistant Principal, Team & Curriculum Leaders, ELA/Math Specialists	Using our Win Working Group's feedback (students/staff) and family feedback and looking at data sources-implement adjustments that ensure continued success and student engagement.

SCHOOL IMPROVEMENT GOAL 4: Ensure that our buildings and grounds support strong instructional and extracurricular programs to meet the needs of our students and staff.

ACTION STEPS	PERSON(S) RESPONSIBLE	ANTICIPATED OUTCOMES & EVIDENCE
Utilize open spaces to be more community/collaborative for student-work/class gathering spaces. Grow our break/recess offerings for student social interactions.	Principal, Assistant Principal	Input from stakeholders re: needs Volume of use for community/collaborative space. Install 4-square courts and purchase indoor/outdoor equipment games based on student feedback.

DRAFT

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

Dover-Sherborn High School Improvement Plan 2025-2026

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

Dover-Sherborn Strategic Objectives 2023-2028

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

Dover-Sherborn District Goals 2025-2026

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

School Improvement Goal 1: Create and implement a new library design that will enhance the opportunities for students and staff to create and collaborate			
District Strategic Objective	**Action Step**	**Person(s) Responsible**	**Evidence of Effectiveness**

Ensure World Class Curriculum, Instruction, and Assessment ***Maintain and Ensure Safe, Secure, State of the Art Facilities***	The School library is the heart and soul of our school. With upcoming renovations to the current space, this is an excellent opportunity to enhance and expand the use of the library in a way that supports teaching and learning, creates supportive spaces for student and staff collaboration and enables our students to infuse greater technology into their student experience. Research and purchase furniture and equipment that will maximize the opportunities to collaborate	Librarian High School Administration Instructional Technology Select teachers District Business Manager	Newly created instructional spaces, along with small breakout rooms will provide students and staff with additional areas to work and produce academic products. An Interdisciplinary course that puts student centered learning at the forefront, will be accessing this space as part of their instructional experience. The development of a maker space where students can use current technology to explore and create. Redesign of a laptop sign out where students can access the web as well as their Google classroom to complete assignments and conduct research

School Improvement Goal 2: *DSHS will continue to refine and expand our co-teaching models in the academic areas of Social Studies, English, Mathematics and Science*

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

Ensure World Class Curriculum, Instruction, and Assessment Given the complexities and diversification of the world, the changing economic dynamic, and expansion of technology we must ensure that the offerings, programs, and experiences available in the Public Schools of Dover and Sherborn are maintaining their excellence, highly competitive, and remaining adaptive to best prepare our graduates for success in their post-secondary lives.	After one full year of co teaching, we will be expanding our co teaching courses to a second course in English, Math, science and Social Studies.	Co teaching opportunities bring together the skills of general education teachers with that of special educators who understand proper modification and can help differentiate instruction so that all students in the general education classes can access the curriculum	Administration, Department Chairs, Special Educator Director, Co teaching teachers	Students will become more aware of the nine best practices. Connections will be made from the nine best practices to the tenants of the Portrait of a DS graduate. Students will have greater supports in order to access the general education curriculum
	Additional training will be provided for all co teachers and new co teachers will have additional common prep time to design modify and implement instructional activities and assessments that will provide all students with access to the full curriculum	When teachers work together across regular education and special education, they can significantly add to the success of response to intervention and other methods of assessing, identifying and teaching a wide range of students.	Administration Student Support Services Classroom teachers	Positive feedback from student surveys. Students meeting and exceeding educational goals Positive collaboration among co teachers to support all students
	Teachers will continue to use the nine best practices as their focus when delivering instruction and creating assessments	All students learn differently and there are numerous strategies that can assist students in creating a level playing field for learning.	Administration, Department Heads, co teaching partners, Special Education staff	Feedback from faculty as to key strategies used for student success Student survey feedback to learn what strategies students used and how this helped them show mastery of a topic.

School Improvement Goal 3: ***Greater teacher collaboration across all disciplines using the district's nine best practices***				
District Strategic Objective	**Action Step**	**Rationale**	**Person(s) Responsible**	**Evidence of Effectiveness**
Ensure World Class Curriculum, Instruction, and Assessment	Create professional development activities during faculty time, some half days and during our full day professional development in November to share exemplars of the nine best practices	In department head discussions throughout this past year, teachers and administrators discussed the need to share the nine best practices across all departments as a way to increase use of the nine best practices as well as examining new and creative ways to deliver instruction	Administration Department Chairs and full faculty	Professional developments activities that showcase exemplar examples of the nine best practices Faculty feedback from surveys indicating positive learning from these opportunities More consistent observations of teaching implementing the nine best practices in their everyday instruction.
	The Social Studies Department will engage in work this summer as well as during early release days in the 2025-2026 school year to create shifts in the World History and United States History in order to engage students in more modern world and United States history.	With a shift in the scope and sequence of Social Studies in grades 6-8, it is also imperative that the High School shifts some of their instructional content in order to engage students in understanding history of the world and our country over the last fifty years.	Administration Social Studies Department Head, Assistant Superintendent and members of the High School Social Studies department.	Elimination of some units of study. More content that is post 1970. Instruction in modern World and US History throughout all courses.

School Improvement Goal # 4: *Student Sense of Belonging- To foster a school environment where students feel a sense of belonging and connectedness, while also promoting safe behaviors and attitudes towards alcohol and drugs among the student body.*				
District Strategic Objective	**Action Step**	**Rationale**	**Person(s) Responsible**	**Evidence of Effectiveness**

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

The Public Schools of Dover and Sherborn
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Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

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

To: Regional School Committee

From: Pat Collins, District Treasurer
Dawn Fattore, Business Administrator

RE: Transfer (replenishment) to Unemployment Compensation Fund (Special Purpose Fund)

Date: June 9, 2025

Under MGL c.40 s5E, the Regional School Committee is permitted to maintain a special purpose fund to cover expenditures for unemployment claims. The District, like many other municipalities, self-fund unemployment claims. The Region has had a long-established fund to cover the reimbursement expenses with the last transfer of $50,000 taking place in FY15. Below is a summary of the activity since that date:

FY15 Fund Balance:		**$87,162**
FY15-FY20 claims	5,278	
FY21 (Covid) claims	25,145	
FY22 claims	13,525	
FY23 claims	10,960	
FY24 claims	0	
FY25 claims to date	26,244	
Total claims FY15-FY25:		**$81,152**
FY25 Fund Balance:		**$10,240** (*includes interest income earned over the 10-year period*)
FY25 Fund Balance w/transfer:		**$85,240**

We are requesting the Regional School Committee approve a FY25 transfer to the Unemployment Compensation Fund of up to **$75,000** using excess funds remaining from the General Fund Budget, primarily from salary savings. We will not transfer an amount that would result in E&D being below 3%.

MOTION TO APPROVE: *To transfer an amount not to exceed 75,000 into the Unemployment Compensation Fund before June 30, 2025.*

We will be happy to answer any questions at Tuesday's meeting.

The Dover Sherborn Schools share in the mission to inspire, challenge and support all students as they discover and pursue their full potential.



Athletic Handbook

Emily Sullivan, Athletic Director
Cam Siciliano, Athletic Assistant/AT
Accepted TBD

Dover-Sherborn High School

Athletic Handbook

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The information presented in this booklet has been compiled to better acquaint you with some of the policies, practices, and regulations that govern the athletic program at DoverSherborn High School. Please keep this booklet handy and refer to it when questions and/or concerns arise about your ~~son's~~ student athlete's athletic experience. If you feel that your questions are not answered in this booklet, contact the Coach first. If your concern has not been adequately addressed, you should contact the Athletic Director.

We look forward to your association with the athletic program at Dover-Sherborn High School and ask for your help and cooperation.

Non-Discrimination Clause

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

Philosophy of the Dover-Sherborn Athletic Program

The Dover-Sherborn Regional Schools Administration and School Committee believe that the Massachusetts Interscholastic Athletic Association (MIAA) Statement of Philosophy is a clear articulation of the role and benefits to be derived from a high school interscholastic sports program; therefore, the Administration and School Committee have adopted the MIAA philosophy as their own. Our sports programs are to be guided by this philosophy.

Program Philosophy and Benefits (from the MIAA Handbook)

Within high school sport programs, young people learn the values associated with discipline, performing under stress, teamwork, sacrifice, commitment, effort, accountability, citizenship, sportsmanship, confidence, leadership and organizational skills, participating within rules, physical well-being and healthy lifestyles, striving towards excellence, and many other characteristics that come quickly to the mind of any educator. If interscholastic athletics are to be justified as school activities, then values such as these must be the priorities of every program. Ethics, playing within the spirit of the rules, and good sportsmanship (which is good citizenship) must be woven into the fabric of the high school athletic program.

In the education of approximately 70% of the young people attending MIAA member schools, athletic participation is a critical component. What should drive those responsible for student-athletes and their programs is the educational mission of school activities. For many students, the most stable environment in their lives is that provided by high school activity programs. Often the best opportunities for crisis intervention, drug prevention, "day care" programs, and the like are school activity programs. The cost is minimal, while the worth is maximal.

While winning contests, rather than losing them, is a laudable goal, it should not supersede the primary priorities of high school sport programs. What should be the rationale behind high school activities is preparing students to succeed rather than merely to win games. Win or lose, students should learn lessons of a lasting and positive nature.

If the success of any high school athletic program is measured by an undefeated season, then 99% of the thousands of high school teams, which participate annually in Massachusetts, have failed. If a league championship is the measure of success, then 85% of our programs are failures. Even if success is measured merely by qualification for MIAA end-of-season tournaments, then 50% of our students are "losers."

What should be encouraged is participation in varied activities under different teacher/coach role models. The percentage of student-athletes who complete their formal athletic experiences at the high school level is overwhelming (well in excess of 90%). Schools should focus their attention upon goals other than championships or the development of "blue chip" athletes.

Young people need varied activities: time at the beach, time to study and, in fact, time just to be kids. Young people need to learn, to think, and simply to grow up. Schools should guide them, through athletics, to allow that to happen as comfortably as possible.

High school activity programs are an integral part of the total education process. Successful interscholastic athletic programs teach young people values such as:

Accepting success graciously	Participating within rules	Self-discipline
Accountability	Performing under pressure	Social Skills
Citizenship and sportsmanship	Persistence	Striving towards excellence
Confidence	Physical well-being and chemical health	Taking instruction
Handling disappointment	Respect	Teamwork
Leadership skills	Responsibility	Work ethic
Organizational skills	Sacrificing for the common good	

Dover-Sherborn Athletic Offerings

Fall Season	Winter Season	Spring Season
Cross Country (Boys and Girls) Varsity Only Unlimited Roster	Basketball (Boys and Girls) Freshman/JV2, JV and Varsity 12-15 per level	Baseball JV and Varsity 14-17 per level
Field Hockey JV and Varsity 12-16 per level	Alpine Ski (Coed) Roster limit	Softball JV and Varsity 14-17 per level
Golf (Coed) JV and Varsity 12-14 per level	Nordic Ski (Co- Ed) Unlimited Roster	Lacrosse (Boys and Girls) JV and Varsity 14-24 per level
Football Freshman/JV2, JV and Varsity Unlimited Roster	Ice Hockey (Boys host with Weston JV and Varsity) 16-22 per team (Girls guest thru Dedham) Varsity only 16-22 per team	Tennis (Boys and Girls) JV and Varsity 12-18 per team
Soccer (Boys and Girls) Freshman/JV2, JV and Varsity 15-22 per level	Swimming and Diving (Coed) Varsity Only Unlimited Roster	Track and Field (Boys and Girls) Varsity Only Unlimited Roster
	Gymnastics (guest thru Medfield) Varsity Only	Sailing (Coed) Roster limit
	Indoor Track (Boys and Girls) Unlimited Roster	

*roster numbers are guidelines only and may be changed by the Athletic Director

*freshman/JV2 teams are not always guaranteed

Student-Athlete/Parent Annual Athletic Meeting and Meet the Coach Nights

Once per year, the Athletic Director will conduct a required **Student-Athlete/Parent Annual Athletic Meeting**. All students wishing to take part in sport during one or all of the seasons must attend this meeting; which will be held in June for the next school year. This one meeting is mandatory for all students and at least one parent/guardian wishing to try out for a team for the next school year.

Meet the Coach Night Meetings will take place before each season. These meetings will be for parents and students who wish to try out for a specific team. They will meet with the individual coaching staff for that sport only and this meeting will last approximately 30 minutes. These meetings will take place one to two weeks prior to the season start date for Winter and Spring, and in June before Summer for Fall. Students are informed of Meet the Coach Night Meetings through postings, announcements at the high school, emails, and social media. Releases, medical forms, and other paperwork will be distributed at the pre-season Meet the Coach Night meetings.

Tryouts and Cuts

Participation in athletics is a privilege. Students try out voluntarily and, for some of our teams, risk being cut. During the tryout period, the coach will provide an explanation of his/her expectations. It is the student's responsibility to demonstrate to the coach that he/she can meet the expectations. Students must attend the scheduled tryout in order to be considered for the team.

Cutting students from athletic teams is one of the most difficult tasks that a coach faces. However, at times, there are reasons why a student does not make a team. Some of the factors that a coach has to consider when determining his/her final roster are: skill level, safety (how many athletes can be safely supervised), playing time, attitude, positional needs of team and commitment.

When cuts are necessary, the coach will communicate privately with the player, who will be informed of the reasons by the coach. Once tryouts begin for a particular team, an athlete may be allowed to leave that sport to try out for a different sport with the consent of both coaches involved and the Athletic Director. Students cut from one team are encouraged to try out for another team if there is space on that team; otherwise, they may sign up for one of the unlimited roster sports. No changes or additions to team rosters can take place after the first regular season game takes place during that season, or with Athletic Director discretion.

Playing Time

Although there are many measures of success in the minds of each participant, perhaps the most emotional is playing time during contests. Coaches should privately inform each participant of his/her view of that participant's role, including starting, substituting, and playing time. If a student has questions about their role, they are encouraged to discuss it with the coach directly. At Dover- Sherborn High School, being a member of a team does not guarantee playing time.

Guidelines for this important issue are listed here:

Varsity Teams: The Varsity teams compete against opponents at the highest level of the division in which Dover-Sherborn is placed. In many instances, the major burden of the contest will be carried by the most competitive and the most skilled team members.

Sub-Varsity Teams: At the Sub-Varsity level (Junior Varsity and Freshman/JV2), members of the coaching staff will make a strong effort to play all team members for as much time as is practical.

Team Captains: Roles and Duties

The number of team captains and how and when they will be selected is a coaching decision. Captains may be elected or appointed on a game-by-game basis.

It is expected that a team captain be a leader of his/her team and should be ready to assume duties outlined by his/her coach. Captains are expected to be fully aware of team rules, and are expected to communicate with the coach and team members in the event of problems that affect the team. Captains may be asked to meet with the Athletic Director during the school year to discuss the program.

Team captaincy may be removed during their tenure by the coach, athletic director, or principal. Any team captain who violates an MIAA rule will have their captaincy removed upon confirmation of rule violation.

Captains should set a good example of sportsmanship and demonstrate positive leadership at all times. During athletic contests that they participate in or attend, they should cheer in support of their school's team rather than against the opponent.

Posters and flyers should be affixed to bulletin boards only. They should never be attached to the glass walls near exit doors, or on doors throughout the school. These notices and posters should be removed after the event takes place. All posters and notices should contain appropriate language and graphics and be approved by the principal, per school handbook.

Banquet Guidelines

Sports Banquets are a very important and essential part of the athlete's experience. These occasions provide an opportunity to celebrate and recognize team members at the end of the season.

The purpose of these guidelines is to assist all persons who are responsible for planning and executing sports banquets. Each high school sports program is encouraged to hold a sports banquet/end of season event. It is expected and encouraged that the members of each sport make the decision on when and how to officially celebrate the season.

Each of the following should be taken into consideration:

1) The host should invite all Varsity team members, Junior Varsity team members, Freshman team members, team managers, parents, friends, and select guests of the team.

2) Appropriate locations should be within 15 miles of Dover-Sherborn High School.

3) The cost for the meeting hall, dinner, and decorations should range between $25 and $35 dollars per attendee. If a team gift is involved, the total should not exceed $45.00.

4) The High School Athletic Director must be advised of the proposed time and place of each event as soon as possible and before the event is officially booked to avoid conflict with other school and community activities.

5) There should be no alcohol service available for any person attending the event.

6) The event should start and end promptly. It is expected that the entire banquet and program not exceed three hours and end before 9:00 pm on school nights.

Team Apparel

Team apparel is important for school spirit and to recognize team members for their accomplishments and commitment to the school community. The Athletic Department feels these guidelines will help ease the frustration with team orders:

1) All team orders must be approved by the Athletic Director before orders are placed.

2) Team apparel is defined as those purchases not considered part of the equipment list needed to participate on a team.

3) Apparel orders should be available to all members of the team, but are not mandatory for participation.

4) Team orders should be placed before the first contest of the sport.

5) Each team is responsible for taking orders and collecting money before the orders are placed.

6) Apparel should be predominantly school colors, royal blue and white. In the case of an apparel item that is a basic color (gray sweatshirt), the printing should contain royal blue and white. Black is also allowed but with royal blue and white accents.

7) The DS logo is available in the athletic office. Teams may also use sport specific prints with stock formats. All other language and graphics must be appropriate and approved by the Athletic Director.

8) All apparel items costing over $25.00 must be available to be ordered in subsequent years for future team members. Ideally, these items should be available for the team for at least four years. As stated above, all team items/orders must be approved by the Athletic Director.

Captain's Practice

The term "captain's practice" means a conditioning practice organized and conducted without adult supervision, either during or out-of-season. The MIAA does not sanction, encourage, or condone "captain(s) practices" in any sport. Captain's practices are not permitted at Dover-Sherborn High School. Organizers of captain's practices will be subject to school discipline, including suspension from athletic participation.

Awards

To receive an athletic award a student must be a member in good standing of an athletic team at the close of the season. Being a member of a team does not guarantee an award. Awards must be earned via criteria set forth by the coach and/or athletic director.

Guidelines for Parents/Guardians

When students become involved in the athletic program at Dover-Sherborn High School, they will experience some of the most rewarding moments of their lives. It is important to understand that there may also be times when things do not go the way you or your child wishes. At these times, a private discussion with the coach is encouraged.

Appropriate concerns to discuss with the coach:

- Your child's treatment
- Your child's improvement
- Your child's behavior
- Any scheduling conflicts

Issues not appropriate to discuss with the coach:

- Playing time
- Team strategy
- Play calling
- Other student-athletes

Certain situations may require a conference between the coach and the parents/guardians. When these conferences are necessary, the following procedure should be followed to help promote a resolution of the issue or concern:

- Contact the coach first. If needed, then contact the Athletic Director.

• DO NOT CALL THE COACH AT HOME. A coach's time with family is severely limited during the season. The family's privacy should be respected.

• Please do not attempt to confront a coach before or after a contest or at a practice session. These can be emotional times for both the parents/guardians and coach. Meetings should be scheduled away from other students and the playing field.

Athletic User Fees and Refunds

Once chosen as a member of a team, payment of an athletic user fee is required. However, payment of the fee does not guarantee playing time. Fees are to be paid before the start of the season. Checks should be made payable to: Dover-Sherborn High School, or receipt from online payments must be printed and submitted at the time of registration. For the 2025-2026 school year, the fee is $335 per sport, and a limit of $1,675 per family per year (equivalent to 5 sports teams). **It is currently 4 sports for the family cap - Dawn Fattore - does this need to be changed to 5??**

When, and if, fees are changed by the School Committee, parents and students will be notified.

Refunds will be allowed under the following circumstances:

- A full refund will be given if a student is cut from a team.
- A pro-rated refund will be given if a student moves from the district during the season.
- A full refund will be given if a student is injured or ill, necessitating his/her removal from the team prior to the first game.
- If a family is experiencing financial hardship they must reach out to the principal and AD before the season begins to discuss a full or partial fee waiver. This will be reviewed and declined or approved by the principal.

No refund will be given if a student quits a team or is removed for disciplinary or academic reasons after the first contest takes place.

The Coach

Role of the Coach

The MIAA ~~Coaches'~~ Handbook clearly articulates the role of coaches. The Administration and School Committee believe that it is important to share this information with the Dover-Sherborn community.

Coaches' Code of Ethics

The MIAA emphasizes that coaches should always act as role models and uphold high standards of sportsmanship, integrity, and ethics. Coaches are expected to promote positive decision-making and encourage all participants in the power of positive influence. The MIAA's Coaches' Code of Ethics also

stresses the importance of respecting officials, fostering a culture of inclusivity, and avoiding the use of alcohol and tobacco when in contact with players.

Key Elements of the MIAA Coaches' Code of Ethics:

1. **Upholding the Honor and Dignity of the Profession:** Coaches should always act with integrity and respect, demonstrating positive behavior and leadership.
2. **Respect for Officials:** Coaches must refrain from publicly criticizing officials and ensure their players and spectators also maintain respectful behavior.
3. **Positive Role Modeling:** Coaches should be role models for their players, promoting positive decision-making, sportsmanship, and healthy lifestyles.
4. **Inclusion and Diversity:** Coaches should create an inclusive environment where all student-athletes feel welcome and valued.
5. **Substance Abuse Prevention:** Coaches should be actively involved in preventing substance abuse among their players and avoid the use of alcohol and tobacco in their presence.
6. **Promoting the Entire Program:** Coaches should support the school's athletic program and work in harmony with other departments.
7. **Respect for the Rules:** Coaches should master the rules of the game and ensure their players understand and follow them.
8. **Positive Sportsmanship:** Coaches should foster a positive and respectful environment for all participants, including players, fans, and officials.
9. **Fairness and Integrity:** Coaches should never seek an advantage through cheating or bending the rules.
10. **Respect for Others:** Coaches should respect the rights and dignity of all individuals, including opponents, officials, and spectator

Program Expectations at Dover-Sherborn

At Dover-Sherborn High School, each individual sport should be developed into a "program." With direction from the Athletic Director, the Varsity Head Coach will provide consistent structure at all levels of the program.

Communication

Before the start of the season and then during the season, as the situation may warrant, the Varsity Head Coach as Program Director, with approval of the Athletic Director, will communicate in writing to athletes and parents/guardians his/her approach to the following:

- expectations for the team and program as a whole
- team requirements such as pre-season conditioning, special equipment, practice times and locations, and special tournament expectations
- the tryout process: timing, selection criteria, and communication of decisions
- the procedure that athletes and parents/guardians should follow in case of injury during practice or competition.

In addition, the Head Varsity Coach is expected to develop a consistent philosophy across all levels, so that players can move more easily between levels during the season. He/she should be familiar with athletes at all levels. The Head Varsity Coach is also responsible for forming links with town youth programs if they exist in his/her sport.

Student-Athlete Responsibilities

After School Help:

Student-athletes are urged to use opportunity periods. In general, official practices will begin at 3:30 pm. Attending extra help, detention, or other academic activities may take priority over attending practices or contests.

Daily Team Attendance

It is extremely important that a coach be notified if a student is not going to be present at a practice or game when the student is not absent from school. Our coaches expect their athletes to be present at all team-related activities and may suspend a team member from contests for unexcused absences. Students may be excused from athletic activities at the discretion of the coach. Students may be restricted from game participation because of missed practice or game time. In some cases, a student-athlete may be removed from a team due to attendance issues.

Absences, Tardiness, and Dismissals

When a student is absent due to injury or illness, he/she will not be allowed to practice or represent Dover-Sherborn in a school-sponsored sports event. To be considered present for participation purposes, a student must arrive by 9:30 am and remain for the rest of the day. At no time will an athlete be allowed to participate in school athletics if he/she is dismissed at any time during the school day because of illness. If a student has been absent on Friday due to illness, he/she cannot represent Dover-Sherborn on Saturday or Sunday without the written permission of a doctor, the Principal, or the Assistant Principal.

Bona-Fide Team Member Rule

Loyalty to your High School Team

A bona fide member of the school team is a student who is consistently present for, and actively participates in, all high school team sessions (e.g. practices, tryouts, competitions). Bona fide members of a school team are precluded from missing a high school practice or competition in order to participate in a non-school athletic activity/event in any sport recognized by the MIAA. Students cannot be given special treatment (late arrival, early dismissal, etc.) for non-school athletic programs.

One waiver form per season may be applied for by a student athlete two weeks in advance **if the coach of the program approves. If the coach does not support the waiver then the waiver will not be submitted.**

First Offense: Student-athlete is suspended for 25% of the season.

Second Offense: Student-athlete is suspended for an additional 25% of the season, and is ineligible for tournament play immediately upon confirmation of the violation. See MIAA Rule 98 for additional tournament restriction and Rule 88 for waiver guidelines.

Spectator Rules and Regulations

Sportsmanship & Spectator Behavior

Dover-Sherborn High School expects all parties at a contest to display the highest possible level of sportsmanship. Players, coaches, and spectators are to treat teammates, opponents, game officials, and visiting spectators with respect.

Dover-Sherborn High School and the Tri-Valley League (TVL) are committed to the highest ideals of sportsmanship, as well as to establishing a healthy environment for competition. We will not tolerate negative statements or actions towards competitors, coaches, game officials, or fans in attendance at our events. This includes taunting, trash talking, baiting, berating players, coaches, or officials, or actions which ridicule or embarrass. The TVL has a ZERO TOLERANCE POLICY. Offenders will be ejected, and school disciplinary codes are also in effect.

The Principals and Athletic Directors of the Tri-Valley League stand committed to hosting events which

support the highest ideals of sportsmanship.

The MIAA reserves the right to "warn, censure, place on probation or suspend for up to one calendar year any player, team, coach, game or school official or school determined to be acting in a manner contrary to the standards of good sportsmanship." Dover-Sherborn High School also reserves the right to impose the same penalties on spectators displaying poor sportsmanship at any of our contests, home or away.

Resolution of Incomplete Grades

All incompletes must be resolved by the student and the grade submitted by the teacher within two weeks after issuance of grades at the end of the first and second semester. Any exceptions must be approved by the principal.

Eligibility for Extracurricular Activities

To be academically eligible to participate in athletics, clubs, and drama/musical performances during the first and second semester, a student cannot fail more than one major academic course (English, Math, Science, Social Studies, World Language for the term immediately preceding. Academic eligibility for first and second semester is determined at the end of first, and second semesters, respectively, when report cards are distributed.

To be academically eligible to participate for the first term, a student is required to have passed 30 credits (the equivalent of five traditional year-long courses) in the previous academic year, and to have not failed more than one course. Eligibility for the first quarter is determined by a student's final grades from the previous school year.

Student-athletes may not participate in games or scrimmages until they have met these eligibility requirements and been granted clearance by the Athletic Director.

A student entering Grade 9 from a middle or junior high school is eligible at the start of the ninth grade school year.

Chemical Health Policy

In addition to the enforcement of the school policy, the following MIAA penalties will be enforced by the Athletic Department.

From the earliest fall practice date, to the conclusion of the academic year or final athletic event (whichever is latest), a student shall not, regardless of the quantity, use, consume, possess, buy/sell, or give away any beverage containing alcohol; any tobacco product(including e-cigarettes, VAPE pens and all similar devices); marijuana (including synthetic); steroids; or any controlled substance. This policy includes products such as "NA or near beer".

It is not a violation for a student to be in possession of a legally defined drug specifically prescribed for the student's own use by his/her doctor.

This MIAA statewide minimum standard is not intended to render "guilt by association", e.g. many student-athletes might be present at a party where only a few violate this standard. This rule represents only a minimum standard upon which schools may develop more stringent requirements.

If a student in violation of this rule is unable to participate in interscholastic sports due to injury or academics, the penalty will not take effect until that student is able to participate again.

The MINIMUM penalties are:

First violation: When, and if, the Headmaster confirms, following an opportunity for the student to be heard, that a violation occurred, the student shall lose eligibility for the next consecutive interscholastic contests totaling 25% of all interscholastic contests in that sport. For the student, these penalties will be determined by the season in which the violation occurs. No exception is permitted for a student who becomes a participant in a treatment program. It is recommended that the student be allowed to remain at practice for the purpose of rehabilitation. Decimals will be truncated, i.e., all fractional part of an event will be dropped when calculating the 25% of the season.

Second and subsequent violations: When the Headmaster confirms, following an opportunity for the student to be heard, that a violation occurred, the student shall lose eligibility for the next consecutive interscholastic contests totaling 60% of all interscholastic contests in that sport. For the student, these penalties will be determined by the season in which the violation occurs. Decimals will be truncated, i.e., all fractional part of an event will be dropped when calculating the 60% of the season.

If, after the second or subsequent violations, the student of his/her own volition becomes a participant in an approved chemical dependency program or treatment program, the student may be certified for reinstatement in MIAA activities after a minimum of 40% of events. The director or a counselor of a chemical dependency treatment center must issue such certification. Decimals will be truncated, i.e. all fractional part of an event will be dropped when calculating the 40% of the season.

Penalties shall be cumulative each academic year. If the penalty period is not completed during the season of violation, the penalty shall carry over to the student's next season of actual participation, which may affect the eligibility status of the student during the next academic year.

No student, who has a current suspension for violating the Chemical Health Policy, will be allowed to join a team after the first day of organized team activities.

Any student who has incurred a Chemical Health Violation will be ineligible to become a captain for a period of 1 calendar year of the date of incident. Any student who is serving as a team captain and receives a Chemical Health Violation will have their captaincy removed. Individual team rules from a coach and be more strict as long as the rule has been disseminated to all

participants and parents/guardians during Meet the Coach Night and the Athletic Director and Headmaster have approved the rule in advance.

Bullying – A Statement of Propose

The Dover Sherborn Public Schools Bullying Prevention and Intervention Plan meets the requirements of M.G.L. c. 71, S370 and is modeled after the Massachusetts Department of Elementary and Secondary Education's Model Plan for dealing with bullying behaviors in our schools. The Plan includes strategies for identifying, reporting, and responding to bullying behaviors. This Plan is a key part of our schools' mission "to inspire, challenge, and support all students as they discover and pursue their full potential" and it complements our schools' student wellness and discipline policies. Please note the use of the words "target" instead of "victim" and "aggressor" instead of "perpetrator" are used throughout this document to be consistent with language used by the Massachusetts Department of Elementary and Secondary Education.

Definitions essential to the Dover Sherborn Bullying Prevention and Intervention Plan:

Aggressor is a student who engages in bullying, cyber bullying, or retaliation.

Bullying, as defined in M.G.L. c. 71, § 37O, is the repeated use by one or more students of a written, verbal, or electronic expression or a physical act or gesture or any combination thereof, directed at a target that:

- causes physical or emotional harm to the target or damage to the target's property
- places the target in reasonable fear of harm to himself or herself or of damage to his or her property; • creates a hostile environment at school for the target
- infringes on the rights of the target at school or
- materially and substantially disrupts the education process or the orderly operation of a school.

Cyber bullying: is bullying through the use of technology or electronic devices such as telephones, cell phones, computers, and the Internet. It includes, but is not limited to, email, instant messages, text messages, and Internet postings.

See M.G.L. c. 71, § 37O for the legal definition of cyber bullying.

Hostile environment, as defined in M.G.L. c. 71, § 37O, is a situation in which bullying causes the school environment to be permeated with intimidation, ridicule, or insult that is sufficiently severe or pervasive to alter the conditions of a student's education.

Retaliation is any form of intimidation, reprisal, or harassment directed against a student who reports bullying, provides information during an investigation of bullying, or witnesses or has reliable information about bullying.

Staff includes, but is not limited to, educators, administrators, counselors, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities, support staff, or paraprofessionals.

Target is a student against whom bullying, cyber bullying, or retaliation has been perpetrated.

Hazing - Massachusetts State Law

Whoever is a principal organizer or participant in the crime of hazing, as defined herein, shall be punished by a fine of not more than three thousand dollars or by imprisonment in a house of correction for not more than one year, or both such fine and imprisonment. The term "hazing" as used in this section and in sections eighteen and nineteen, shall mean any conduct or method of initiation into any student organization whether on public or private property, which willfully or recklessly endangers the physical or mental health of any student or other person. Such conduct shall include whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug or other substance, or any other brutal treatment or forced physical activity which is likely to adversely affect the physical health or safety of any such student or other person, or which subjects such student or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation. Notwithstanding any other provisions of this section to the contrary, consent shall not be available as a defense to any prosecution under this action. Added by St. 1985, c.536; amended by St. 1987, c.665.

CH. 269, S.18 Duty to Report Hazing

Whoever knows that another person is the victim of hazing as defined in section seventeen and is at the scene of such crime shall, to the extent that such person can do so without danger or peril to himself or others, report such crime to an appropriate law enforcement official as soon as reasonably practicable.

Whoever fails to report such crime shall be punished by a fine of not more than one thousand dollars. Added by St. 1985, c.536; amended by St. 1987, c.665. CH. 269, S.19.

Hazing Statutes to be Provided; Statement of Compliance and Discipline Policy Required

Each institution of secondary education and each public and private institution of post secondary education shall issue to every student group, student team or student organization which is part of such institution or is recognized by the institution or permitted by the institution

to use its name or facilities or is known by the institution to exist as an unaffiliated student group, student team or student organization, a copy of this section and sections seventeen and eighteen; provided, however, that an institution's compliance with this section's requirements that an institution issues copies of this section and section seventeen and eighteen to unaffiliated student groups, teams or organizations shall not 22 constitute evidence of the institution's recognition or endorsement of said unaffiliated student groups, teams or organizations.

Each such group, team or organization shall distribute a copy of this section and sections seventeen and eighteen to each of its members, plebes, pledges or applicants for membership. It shall be the duty of each such group, team or organization, acting through its designated officer, to deliver annually, to the institution an attested acknowledgement stating that such group, team or organization has received a copy of this section and said sections seventeen and eighteen, that each of its members, plebes, pledges, or applicants has received a copy of sections seventeen and eighteen, and that such group, team or organization understands and agrees to comply with the provisions of this section and sections seventeen and eighteen. Each institution of secondary education and each public or private institution of post secondary education shall, at least annually, before or at the start of enrollment, deliver to each person who enrolls as a full time student in such institution a copy of this section and sections seventeen and eighteen.

Each institution of secondary education and each public or private institution of post secondary education shall file, at least annually, a report with the board of higher education and in the case of secondary institutions, the board of education, certifying that such institution has complied with its responsibility to inform student groups, teams or organizations and to notify each full time student enrolled by it of the provisions of this section and sections seventeen and eighteen and also certifying that said institution has adopted a disciplinary policy with regard to the organizers and participants of hazing, and that such policy has been set forth with appropriate emphasis in the student handbook or similar means of communicating the institution’s policies to its students. The board of higher education and, in the case of secondary institutions, the board of education shall promulgate regulations governing the content and frequency of such reports, and shall forthwith report to the attorney general any such institution which fails to make such report.

Penalty: One to three days out-of school suspension; police notification.

Team Transportation

When school transportation is provided, all team members are expected to travel with their team. There is value in teams traveling to and from contests with regard to camaraderie and overall team culture. A parent may transport their son/daughter home from an athletic event, provided they have turned in written notice to the coach, in person, stating they are taking their son/daughter from the contest. The contest must be completed in order to leave with a parent/guardian, as required under the

MIAA Bona Fide Team Member rule. If a parent/guardian is to drive another child home, a note must be signed by that child's parent stating they have permission to do so. This should not be a regular occurrence unless the student athlete and parent have discussed the legitimate reason with the athletic director before the season begins. Being a part of the team means riding the bus to and from athletic events. Alternate means of transportation should be an exception and not the norm.

Security of Personal Belongings

All personal belongings should be locked in a locker or team room while the student-athlete is trying out, practicing, or playing. Each student should have a school-issued lock for his/her gym locker and should never leave the locker unlocked or open. If you can't lock it up, take it with you. *Dover-Sherborn High School cannot be responsible for loss of personal belongings.*

Sports Medicine

Dover-Sherborn High School has sports medicine personnel trained in sports-related injury/illness on school grounds to evaluate and treat high school athletic injuries as they may occur. Coverage is provided for athletic contests and practices. Coverage is not provided on non-school days, except as scheduled by the Athletic Director.

In case of an injury, the athlete will be evaluated and recommendations for care will be provided to the parent/guardian. If a visit to the hospital or physician is necessary, a written medical note releasing the athlete to return to participation (either practice or contest) is mandatory. High school athletes may report to the athletic training room any time after school for treatment or evaluation.

Athletic Training room courtesy is expected of all athletes. The room is an emergency facility, and will be treated as such.

A full list of policies for Sports Medicine can be found in the Sports Medicine Handbook (link to be added).

D/S BOH Policy for Managing Mosquito-Related Health Concerns in Athletic Teams

This policy aims to safeguard the health of all athletic participants by proactively addressing mosquito-related health concerns. All coaches, athletes, and support staff are expected to adhere to these guidelines and remain vigilant in the face of potential risks.

1. Monitoring and Risk Assessment

- Regular Surveillance:
    - Monitor local health advisories and mosquito activity reports.
    - Collaborate with public health officials to stay updated on mosquito-borne diseases in the area.

● Assessment of Conditions:

○ Evaluate environmental conditions (e.g., standing water, high humidity) that may contribute to increased mosquito populations.

2. Education and Awareness

● Inform Athletes and Staff:

○ Provide educational materials about mosquito-borne diseases, prevention methods, and symptoms.

● Training Sessions:

○ Conduct training for coaches and staff on recognizing risks and implementing preventative measures.

3. Preventative Measures

● Personal Protection:

○ Encourage the use of insect repellent containing DEET or other effective ingredients.

○ Recommend wearing long sleeves and pants during high-risk times (dawn and dusk).

● Field Preparation:

○ Schedule practices and games during times of lower mosquito activity, if possible. ○ Ensure playing fields are free of standing water and maintain landscaping to minimize Mosquito breeding.

4. Response Plan

● Immediate Actions if Risk Increases:

○ Alter outdoor activity start times or temporarily suspend outdoor activities if local health authorities issue alerts regarding high mosquito-borne disease risk.

○ Implement enhanced personal protective measures, including the distribution of insect repellent.

● Health Monitoring:

○ Encourage athletes to report any symptoms related to mosquito-borne diseases and ensure

access to medical evaluation.

5. Communication

● Notification Process:

○ Establish a communication protocol to inform athletes, parents, and staff of any changes in policy or risk levels.

● Feedback Loop:

○ Create channels for athletes and staff to provide feedback on the effectiveness of measures and report any concerns.

6. Evaluation and Review

● Regular Review of Policy:

○ Annually assess the effectiveness of this policy and make adjustments based on new information or changing conditions.

● Post-Event Evaluation:

○ After any outbreak or incident, review responses and outcomes to improve future strategies.

Locker Rooms and School Facilities

Student-athletes are expected to respect the locker facilities, showers, and general areas of the athletic/school facilities, both home and away. We expect the student-athletes to take pride in their facilities, and to leave them in good condition. No type of vandalism will be tolerated, and equipment, clothing, towels, and other items should not be left behind in the locker room after games or practices. In the spirit of the Dover-Sherborn High School Mission Statement, it is the student-athlete's responsibility to demonstrate respect for others and for the facility.

School Athletic Equipment and Uniforms

Students have an obligation and responsibility for the proper care and retention of all equipment issued to them from the date of issue to the date of return. Students failing to turn in all issued equipment and uniforms, or returning equipment damaged through misuse, are responsible to meet the current replacement cost for such equipment or uniforms. Payment is required at the time of the loss, or prior to either the next season of athletic involvement, or graduation, whichever comes first. In the event that the equipment or uniform is found and/or returned after payment, a refund will be made. School athletic equipment should only be worn for team activity, i.e., practice, games, spirit events.

Student-athletes failing to return uniforms/equipment will not be allowed to register for the following athletic season until payment for lost items is received. In the event the student-athlete is a Senior in their last season of participation, the student's diploma will be withheld until payment is received.

Athletes are required to supply and carry their own water bottles. The school will provide the water.

Season Limits

Fall practice start dates are set by the MIAA, and are published annually. No team practices may begin until the MIAA-approved dates. Football teams must precede their initial contact practice day with an additional three days of single non-contact sessions. The winter season begins the Monday after Thanksgiving. This season usually affects the winter vacation break and could affect the February vacation if a team or individual qualifies for post-season tournament play.

The spring season begins the third Monday in March. The April vacation may be affected if games are scheduled. Parents/guardians and players should check this issue with the individual coach.

All seasons: fall, winter, spring must end with the completion of the regular varsity season or, for qualified varsity teams or individuals, upon completion of their participation in MIAA tournaments.

Varsity Games Missed During School Vacations

The Dover-Sherborn School Community is committed to providing students with a competitive athletic program, while encouraging an educational atmosphere that respects family commitments and community responsibilities. While it is not possible to avoid scheduling varsity games during school vacations, every effort will be made to schedule games to maximize the vacation time available for family and community service activities. Coaches should be notified as soon as possible if a student plans to miss games or practices over vacations. If a player misses a game that is scheduled during a school vacation, that player may be benched for up to one game for every game missed, not to exceed two games in total. No additional penalty will be imposed for missed practices under these circumstances.

Forty hours of Service Learning is a requirement for graduation, and the spring vacation has customarily been utilized for experiences that fulfill this requirement. Therefore, no penalty for games or practices missed during spring break will be imposed on students who have engaged in a service-learning project, if verification is provided to the coach. Spring Vacation is also a common time for juniors to visit colleges with their families-please let the coach know in advance if you will be absent during spring vacation. Due to spring scheduling constraints, athletic contests most likely will be scheduled during the April vacation.

Out-Of-Season Sports Participation

Participation in out-of-season clinics, leagues, or other related sport activities is strictly up to the discretion of the student-athlete and his/her parents. While such participation may improve a student's knowledge and skill, it is the student's decision whether or not he/she wishes to become involved in such activities. Participation in such activities will have no bearing on a student-athlete's participation on a Dover-Sherborn High School athletic team. The Athletic Department encourages all students to take full advantage of the activities offered and become involved in more than one sport.

According to MIAA rules, "Neither a coach nor any other representative of the school may require an athlete to participate in a sport or training program outside of the MIAA defined sport season." Voluntary conditioning seasons open equally to all students in the school, and which are entirely devoid of sports-specific activity, may be conducted between sessions, provided no candidate is either required to participate or penalized for not doing so. A "candidate" is defined as a varsity or sub-varsity athlete who participated in the high school program at some interscholastic level in part of the previous season.

Physical Education Class

All students are required to participate in their regularly scheduled Physical Education classes. Any student who is medically excused from Physical Education may not participate in his/her practice or game for that day.

mTBI/Concussion Policy

Purpose: A concussion is a complex disturbance in brain function resulting from direct or indirect trauma to the brain. A concussion is related to neurometabolic dysfunction, rather than structural injury. DSHS complies with MIAA citation 105 CMR 201.000: Head Injuries and Concussions in Extracurricular Athletic Activities. This policy will serve as the minimum guidelines to be followed in the event of a mild traumatic brain injury. This policy shall be reviewed annually.

Policy: The following policy is set forth for all DSHS coaches, staff, student-athletes, and parents/guardians.

Education – Coaches and Staff

All coaches and athletics staff shall undergo concussion training annually in coordination with the MIAA regulations. Coaches and staff shall complete one of two MIAA-approved courses listed:

1) Heads Up: Concussion in Youth Sports from the Centers for Disease Control and Prevention: https://www.cdc.gov/headsup/youthsports/training/index.html

2) Concussion in Sports: What you Need to Know from the National Federation of State High School Associations: https://nfhslearn.com/courses/concussion-in-sports-2

Coaches and staff shall provide certificate of completion to the athletic director or athletic trainer.

Education – Parent/Guardian and Student-Athlete

All parents/guardians and student-athletes shall receive concussion education annually in coordination with the MIAA regulations.

Parents will view the following video: https://www.youtube.com/watch?v=zCCD52Pty4A

Student-athletes will view the following video: https://www.youtube.com/watch?v=zCCD52Pty4A

Parents/guardians and student-athletes will review the following fact sheet:
https://www.cdc.gov/headsup/pdfs/youthsports/Parent_Athlete_Info_Sheet-a.pdf

Parents/guardians and student-athletes will acknowledge when signing up for their sport that they have read/viewed, understand, and accept the concussion education and injury policy in their online FamilyID portal.

Baseline Testing

All student-athletes will complete an ImPACT baseline test prior to their first sport in their freshman or transfer year, and two calendar years after. The student-athlete will also provide baseline information to the medical staff regarding their history of concussion or brain injury, neurologic disorder, and mental health symptoms and disorders via the history section of the FamilyID profile required during sport sign-up. The information provided by the student-athlete in the health questionnaire will be reviewed by the athletic trainer.

The IMPACT baseline test will be reviewed by the athletic trainer. In the event a student-athlete does poorly on the baseline testing, the student-athlete may be asked to retake the baseline test.
As part of DSHS concussion protocol, if an athlete is concussed, they will take the IMPACT post injury test once symptom free for 24 hours. After review of the post injury test by the athletic trainer, the student-athlete may or may not need to take additional post injury tests.

Process when no Athletic Trainer/Qualified Medical Professional is Present at Event

If no Athletic Trainer or other qualified medical professional is present to evaluate the student-athlete at the event, coaches are responsible for removing any student-athlete they suspect of having a mTBI or concussion from the activity, be it practice, competition, conditioning, weight lifting, or other athletic-related activity. The student-athlete shall not return to any activity until a qualified medical professional in the evaluation of concussion/mTBI has completed a full evaluation of the injury.

As soon as able, the coach is responsible for contacting the parent/guardian to communicate the injury. The coach is also responsible for contacting the athletic trainer within 12 hours of the injury. The coach shall fill out and submit to the athletic trainer within 24 hours a copy of "Report of Head Injury During Sports Season Form" provided by the MA Department of Health (Appendix B).

Initial Evaluation after Suspected Head Injury

At the time of injury, or as soon as able, the Athletic Trainer will evaluate the student-athlete for signs and symptoms of a concussion as well as a clinical assessment of cervical spine trauma, skull fracture, possible intracranial bleed and catastrophic injury (if appropriate based on timing of seeing the student-athlete). A student-athlete that is determined to display signs/symptoms/behaviors consistent with a concussion will be removed from practice or competition for evaluation. Medical staff will seek consultation with a Medical Doctor immediately if there is one present and available. If a concussion is confirmed or suspected, the

student-athlete must be removed from practice/play for the remainder of that calendar day and will be monitored by the medical staff for changes in any symptoms. The student-athlete may only return to play the same day if a concussion in no longer suspected.

The SCAT-6 shall be used in evaluation of suspected mild traumatic brain injury/concussion.

If the student-athlete is asymptomatic after initial evaluation:

- Exertionally test the student-athlete.
- Repeat assessment including cranial nerve assessment, cognitive assessment, and balance assessment.
- If the student-athlete remains asymptomatic after repeat testing, they can be cleared by the Certified Athletic Trainer for participation.
- If the student-athlete displays signs and symptoms of a concussion after repeat testing, they must be removed from practice or competition for the remainder of that calendar day.

If the student-athlete is symptomatic after initial evaluation:

- The student-athlete will be removed from practice or competition for the remainder of that calendar day.
- The student-athlete will be assessed throughout the remaining practice or competition for any change in symptoms.

mTBI Injuries Occurring Outside School Sanctioned Events

In the event a student-athlete sustains a mTBI/concussion outside school events, it is the responsibility of the parent/guardian to communicate the injury to the school nurse/athletic trainer. The parent/guardian must submit a copy of "Report of Head Injury During Sports Season Form" provided by the MA Department of Health (Appendix B). The parent/guardian will also provide notes from any medical provider that has evaluated the student-athlete. The student-athlete shall not be allowed to participate in any school athletic activity until the return-to-play and return-to-learn (if applicable) protocols are completed. If the injury occurs in a season that the student-athlete is not participating in a school team, documentation should be provided to the athletic trainer prior to the start of the next season of participation that the student-athlete is fully cleared for athletic activity.

Post-Concussion Management

If the student-athlete presents with worsening symptoms, emergency medical attention must be sought immediately. Activation of the emergency action plan (EAP) and transportation to the emergency room will occur if an evaluation of the Glasgow Coma Scale (GCS) is done and the following is found: GCS of less than 13 on initial assessment or GCS is less than 15 at 2 hours or more post initial assessment. Activation of the EAP will also occur if the immediate assessment of a student-athlete presents with the following scenarios: prolonged loss of consciousness, neurological deficits suggesting intracranial trauma, repeat emesis (vomiting), diminishing/worsening mental status or other neurological signs/symptoms and/or spinal injury.

A plan for continued monitoring must be discussed with the student-athlete's parent/guardian. Oral and/or written instructions for home care will be given to the student-athlete and to a parent/guardian who should continue to monitor and supervise the student-athlete during the acute phase of sport related concussion (per the National Athletic Trainers' Association Position Statement: Management of Sport Concussion). The

student-athlete that reports a concussion to the athletic training staff will not be allowed to attend/participate in any classroom activity on the same day in which a concussion is reported.

The student-athlete shall complete a daily log of symptom and activity tracking. This log can be submitted electronically by completing the form here: https://forms.gle/y1YrMoCxCTvN7jwM8

Return-to-Learn

The Athletic Training staff will notify the school nurse when a student-athlete has sustained a concussion. Notification will be provided through the Google Drive document tracking concussions and via email. Information included in this notification will include the following: Date of injury, type of injury, and any anticipated impact on academics including possible missed class time. The Athletic Training staff will provide updates on current symptoms and give any academic recommendations regarding the level of classroom and academic exposure the student-athlete should have based on the return-to-learn protocol. Recommendations will be based off the signs and symptoms reported to the Athletic Trainer. The school nurse will then communicate these recommendations to the student-athlete's guidance counselor.

If the student-athlete cannot tolerate cognitive activity, the student-athlete will remain out of school. The student-athlete's return to the classroom and/or studying will be on an as tolerated basis. The student-athlete will also be re-evaluated by their overseeing physician (or their designee) in the event that symptoms worsen with academic work and increased cognitive activity. In the event of more specific or prolonged academic accommodations, a Clinical Neuropsychologist or concussion specialist should be sought out. Complex cases that require a prolonged return-to-learn will be managed by a multidisciplinary concussion management team involving the overseeing physician, neuropsychologist/concussion specialist, athletic trainer, school nurse, guidance, and administration.

If cases are prolonged, school resources will be identified by the concussion team and accommodations will be made in compliance with the ADAAA as needed.

Upon significant symptom improvement, or at physician direction, the student-athlete will return to school. The student-athlete will progress through the following levels at the discretion of the school nurse or athletic trainer, or as designated by the student-athlete's physician. At the discretion of the school nurse or athletic trainer, a student-athlete may not need to complete each level, based on symptoms and cognitive ability.

Black: Significant symptoms. No academic activity, excused from school. Instructed to refrain from all academic activity, and encourage rest and recovery. Encourage reduced screen time. Typically first 48-72 hours. If moderate-significant symptoms persist longer than 5 days, seek out further evaluation with a physician.

Red: Improvement of symptoms. Symptoms mild. Begin short work at home, 15-20 minute blocks. If symptoms increase by more than 1-2 points per symptom on the SCAT6 symptom scale, cease work and rest for 24 hours. If symptoms continue to persist longer than 10 days at the same level, seek follow-up with a physician.

Orange: Symptoms significantly improved/resolved. Return to school. 20 minutes in class, followed by a 10 minute break. Half-day if recommended by an overseeing physician. No attendance to band, chorus, or

physical education. Light athletic activity (walking, biking) may begin at this phase if cleared by the physician/physician designee or school athletic trainer.

Yellow: No remaining symptoms. Full school days with short breaks if necessary. Plan created for make-up of work/tests. Return-to-play protocol may begin for athletics, but no progression to full activity may occur.

Green: No remaining symptoms. Full school days, full work. Full return to athletic activity may occur.

Green: No remaining symptoms. Full school days, full work. Full return to athletic activity may occur.

Return-to-Play

The following stages must be completed before a student-athlete can return to play. Before signing off on full medical clearance, the student-athlete must be asked whether or not they have completed each phase. Inquire about their symptoms, thinking, and concentration skills at each stage described below. Also include questions about the exercises and drills specific to the sport in which they engaged at each stage. The student-athlete should have only moved to the next stage if recurrence of symptoms did not occur. If symptoms return, inform the student-athlete that they should repeat the previous asymptomatic level, and attempt to progress again after being free of concussion-related symptoms for a further 24 hour period at the lower level. If symptoms persist at the lower level of activity, the student-athlete will be held from all activity for at least 48 hours, and will return to Stage 1 when symptom-free.

The Athletic Trainer shall track symptoms, academic progress, and return-to-play progress through a Google document: Concussion Tracking Form. See link or attached example.

Once the student-athlete is asymptomatic for 24 hours, the student-athlete will take the ImPACT post-injury 1 test and will begin a supervised stepwise progression for return-to-sport. Upon review of the ImPACT test by the athletic trainer, if abnormal results are found, consultation with the overseeing medical doctor will be sought.

Stage 1: Low levels of physical activity. This includes walking/light stationary biking. 30 minutes maximum of physical activity.

Stage 2: Moderate levels of physical activity with body/head movement. This includes jogging, brief running, moderate intensity on the stationary bike, light intensity weightlifting (reduce time and body weight exercises only). 45 minutes maximum of physical activity.

Stage 3: Heavy non-contact physical activity. This includes sprinting/running, high intensity stationary biking, moderate lifting, non-contact sport specific drills (agility with 3 planes of movement). 60 minutes maximum of physical activity.

Stage 4: Sports specific non-contact practice. All drills, conditioning, etc. excluding drills involving possible contact. Full weight lifting. 90 minutes maximum of physical activity.

Stage 5: Full contact (if appropriate) in a controlled drill or practice. The physician or medical provider should sign the medical clearance form before being cleared for full contact practice. Student-athlete may not participate in a contest. No maximum time for physical activity.

Stage 6: Return to competition.

Final and Full Return to Play

Consultation with the athletic trainer will take place throughout the evaluation and return to play progression. Final and official medical clearance for unrestricted return-to-sport will be made by the athletic trainer once the overseeing physician or medically qualified physician designee has signed off on full return to participation. Unrestricted return-to-sport should not occur prior to unrestricted return-to-learn. The student-athlete must participate in a full contact practice before returning to game play.

Further Information

Additional information can be found on the following websites:

- ImPACT Testing: www.impacttest.com
- MIAA Concussion Policy: https://miaa.net/concussion
- Massachusetts Department of Public Health: https://www.mass.gov/sports-related-concussions-and-head-injuries

College and the Recruiting Process

One of the most important decisions facing high school students is what to do with their lives after high school. The athletic director and members of the coaching staff are willing and eager to assist all students with this extremely important decision. The Athletic Department may be able to answer questions, contact coaches or schools, send videotapes, if available, and write letters of recommendation. If a student's goal is to compete athletically at the collegiate level, it is very important to be aware of the ever-changing NCAA regulations. The Dover-Sherborn High School Guidance Department and the Athletic Director have information on and experience in dealing with NCAA regulations and the recruiting process.

Medical and Insurance Requirements

Physicals & Release Forms

All students who plan to participate in athletics must have written proof of a current physical exam signed by a physician. In order for the exam to be current, it must be dated within 13 months of any athletic involvement. It is strongly recommended that an annual exam be scheduled between June and August preceding each school year. Such an exam will cover a student for the entire school year.

Parents/guardians permission forms, which contain important emergency and insurance information, must be completed and signed by the athlete and a parent/guardian. These forms are online at www.familyId.com under the Dover-Sherborn Registration Page. The information provided will be disseminated to authorized personnel and coaches, as part of our emergency protocol.

Athletes will not be allowed to participate in games in any season without having a current medical form, parental/guardian permission on file, and payment of the athletic fee for that season. Each season a deadline for fee payment will be published. In the event the fee is not paid by that date, the student-athlete will be held from all athletic participation until payment is received. In addition, any student-athlete whose physical expires during the season will be reminded in advance of the expiration. Any student-athlete whose physical expires without an updated document uploaded to FamilyID will be held from all athletic activity.

Insurance Coverage

The Dover-Sherborn School District provides insurance coverage only for those students participating in interscholastic athletic activities. This plan does not cover expenses that are covered through the student's parent's insurance company. However, expenses not covered by personal insurance may be covered by the district's insurance plan.

When an injury occurs, an insurance form may be picked up in the Athletic Office. The school's insurance form must be submitted to the insurance company within thirty days.

Athletic Advisory Committee

Mission Statement: The Athletic Advisory Committee is an advisory group for the Athletic Director. Responsibilities include providing input on the following topics:

- Addition and deletion of teams
- Changes in athletic policies and procedures
- Athletic facility planning
- Guidance to School Committee on athletic matters
- Other pertinent athletic issues

The Athletic Advisory Committee will be comprised of the following individuals:

- The Principal
- The Athletic Director
- The athletic trainer / athletic assistant
- A member of the Dover-Sherborn Regional School Committee (appointed annually by School Committee)
- Four Dover-Sherborn student-athletes, two male and two female (appointed for two years by Athletic Director)
- Two members of the coaching staff, representing male and female teams (reviewed annually by Athletic Director)
- Two parents/guardian, representing Dover and Sherborn (parents may submit a letter of interest to the PTO when positions have been posted), election process by PTO if necessary, appointment for two years)
- An officer from the Dover-Sherborn Boosters Club (appointed by Boosters)

The Athletic Advisory Committee will meet three times a year (fall, winter, spring) or as requested by the Athletic Director.

Dover-Sherborn Realities

At Dover-Sherborn High School, we are guided by certain realities: the relatively small size of the school population, the facilities, the budget, availability of quality coaching, and tradition. These "realities" must be considered when deciding what programs to start, expand, or discontinue. Programs must be added and expanded cautiously: experience has taught us that it is easier to add a program than to eliminate one.

The Dover-Sherborn Athletic Program strives to offer athletic and competitive opportunities to as many participants as possible. While we are not able to offer each student-athlete the program of his/her choice, we are committed to providing at least one sport per season that is open to all students who demonstrate their willingness to take the program seriously.

To this end, we differentiate between Limited-Roster and Unlimited-Roster teams.

- Limited-Roster Athletic Teams (Cut Teams)

  Varsity teams compete against opponents at the highest possible level; the commitment is to field the best team. Coaches have the ability to use their judgment in picking the team. Junior Varsity & Freshmen teams are competitive programs designed to meet the developmental needs of participants. The purpose of these programs is to develop skills, sportsmanship, and behaviors necessary to compete at the varsity level. Depending on the number of student-athletes who try out for one of these teams, cuts may be made based off of the needs of the coach.

- Unlimited-Roster Athletic Teams (Non-Cut Teams)

The high school provides at least one “no cut” sport per season. These are interscholastic athletic teams, sometimes with varsity and junior varsity levels. Currently, football, cross country running, cross country skiing, and track and field are examples of unlimited-roster sports at Dover-Sherborn. Just because these teams are non-cut does not mean that they are any less thought of within our athletic program.

At Dover-Sherborn High School, being a member of a team does not guarantee playing time.

Program Management

Season Review and Projection

At the conclusion of each sports season (Fall, Winter, Spring), the Athletic Director (AD) and the Athletic Advisory Committee (AAC) will meet to review the season just completed. At the AAC Season Review, the AD will present a roster analysis by sport, which will include:

1. Historical data by sport

2. Current sport participation numbers

3. Projection participation number for next season.

    • Projected participation numbers will represent the AD and Varsity Coaches’ best estimate at the time and will be based on the number of participants expected to return to the sport, less any expected attrition, plus any new participants expected to join. The AD will make reasonable efforts to obtain projection data through surveys, meetings, and/or discussions with the current coach, captains, and youth clubs/programs, where applicable.

Changing the Status of a Program

Discussion at the AAC Season Review may indicate the potential need to change the status of a current program from Cut to Non-Cut. The AD may bring a recommendation to this meeting or indicate the need to seek additional information prior to the next meeting. When ready, the AAC will vote by simple majority on this recommendation.

There may be times in which changing the status from Non-Cut to Cut needs to be reviewed. The AD or the varsity coach may bring a recommendation to this meeting. At that time, the AD and AAC will review the merits of this recommendation. If additional information is needed, it should be made available for the next meeting. When ready, the AAC will vote by simple majority on this recommendation.

Expanding a Current Program

The Athletic Director will report to the AAC on the potential for a team meeting the criteria for program expansion, for example, a Freshman Team. The information regarding a potential expansion of a

program may be ascertained at the AAC season review or brought forward from the community. Community members interested in researching the potential for program expansion may contact the Varsity Coach and the AD to discuss the potential for program expansion.

The Varsity Coach and the AD will explore the potential for a new level based on the following criteria:

- Additional data on student-athlete interest/ability
- Support of the Varsity coach for expanding the program
- Availability of competitive opponents through a comprehensive review of programs within the Tri Valley League and outside the league (if necessary)
- Availability of qualified coaches
- Appropriate facilities
- Cost and funding options
- Negative effects on other programs
- Estimated length of time the team might exist (sustainability)

The AD will present the findings at an AAC meeting. At any point during this analysis, the AD and Principal, together, can decide to end the process.

After sufficient discussion at its next meeting, the AAC will vote by simple majority to

1) recommend to the Regional School Committee the addition of the new team,

2) deny the new team, or

3) request additional information.

After reviewing the overall athletic budget in conjunction with the Headmaster, the AD will determine what, if any, additional cost a participant on the expanded team will pay above and beyond the standard athletic fee. This will be included in the proposal forwarded to the school committee. Any additional funds beyond the athletic fee must be collected prior to the start of the team's season, or a promissory note provided by a club or organization. Unfunded teams are expected to pay the direct costs of the program in addition to participants paying the Athletic Fee.

Deleting a Current Team/Program

Discussion at the AAC Season Review may indicate the *potential* need to delete a current team/program. Prior to the next AAC meeting, the AD will determine the following for the proposed team/program:

- Additional data on student-athlete interest/ability and program sustainability (next 2+ years)

• Program options (8th grade waivers, cooperative teams, etc.)

• Availability of competitive opponents through a comprehensive review of programs within the Tri-Valley League and outside the league (if necessary)

• Availability of qualified coaches

• Appropriate facilities

• Cost and funding options

• Negative effects on other programs

• Title IX and balance of programs

• Historical significance

At any point during this analysis, the AD and Headmaster together can decide to end the process.

After sufficient discussion at its next meeting, the AAC will vote by simple majority to 1) recommend to the Regional School Committee the deletion of the team/program or 2) request additional information.

Adding a New Program

All requests to establish a new sports program will be brought to the AD at least one year in advance of the proposed participation. The AD will work with the student groups to 1) help them gather information needed to determine if adding a new program is merited and 2) present these findings to the AAC.

The information will include:

● Interest and availability of student athletes

● Availability of opponents

● Availability of qualified coaches

●Availability of appropriate facilities

● Cost and funding options

● Negative effects on other programs

● Sustainability/future projections

● Title IX and balance of programs

● “Varsity” vs. “Club” status

● A program must start at the club level

- Club programs must have consistent, adequate attendance to warrant progression in the process
    - Adequate numbers will vary by sport (minimum numbers required to add a sport of interest can be found on the athletic website here.)
- Club teams should practice multiple times per week
- Club teams should, when prepared, coordinate with club teams/non-varsity teams from other schools to compete in scrimmages
- A club that can satisfy all requirements will then present at the conclusion of the club season to the Athletic Director a proposal to become a sanctioned school team
    - Details should include attendance numbers at each practice/event, number of practices total, and number of scrimmages/contests competed in
- The Athletic Director, on acceptance of the proposal, will initiate the process to create a school-sanctioned athletic team
    - This process includes proposal to the school committee, creation of coaching position(s), approval for funding for position(s)/team needs, and hiring of appropriate staff
- A club team shall become a Junior Varsity-level team after all aspects of program creation have been satisfied
- A new team must successfully compete as a Junior Varsity-level team for 2 seasons before consideration will be given to becoming a Varsity-level team

At any point during this analysis, the AD and Principaltogether can decide to end the process.

The information above will be brought to the AAC for review. After sufficient discussion, the AAC will vote by simple majority to 1) recommend to the Regional School Committee the addition of the new program, 2) deny the new program, or 3) request additional information.

Information Sheets

Heads Up Concussion - Concussion Fact Sheet for Student-Athletes

Heads Up Concussion – Concussion Fact Sheet for Parents/Guardians

Preventing Prescription Opioid Misuse Among Student-Athletes

Opioid Prevention Brochure

Page numbers and editing will be adjusted upon approval of the school committee.

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

Elizabeth M. McCoy, Superintendent
Denton Conklin, Assistant Superintendent

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

To: Regional School Committee

From: Dawn Fattore, Business Administrator

RE: Re-appoint District Treasurer

Date: June 9, 2025

We are recommending the School Committee vote to re-appoint Patrick Collins as Treasurer for the Dover-Sherborn Regional School District for the 2025-26 school year.

DRAFT

Dover-Sherborn Regional School Committee
Meeting of May 6, 2025

Members Present: Mark Healey
Colleen Burt
Angie Johnson
Kevin Crotty
Kate Potter
Toa Ashk (remote)

1) **Call to Order**

Mark Healey called the meeting to order at 6:37 pm in the Middle School Library.

2) **Community Comments -** none
3) **Student Council Representatives -** an update on recent Student Council events including a blood drive, Teacher Appreciation week, and Town Hall meetings was given.
4) **Superintendent Comments -** Superintendent McCoy reviewed recent and upcoming events in the District including Annual Town Meetings, and the update to all student handbooks over the summer.
5) **Financial Reports**
   - Audited FY24 Financials - Bob Brown from RE Brown presented the audited statements.
   - Warrant Report
   - FY25 Monthly Operating Report
     - Revenues: there is a projected negative variance in Athletics and miscellaneous revenue accounts.
     - Salaries: an Assistant to the Business Administrator was hired as of mid-April with a realized savings of approximately $30,000 based on the position being partially filled/vacant since July.
     - Expenditures: there are no changes to report
6) **Discussion Items**
   - District Competency Determination (1st read) - Under MA State Law, students must satisfy the requirements of the "competency determination" (CD) in order to graduate from high school. With the recent passage of Question 2 in November 2024, future MCCAS testing will no longer satisfy the requirement of the CD. The DSHS Administration recommended removing MCAS as a graduation requirement for the District with the assurance that DSHS will continue to ensure that the state standards are covered by the end of each course and the academic rigor of the course is preserved, if not enhanced. The curriculum will not change, what will change is the faculties ability to engage all students in relevant content. Kevin Crotty mentioned that the vote at the local level was in favor of keeping MCAS as a graduation requirement and suggested a survey of parents should be done before the committee votes. The Administration will come back to the June meeting with a suggested plan and timeline for discussing/voting on this item.
   - Updates to Athletic Handbook (1st read) - recommended changes were presented for discussion.
7) **Action Items**

8) Consent Items

- Grants - METCO Grant - $42,644 in additional funds (total grant for FY25 - $382,526); CSHS Nursing Grant - $10,000 in additional funds (total grant for FY25 - $24,000)
- Regional School Committee minutes of March 4, 2025

Colleen Burt made a motion to approve the Consent Agenda. Kate Potter seconded.
25 - 09 VOTE: 5 - 0

9) Informational Items

- TEC Collaborative FY26 Budget
- TEC Collaborative Quarterly Report
- TEC Collaborative Agreement (effective July 1, 2025)
- ACCEPT Collaborative Quarterly Report
- Sherborn School Committee Minutes - February 4, 2025
- Dover School Committee Minutes of January 14, 2025

10) Next Meeting: June 10th - Reorganization

Mark Healey and Kate Potter were recognized and thanked for their years of service on the school committee.

11) Adjournment at 8:25 pm.
Respectfully submitted, Amy Davis

REGIONAL SCHOOL COMMITTEE (updated DATE)	
	2025-26
Chair	
Vice Chair	
Secretary	
Finance	
Warrants & Payroll *Signs accounts payable and payroll warrants*	
Subcommittees	
Superintendent's Evaluation *Coordinates evaluation of the superintendent per DESE guidelines*	
Personnel *Reviews and approves sick bank requests*	
Negotiations *Participates in the collective bargaining process with the Dover Sherborn Educational Association*	
Search Committees *Participates in search committees for administrative positions as needed*	
Policy *Revises and proposes policies as needed for joint review by the school committees; conducts periodic policy manual reviews; identifies required policy review cycles*	
Buildings & Facilities *Collaborates with the Business Administrator and Director of Facilities on annual approval of the Capital Plan*	
Employee Benefits (INSERT)	
Liaisons *Serves as the key point of contact with each organization; attends meetings as requested*	
MS POSITIVE (meets monthly; contact President)	

HS PTO (meets monthly; contact President)	
MS School Advisory Council (meets monthly; contact Ann Dever-Keegan)	
HS School Advisory Council (meets monthly; contact John Smith)	
Challenge Success (meets monthly; contact Ellen Chagnon)	
METCO (meets as needed; contact Monique Marshall Veale)	
SEPAC (meets monthly; contact Kate McCarthy)	
Wellness (meets annually; contact Kate McCarthy)	
Athletic Advisory (meets three times annually; contact Emily Sullivan)	
Boosters (meets monthly; contact President)	
FOPA (meets monthly; contact President)	
Task Forces	
Communication (meets as needed)	

University of Arizona	1
Bard College-Berlin	1
Bates College	1
Boston College	3
Boston University	4
Bowdoin College	1
Brandeis University	3
Brown University	3
Bucknell University	2
University of California-Santa Barbara	1
Case Western Reserve University	2
Chapman University	1
Clark University	2
Clarkson University	1
Coastal Carolina University	1
Colby College	1
Colgate University	1
University of Colorado Boulder	1
University of Connecticut	2
University of Delaware	2
Dennison University	1
Dickinson College	1
Duke University	1
Elon University	1
Emmanuel College	1
Endicott College	1
Fairfield University	2
Florida Atlantic University	1
Florida Gulf Coast University	1
University of Florida	1
Framingham State University	3
The George Washington University	1
Georgetown University	1
Gettysburg College	2
Hamilton College	2
Hobart and William Smith	1
College of the Holy Cross	2
Howard University	1
Indiana University-Bloomington	2
Johns Hopkins University	2
University of Kentucky	1
Loyola University	1
Macalaster College	1
University of Maryland-College Park	1
Massachusetts Bay Community College	3
Massachusetts College of Pharmacy and Health Sciences	2
Massachusetts Institute of Technology	1

Massachusetts Maritime Academy	1
University of Massachusetts-Amherst	5
University of Massachusetts-Boston	1
University of Massachusetts-Dartmouth	3
University of Massachusetts-Lowell	2
McGill University	2
University of Miami	2
University of Michigan-Ann Arbor	3
Middlebury College	1
University of New England	1
University of New Hampshire	3
New York University	2
Northeastern University	5
University of Oregon	1
Pomona College	1
Princeton University	1
Providence College	6
Quinnipiac University	1
University of Rhode Island	2
University of Richmond	3
Rochester Institute of Technology	1
School of the Art Institute of Chicago	1
Smith College	1
Southern New Hampshire University	1
St. Lawrence University	1
Stonehill College	2
Stony Brook University	1
Syracuse University	4
Temple University	1
University of Toronto	3
Tufts University	1
Tulane University	1
United Stated Air Force Academy	1
Vanderbilt University	1
University of Vermont	2
Virginia Tech	1
Wake Forest University	3
Wentworth Institute of Technology	1
Wheaton College	1
William & Mary	1
University of Wisconsin-Madison	3
Worcester Polytechnic Institute	1
Other Post Secondary	1
Vancouver Film School	
Gap Year	1

Approved 5/13/25

Dover School Committee
Meeting of March 6, 2025

Members Present:	Goli Sepehr
	Kate Cook
	Martha Castle
	Jessica Hole
Also Present:	Beth McCoy, Superintendent
	Denny Conklin, Assistant Superintendent
	Dawn Fattore, Business Manager

1) **Call to Order**

Goli Sepehr called the meeting to order 6:30 pm.

2) Community Comments - none

3) Continued Discussion on FY26 Budget and Public Hearing

- based on the projected census and cohort of students, one classroom section and one General Educational Assistant have been removed for a reduction of $90,000
- due to realignment of current SPED Educators staffing the requested 1.0 FTE for the additional Connections' section has been removed ($70,000)
- addition of .2 FTE for SLP not required and removed from budget ($17,000)
- increase to OOD Tuition by $177,000 based on known changes to OOD placements for FY26. The projected increase to OOD costs is approximately $630,000 which will be covered by the $177,000 and the allocation of anticipated Circuit Breaker funds.
- A single bid from the existing service provider was received for FY26-28 Transportation services. The contract terms will be discussed at the Joint Meeting on April 1st. The increase for the first year of the contract is in line with the budget.
- the FY26 Version 3.0 overall increase remains at 1.33%, down from a 2.08% increase in Version 1.0.

4) Vote on FY26 Budget

Martha Castle made a motion to approve the FY26 Budget as presented. Jessica Hole seconded. 25-03 VOTE: 4 - 0

5) Financial Reports

- Warrant Report
- FY25 Monthly Report
  - Salaries - there is an increase in the positive variance in Educational Assistants which reflects the reallocation of Connections' SPED EA's to the Non-resident Tuition Fund based on student assignments.

6) Superintendent Comments - Beth McCoy updated recent and upcoming meeting/events in the District including recent classroom visits, the METCO Legislative Breakfast, and the TriCounty Roundtable with legislators.

7) **Discussion Items**

8) **Action Items**
9) **Consent Items**
   - Approval of Minutes: January 14, 2025
   - Annual School Committee vote on MA School Choice Law - not to participate
   - Gifts: $800 from the Dover Cultural Council

Kate Cook made a motion to approve the Consent Agenda. Jessica Hole seconded.
25-04 VOTE: 4 - 0

10) **Informational Items**
   - Regional School Committee minutes of November 5 & December 3, 2024
   - Sherborn School Committee minutes of October 15 & November 12, 2024

11) **Items for May 13, 2025 meeting -** classroom technology
12) **Adjournment at 7:21 pm.**

Respectfully submitted,
Amy Davis

Approved 5.6.25

Sherborn School Committee
Meeting of March 11, 2025

Members Present:	Christine Walsh
	Megha Kadiyala
	Becca Hammond
	Kristen Aberle
	Nathaniel Jackson (remote)
	Kemberlie Grant (METCO Rep)
Also Present:	Beth McCoy, Superintendent
	Denny Conklin, Assistant Superintendent

1) **Call to Order**

Cristine Walsh called the meeting to order at 6:30 pm in the DSMS Library.

2) Community Comments - none

3) Continued Discussion on FY26 Budget and Public Hearing

- A single bid from the existing service provider was received for FY26-28 Transportation services. The contract terms will be discussed at the Joint Meeting on April 1st. The increase for the first year of the contract is in line with the budget.
- the FY26 Version 2.0 overall increase is 2.31% totaling $8,432,285.

4) Vote on FY26 Operating Budget

Kristin Aberle made a motion to approve the FY26 Operating Budget in the amount of $8,432,285. Becca Hammond seconded.
25-04 VOTE: 5 - 0 via roll call

5) Financial Reports

- Warrant Report
- FY25 Monthly Report
  - Salaries: there are no changes since the last report
  - Expenditures: there are no changes since the last report
  - Out-of-District: placement changes have occurred since the last update resulting in a favorable impact to the budget. The positive variance increased to $118,400, up from $90,000. Transportation costs continue to be over-budget by $151,500 resulting in a negative OOD variance of approximately $33,000.
  - Capital Projects: the bid opening date is now March 13th.

1) Superintendent Comments - Beth McCoy updated recent and upcoming meeting/events in the District including recent classroom visits, the METCO Legislative Breakfast, and the TriCounty Roundtable with legislators. Denny Conklin spoke about the ELA Curriculum review.

6) **Discussion Items**

7) **Action Items**

8) Consent Items

- Approval of Minutes: February 4, 2025
- Annual School Committee Vote on MA School Choice Law - not to participate

- Approval of Gift: $1,000 from Lewis & Meg Randa, Co-Directors of The Life Experience School and The Peace Abbey.

Becca Hammond made a motion to approve the Consent Agenda. Kristen Aberle seconded. 25-05 VOTE: 5 - 0 via roll call

9) **Informational Items**
- Dover Sherborn Regional Committee minutes of January 14 & February 4, 2025
- Dover School Committee Minutes of January 14, 2025

10) Items for May 6, 2025

11) Adjournment at 7:35 pm.

Respectfully submitted,
Amy Davis