



**Monomoy Regional School District - Monomoy Regional School Committee  
Meeting Agenda for Thursday, October 9, 2025 at 6:00 PM  
Monomoy Regional High School Library, 75 Oak Street, Harwich, MA 02645**

This meeting will be broadcast to Channel 22 as well as live-streamed/recorded to the [MRSC YOUTUBE CHANNEL](#)

**AGENDA**

**A. Call to Order**

**B. Adjourn to Executive Session** Roll Call Vote to adjourn to Executive Session pursuant to G.L. c. 30A (2,3) to conduct collective bargaining sessions or contract and/or to discuss strategy with respect to collective bargaining if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares it."

- MREA Unit A/B/C Sick Leave Buyback Grievance
- Monomoy Superintendent Search Contract

Regular Open Session to resume at approximately 6:30 PM.

**C. Approval of Meeting Minutes**

- i. September 25, 2025

**C. MRHS Student Representative**

**D. Public Comment:** Speakers are limited to three minutes; additional time is at the discretion of the Chairperson

**E. Reports and Discussions**

- i. First Reading Policy Files: IM-MSP - Middle School Pathway Exploration Policy, File BEDC: Quorum, File BEDD: Rules of Order, File BEDF: Voting Method, File BEE: Special Procedures for Conducting Hearings, File BGB/BGC: Policy Adoption/Policy Amendment
- ii. Second Reading Policy Files: ADDA - Fingerprint Policy VOTE REQUIRED
- iii. Response Letter to the Harwich Select Board VOTE REQUIRED
- iv. Letter from Harwich Select Board received 10/7/25
- v. FY27 Capital Plan Approval VOTE REQUIRED
- vi. Prior Year Encumbrances VOTE REQUIRED
- vii. October 1, 2025 Enrollment Report
- viii. Superintendent Search Timeline and Process

**F. Subcommittee, Representative, Liaison Reports**

- i. Superintendent Subcommittee
- ii. Finance Subcommittee
- iii. MRMS Building Committee

**G. Superintendent's Report**

**H. Action Items -Vote Required**

- i. Second Reading Policy Files: ADDA - Fingerprint Policy
- ii. Response Letter to the Harwich Select Board
- iii. FY27 Capital Plan Approval
- iv. Prior Year Encumbrances

**I. Presentation of the Warrants**

**J. Adjournment**

**Authorized Posting Officer**

Roberta Simmons  
October 7, 2025



**Monomoy Regional School District - Monomoy Regional School Committee  
Meeting Agenda for Thursday, September 25, 2025 at 6:30 PM  
Monomoy Regional High School Library, 75 Oak Street, Harwich, MA 02645**

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**Members present:** Brad Schiff, Stephen Davol, Jackie Zibrat-Long, Bre Rose, Betty Gray, Ryan Edwards

**Members not present:** Meredith Henderson, Ryan Clark

**Administrators present:** Dr. Scott Carpenter, Robin Millen, Michael MacMillan, Joy Jordan

## **AGENDA**

### **A. Call to Order**

The meeting was called to order by Brad Schiff at 6:29 PM

### **B. Approval of Meeting Minutes**

- i. September 4 Workshop

**MOTION:** Jackie Zibrat-Long moved to approve the September 4, 2025 Workshop minutes, seconded by Betty Gray.

**UNANIMOUS: the motion passes**

- ii. September 11, 2025

**MOTION:** Betty Gray moved to approve the September 11, 2025 minutes, seconded by Ryan Edwards.

**The motion passes with 5 ayes and Jacki Zibrat-Long abstaining from the vote**

### **C. MRHS Student Representative**

None

### **D. Public Comment:** Speakers are limited to three minutes; additional time is at the discretion of the Chairperson

None

### **E. Reports and Discussions**

- i. School Committee Goals (second read)

VOTE REQUIRED

**MOTION:** Betty Gray moved to approve the School Committee Goals as presented, seconded by Stephen Davol.

**UNANIMOUS: the motion passes**

- ii. First Reading Policy Files: ADDA - Fingerprint Policy

Ryan Edwards presented the first reading of the ADDA - Fingerprint policy to the committee. This policy technically had its first reading last year, but needed revisions based on recommendations from the union. The red line language was language that was proposed by the union. The policy will move forward for the second reading at the next meeting.

- iii. Updated Subcommittee assignments

A few changes were made to the School Committee Subcommittee assignments. Changes were reviewed and agreed upon by the committee members.

- iv. MASC Superintendent Search Consulting Proposal

VOTE REQUIRED

The Superintendent Search Committee discussed options for hiring a new superintendent, ultimately recommending the Massachusetts Association of School Committees (MASC) for its engaging process and cost-effectiveness. The committee outlined its timeline for meetings, aiming for a seamless transition next spring as they conduct a thorough search supported by experienced personnel from MASC.

**MOTION:** Stephen Davol moved to approve the MASC Superintendent Search Consulting proposal, seconded by Betty Gray.

**UNANIMOUS: the motion passes**

- v. Prior Year Encumbrance

**MOTION:** Jackie Zibrat-Long moved to approve the payment of two hundred dollars in FY25 invoices not previously encumbered, as presented to the School Committee, seconded by Betty Gray.

**UNANIMOUS: the motion passes**

vi. FY27 Budget Dates

Budget planning involved reviewing previous expenditures and preparing for upcoming fiscal challenges. The business manager, Michael MacMillen, presented a detailed budget calendar, emphasizing the importance of early communication with towns regarding budget needs and potential financial pressures, particularly related to health insurance and utilities. Notably, the meeting addressed anticipated declines in enrollment and their implications on financial assessments and student services.

**F. Subcommittee, Representative, Liaison Reports**

i. Policy Subcommittee update

Ryan Edwards shared that the subcommittee met and planned out the meetings for the year and the policies that will be reviewed.

ii. Superintendent Search Committee update

The Superintendent Search subcommittee will be meeting with MASC next week to discuss the next steps.

iii. Superintendent Goals update

Jackie Zibrat-Long reported that the subcommittee met with Dr. Carpenter and reviewed his goals for this school year.

**G. Superintendent's Report**

i. Recognitions

Dr Carpenter thanked Cheri Armstrong and Chevar Shakespeare for their work with the Y Achievers program. The first informational meeting was held this week and over 55 students picked up an application.

ii. Equity Audit Update

Significant progress has been made on the equity audit, with over 200 families participating in the parent survey and nearly all students from grades four to twelve contributing to the student survey. Teams from each school building met to discuss the audit, and all collected data has been forwarded to MAC for analysis.

iii. School Safety Forum, Monday, September 29, 6:30 PM in the High School Library

An annual school safety forum for parents is scheduled for Monday evening at 6:30 p.m. in the library, providing an opportunity for parents to engage in discussions about school safety measures.

**H. Action Items -Vote Required**

i. School Committee Goals (second read)

**MOTION:** Betty Gray moved to approve the School Committee Goals as presented, seconded by Stephen Davol.

**UNANIMOUS: the motion passes**

ii. MASC Superintendent Search Consulting Proposal

**MOTION:** Stephen Davol moved to approve the MASC Superintendent Search Consulting proposal, seconded by Betty Gray.

**UNANIMOUS: the motion passes**

iii. Prior Year Encumbrance

**MOTION:** Jackie Zibrat-Long moved to approve the payment of two hundred dollars in FY25 invoices not previously encumbered, as presented to the School Committee, seconded by Betty Gray.

**UNANIMOUS: the motion passes**

**I. Presentation of the Warrants**

Presentation of the Warrants Accounts Payable and Payroll Warrants were presented for MRSC member signatures.

**J. Adjournment**

**MOTION:** Jackie Zibrat-Long moved to adjourn the meeting, seconded by Ryan Edwards.

**UNANIMOUS:** the meeting adjourns at 7:27 PM

Respectfully Submitted,  
Roberta Simmons  
Recording Secretary

**Monomoy Regional School District  
Middle School Pathway Exploration Policy - DRAFT**

**I. Overview**

The policy's main goal is to bridge the gap between middle school and high school by ensuring that students can make informed decisions about their future educational and career paths. It promotes a personalized education and career plan to help students set goals and explore the various options available to them to support their post-high school aspirations.

Students will be made aware of and gain exposure to pathways, examples include, but are not limited to:

- Career and Technical Education (CTE) Partnership Programs
- Innovation Career Pathways
- Early College programs
- Other local programs and coursework choices

**II. Student Outcomes:**

- Identify available pathways
- Understand potential career opportunities within those pathways
- Comprehend pathway-specific student outcomes (e.g., credentials, work-based learning, college credit)
- Analyze and evaluate pathways based on their interests and skills
- Create a reflection and course plan that aligns with their goals

**III. High School (Grades 8-12+) Pathway options available to students**

Students in Grades 6 and 7 will have opportunities to learn about the available high school pathways that include, but are not limited to:

- Monomoy Regional High School
- Course Offerings and Electives
- Innovation Pathway
- Project Lead The Way
- MyCAP (My Career and Academic Plan) - grant funded for 2025-2026
- MEFA (College and career planning portal for Massachusetts students in grades 6-12)
- MA Hire Partnership
- Internship program
- Work-Based Learning

- Advanced Placement (AP) courses and AP Capstone Diploma
- Special education career planning with scope and sequence
- Community service
- Dual Enrollment opportunities

#### **IV. Middle School Career Exploration**

Currently, the district utilizes Naviance at the high school to engage students with college and career preparedness. The district received a grant to pilot MyCAP for the 2024-2026 school year, and this will be further explored for the middle school.

The middle school will begin accessing MEFA to begin developing student portfolios, career exploration, and college exploration. Additionally, the Mass Career Development Model will be used to facilitate career and college exploration.

MyCAP will also be explored for implementation in the 2027 school year.

#### **V. Activities and Procedures to Collaborate with CTE and other Opportunities**

The district engages in the following activities:

- Counselors from the high school present to grades 6 and 7 the available high school options available to them.
- Counselors from Cape Cod Technical Vocational High School present to grades 6 and 7
- Counselors conduct Minute meetings to focus on exploration, where a student takes a preference assessment in class, then the counselors follow up in a minute meeting to talk through the results.
- Career Day (every three years)
- 7th grade pathway program - students are able to choose from three pathways (90 days of classes) - Advanced STEM, Language, or Music.
- 6th grade community heroes project
- Community Service Learning Class - 5th and 6th grade 30 day class to focus on citizenry and includes exposure to careers through curriculum and community projects.

#### **VI. Information on Career Technical Education Programs**

The district provides middle school students with information about career technical education programs and careers, by October 15th each year, including, but not limited to the following:

- presentations
- emails to families
- websites

Additionally, information goes out in newsletters each trimester from the counseling team and the annual plan is sent to families.

**VII. Middle School CTE Tour Policies**

Monomoy Regional School District will provide all middle school students with an opportunity to tour CTE schools and programs during regular middle school hours. The transportation costs will be assumed by the school hosting the tours.

Students will not receive an unexcused absence if the CTE school or program confirms the student's participation in a tour.

The district will work with Cape Cod Regional Technical High School and Upper Cape Cod Regional Technical School to coordinate and schedule tours.

**VIII. Providing Records to CTE Schools and Programs**

Monomoy Regional School District will provide information to CTE schools and programs during the admission process.

- The counseling staff will work with the liaison at the CTE school or program to ensure records are shared.

**IX. Maintenance of Records**

Monomoy Regional School District will maintain documentation of student participation in tours and other elements of this policy implementation, such as sharing of contact information, MyCAP/Naviance, and CTE access schedules.

Adopted:

**Monomoy Regional School District  
Quorum Policy**

A quorum to conduct business shall consist of five (5) members, with no fewer than two members being present from each of the member towns. A number less than the majority may vote to adjourn, but shall not take any other action.

Any action voted by the Committee which directly and specifically affects the elementary school(s) in only one town will require that three of the four members of the Committee from the town in which the affected elementary school(s) is/are located vote in support of that action.

Legal References:

Regional Agreement, Section III (A and G)

Adopted: 3/27/2013

Reviewed:

**Monomoy Regional School District**

**Rules of Order**

~~Except as otherwise provided by law, by regulation of the state Dept. of Elementary and Secondary Education, or by special policies of this Committee, meetings of the School Committee shall be conducted in accordance with Robert's Rules of Order, Newly Revised.~~

Robert's Rules of Order, Newly Revised will govern the proceedings of the Committee, except when those rules are in conflict with the Committee's approved policies and regulations.

In accordance with Robert's Rules, the Committee may suspend parliamentary rules of order by a two-thirds vote.

SOURCE: MASC - Reviewed 2022

Adopted: 3/27/2013

Revised

## **Monomoy Voting Method**

On all issues requiring a vote of the Monomoy Regional District School Committee, a simple majority vote (i.e., no fewer than 3.5 of the six (6) votes as spoken to in Section I, subsection B) **of the regional agreement** shall be required to pass all motions, except as specified elsewhere in this Agreement, or as required by statute.

Because of the disparity in the population of the two towns, each of the four (4) Committee members from Harwich will have one full vote, on all matters and each of the four (4) Committee members from Chatham will have 50% of a vote on all matters, for a total of six (6) votes.

For a motion which requires a majority vote to pass, a majority (i.e., greater than 50%) of the six (6) votes (which must be no fewer than 3.5 votes) must be cast in the affirmative and at least one Committee member from each of the two towns must vote in the affirmative. For the passage of a motion requiring a two-thirds vote (such as the passage of the annual budget), at least two thirds (i.e., no fewer than 4 votes) of the six (6) total votes must be cast in the affirmative.

Should a shift in the respective populations of the member towns, based on the most recent decennial federal census figures, cause an impermissible disparity based on one- person, one-vote principles, the Committee will act to address the disparity via the amendment process.

### **Open meeting**

**Votes of the School Committee will be taken by voice vote or a hand count and shall be recorded in the minutes. If the vote is unanimous only that fact need be recorded. No vote taken at an open session shall be by secret ballot.**

**All actions will require a majority vote of all members present and voting except as state law, Robert's Rules of Order, Newly Revised, or policies of this Committee require a larger majority. A two-thirds vote will be required to suspend parliamentary rules of order.**

### **Executive Session**

**A majority of the members of the School Committee must vote to enter into executive session, with the vote taken by roll call and recorded in the official minutes.**

**All votes taken in executive session will be recorded roll call votes, and will become part of the minutes of executive sessions. Any votes taken to ratify employment contracts or collective bargaining agreements shall be taken in open session.**

Legal References:

Regional Agreement, Section I (B) and Section III (B)

SOURCE: MASC - Reviewed 2022

LEGAL REFS.: M.G.L. [30A:18-25](#); [71:42](#); [71:50](#)

Adopted: 3/27/2013

Revised

Monomoy Regional School District  
Special Procedures for Conducting Hearings

A public hearing is an official forum specifically intended for the public to offer input on a particular topic. The hearing does not typically include a vote, which would occur at a later meeting.

In conducting all public hearings required by law, and others, as it deems advisable, the School Committee will:

1. Give due and public notice in line with statutory requirements and seek to publicize the meeting in all local media.
2. Make available printed information on the topic of the hearing.
3. Give all persons an equal opportunity to be heard in accordance with the Committee's policy.
4. Before the hearing, a copy of any proposed budget or policy will be available to the public

The Chairperson of the Committee will preside at the hearing.

The public will be informed at the beginning of the hearing the particular procedure that will be followed in regard to questions, remarks, rebuttals, and any time limitations or other rules that must be followed to give everyone an opportunity to be heard. The following are examples including but not limited to:

1. In some cases, the school committee may require speakers to sign up to speak in advance.
2. Speakers will be given three minutes to speak.
3. Speakers must address their remarks through the committee chairperson, and abusive or defamatory language is not permitted.

In conformance with customary hearing procedures, statements and supporting information will be presented first by the Committee, or by others for the Committee; to comment, citizens must be recognized by the chair, and all remarks must be addressed to the chair and be germane to the topic. To assure that all who wish get a chance to speak, the chair will recognize persons who have not commented previously during the hearing before recognizing persons who wish to remark a second time.

SOURCE: MASC - Reviewed 2022

Adopted: 3/27/2013

Revised

**Monomoy Regional School District  
Policy Adoption/Policy Amendment**

Any person may request that the School Committee amend an existing policy or adopt a new policy. The request is to be in writing and shall include the reason for the proposed action.

The written request to amend or adopt a policy will be brought up at a regular School Committee meeting for review, and if policy action is warranted, the request will be referred to the School Committee Policy Subcommittee for action.

The Policy Subcommittee will address the request without undue delay and at a subsequent School Committee meeting, will disseminate, ~~read,~~ and explain a proposed or amended policy to the School Committee.

**The Policy Subcommittee shall meet regularly throughout the school year to review, revise, and propose policy changes to the School Committee.**

At a subsequent School Committee meeting, as soon as practical after the meeting where the proposed policy or amendment was introduced and explained, the Subcommittee will again ~~read the~~ proposed **the** policy or amendment and will recommend adoption, **revision, or review** by a vote of the School Committee.

A policy shall be adopted **or revised** only after being introduced and approved as written at a School Committee meeting and thereafter voted without change at a subsequent School Committee meeting.

Should a proposed policy or amendment be modified by the School Committee during the ratification process, it shall then require two readings without change in order to be adopted. A first reading may occur at the meeting where the modification was voted.

**SOURCE: MASC - Reviewed 2022**

**LEGAL REF.: M.G.L. 71:37H**

Adopted: 3/27/2013

Revised:

## Monomoy Regional School District

### **Fingerprint-based criminal history record information (CHRI) checks made for non-criminal justice purposes; CORI requirements; DCF Central Registry; Sex Offender Registry Board**

#### **I. Requesting CHRI Checks**

Fingerprint-based CHRI checks will only be conducted as authorized by M.G.L. c.71, §38R, and 42 U.S.C. § 16962, in accordance with all applicable state and federal rules and regulations, and in compliance with M.G.L. c. 6, §§167-178 and 803 CMR §§ 2.00, et seq. If an applicant or employee is required to submit to a fingerprint-based state and national criminal history record check, he/she shall be informed of this requirement and instructed on how to comply with the law. Such instruction will include information on the procedure for submitting fingerprints. In addition, the applicant or employee will be provided with all information needed to successfully register for a fingerprinting appointment. All new Monomoy staff and bus drivers must have fingerprint-based background checks prior to employment. All current Monomoy staff, substitutes, coaches, club/activity advisors, and home-based tutors must have fingerprint-based background checks prior to September 1, 2016, or sooner as dictated by the DESE. Monomoy Regional Schools will consider the following factors in determining whether to conduct discretionary fingerprint-based background checks for volunteers or subcontractors/laborers who might have direct unmonitored contact with children. Factors might include the likelihood of direct and unmonitored contact, duration of potential contact, and the school's ability to limit potential contact. All volunteers who are likely to have unmonitored contact with students and all chaperones on overnight field trips will need fingerprint-based background checks.

#### **II. Access to CHRI**

All CHRI are subject to strict state and federal rules and regulations in addition to Massachusetts CORI laws and regulations. CHRI cannot be shared with any unauthorized entity for any purpose, including subsequent hiring determinations. All receiving entities are subject to audit by the Massachusetts Department of Criminal Justice Information Services (DCJIS) and the FBI, and failure to comply with such rules and regulations could lead to sanctions. Title 28, U.S.C. 534, Pub. L. 92-544 and Title 28 C.F.R. 20.33(b) provide that the exchange of records and information is subject to cancellation if dissemination is made outside the receiving entity or related entities. Furthermore, an entity can be charged criminally for the unauthorized disclosure of CHRI.

#### **III. Storage of CHRI**

CHRI shall only be stored for extended periods of time when needed for the integrity and/or utility of an individual's personnel file. Administrative, technical and physical safeguards, which are in compliance with the most recent CJIS Security Policy, have been implemented to ensure the security and confidentiality of CHRI. The CJIS Security Policy can be found here: [Criminal Justice Information Services \(CJIS\) Security Policy](#)

Each individual (Superintendent and Human Resource Coordinator) involved in the handling of CHRI is to familiarize himself/herself with these safeguards.

In addition to the above, each individual (Superintendent and Human Resource Coordinator) involved in the handling of CHRI will strictly adhere to the policy on the storage, retention, and destruction of CHRI.

#### **IV. Retention and Destruction of CHRI**

Federal law prohibits the repurposing or dissemination of CHRI beyond its initial requested purpose. Once an individual's CHRI is received, it will be securely retained in internal agency documents under lock and key and separate from personnel files for the following purposes only:

1. Historical reference and/or comparison with future CHRI requests,
2. Dispute of the accuracy of the record,
3. Evidence for any subsequent proceedings based on information contained in the CHRI.

CHRI will be kept for not more than three years for the above purposes in the Central Office of the School Department. When no longer needed, CHRI and any summary of CHRI data must be destroyed by shredding paper copies and/or by deleting all electronic copies from the electronic storage location, including any backup copies or files. The shredding of paper copies of CHRI by an outside vendor must be supervised by an employee of the Monomoy Regional School District.

#### **V. CHRI Training**

An informed review of a criminal record requires training. Accordingly, all personnel authorized to receive and/or review (Superintendent and Human Resource Coordinator) CHRI at the Monomoy Regional School District will review and become familiar with the educational and relevant training materials regarding SAFIS and CHRI laws and regulations made available by the appropriate agencies, including the CDJIS.

#### **VI. Determining Suitability**

In determining an individual's suitability, the following factors will be considered, but not necessarily be limited to: the nature and gravity of the crime and the underlying conduct, the time that has passed since the offense, conviction and/or completion of the sentence, nature of the position held or sought, age of the individual at the time of the offense, number of offenses, any relevant evidence of rehabilitation or lack thereof.

A record of the suitability determination will be retained. The following information will be included in the determination:

1. The name and date of birth of the employee or applicant;
2. The date on which the school employer received the national criminal history check results; and,

3. The suitability determination (either "suitable" or "unsuitable").

A copy of any individual's suitability determination documentation must be provided to another school employer, or to the individual, upon request of the individual for whom the school employer conducted a suitability determination.

VII. Relying on Previous Suitability Determination.

The Monomoy Regional School District will typically require a new suitability determination when a new hire has previously had the one-time CHRI background check performed by another school employer. However, consistent with 603 CMR 51.06, where the employer will rely on a suitability determination made by another school employer, Monomoy Regional School District may waive the new suitability determination considering the following relevant factors: date of previous suitability determination, type of organization that conducted the previous determination (public school district, private school), state of residence of subject of suitability determination and/or the position sought.

**VIII. Adverse Decisions Based on CHRI**

If inclined to make an adverse decision based on an individual's CHRI, Monomoy Regional School District will take the following steps prior to making a final adverse determination:

1. Provide the individual with a copy of his/her CHRI used in making the adverse decision;
2. Provide the individual with a copy of this CHRI policy;
3. Provide the individual the opportunity to complete or challenge the accuracy of his/her CHRI; and
4. Provide the individual with information on the process for updating, changing, or correcting CHRI.

A final adverse decision based on an individual's CHRI will not be made until the individual has been afforded a reasonable time depending on the particular circumstances to correct or complete the CHRI, as long as it does not adversely impact the operation of the school district. Decisions shall be in accordance with applicable collective bargaining agreements and/or applicable laws.

IX. Secondary Dissemination of CHRI

If an individual's CHRI is released to another authorized entity, the individual shall be notified prior to that dissemination, and a record of that dissemination must be made in the secondary dissemination log. The secondary dissemination log is subject to audit by the DCJIS (Department of Criminal Justice Information Services) and the FBI.

The following information will be recorded in the log:

1. Subject name;
2. Subject date of birth;
3. Date and time of the dissemination
4. Name of the individual to whom the information was provided;

5. Name of the agency for which the requestor works
6. Contact information for the requestor; and
7. The specific reason for the request.

## **X. Reporting to the Commission of Elementary and Secondary Education**

Pursuant to M.G.L. ch 71, §71R and 603 CMR 51.07, if Monomoy Regional School District dismisses, declines to renew the employment of, obtains the resignation of, or declines to hire a licensed educator or an applicant for a Massachusetts educator license because of information discovered through a state or national criminal record check, Monomoy Regional School District shall report such decision or action to the Commissioner of Elementary and Secondary Education in writing within 30 days of the employer action or educator resignation. The report shall be in a form requested by the Department and shall include the reason for the action or resignation, as well as a copy of the criminal record check results. Monomoy Regional School District shall notify the employee or applicant that it has made a report pursuant to 603 CMR 51.07(1) to the Commissioner.

Monomoy Regional School District Pursuant to M.G.L. ch. 71, §71R and 603 CMR 51.07, if Monomoy Regional School District discovers information from a state or national criminal record check about a licensed educator or an applicant for a Massachusetts educator license that implicates grounds for licensed action pursuant to 603 CMR 7.15(8)(a), Monomoy Regional School District shall report to the Commissioner in writing within 30 days of the discovery, regardless of whether Monomoy Regional School District retains or hires the educator as an employee. The report must include a copy of the criminal record check results. The school employer shall notify the employee or applicant that it has made a report pursuant to 603 CMR 51.07(2) to the Commissioner and shall also send a copy of the criminal record check results to the employee or applicant.

## **XI. CORI Requirements**

It shall be the policy of the Monomoy Regional School District to obtain all available Criminal Offender Record Information (C.O.R.I.) from the Criminal History Systems Board of prospective employee(s) or volunteer(s) of the school department including any individual who regularly provides school related transportation to children, who may have direct and unmonitored contact with children, prior to hiring the employee(s) or to accepting any person as a volunteer. State law requires that school districts obtain C.O.R.I. data for employees of taxicab companies that have contracted with the schools to provide transportation to pupils.

The Superintendent, Principal, or their certified designees shall periodically, but not less than every three years, obtain all available Criminal Offender Record Information from the Criminal History Systems Board on all employees, individuals who regularly provide school related transportation to children, including taxicab employees, and volunteers who may have direct and unmonitored contact with children, during their term of employment or volunteer service.

The Superintendent, Principal or their certified designees may also have access to Criminal Offender Record Information for any subcontractor or laborer who performs work on school grounds, and who may have direct and unmonitored contact with children, and shall notify them of this requirement and comply with the appropriate provisions of this policy.

Pursuant to a Department of Education C.O.R.I. Law Advisory dated February 17, 2003, "Direct and unmonitored contact with children means contact with a child when no other C.O.R.I. cleared employee of the school district is present. A person having only the potential for incidental unsupervised contact with children in commonly used areas of the school grounds, such as hallways, shall not be considered to have the potential for direct and unmonitored contact with children. These excluded areas do not include bathrooms and other isolated areas (not commonly utilized and separated by sight or sound from other staff) that are accessible to students."

In accordance with state law, all current and prospective employees, volunteers, and persons regularly providing school-related transportation to children of the school district shall sign a request form authorizing receipt by the district of all available C.O.R.I. data from the Criminal History Systems Board. In the event that a current employee has questions concerning the signing of the request form, he/she may meet with the Principal or Superintendent; however, failure to sign the C.O.R.I. request form may result in a referral to local counsel for appropriate action. Completed request forms must be kept in secure files. The School Committee, Superintendent, Principals or their designees certified to obtain information under this policy, shall prohibit the dissemination of school information for any purpose other than to further the protection of school children.

Monomoy Regional School District C.O.R.I. is not subject to the public records law and must be kept in a secure location, separate from personnel files and may be retained for not more than three years. C.O.R.I. may be shared with the individual to whom it pertains, upon his or her request, and in the event of an inaccurate report the individual should contact the Criminal History Systems Board.

Access to C.O.R.I. material must be restricted to those individuals certified (Superintendent and Human Resource Coordinator) to receive such information.

In the case of prospective employees or volunteers, C.O.R.I. material should be obtained only where the Superintendent has determined that the applicant is qualified and may forthwith be recommended for employment or volunteer duties.

The hiring authority, subject to applicable law, reserves the exclusive right concerning any employment decision made pursuant to Chapter 385 of the Acts of 2002. The employer may consider the following factors when reviewing C.O.R.I.: the type and nature of the offense; the date of the offense and whether the individual has been subsequently arrested, as well as any other factors the employer deems relevant.

Unless otherwise provided by law, a criminal record will not automatically disqualify an applicant. Rather, determinations of suitability based on C.O.R.I. checks will be made consistent with this policy and any applicable law or regulations.

If a criminal record is received from the Department of Criminal Justice Information Services (DCJIS) the Superintendent will closely compare the record provided by DCJIS with the information on the C.O.R.I. request form and any other identifying information provided by the applicant, to ensure the record relates to the applicant.

If the district is inclined to make an adverse decision based on the results of the C.O.R.I. check, the applicant will be notified immediately. The applicant shall be provided with a copy of the criminal record and the district's C.O.R.I. policy, advised of the part(s) of the record that make the individual unsuitable for the position or license, and given an opportunity to dispute the accuracy and relevance of the C.O.R.I. record.

The Superintendent shall notify the candidate that as a condition of employment or volunteer service the school district is required by law to obtain Criminal Offender Record Information for any employee, individual who regularly provides school-related transportation, or volunteer who may have direct and unmonitored contact with children. Current employees, persons regularly providing school-related transportation, and volunteers shall also be informed in writing by the Superintendent prior to the periodic obtaining of their Criminal Offender Record Information.

An applicant for employment with a sealed record on file with the commissioner of probation may answer "no record" to an inquiry herein relative to prior arrests or criminal court appearances. In addition, any applicant for employment may answer "no record" with respect to any inquiry relative to prior arrests, court appearances and adjudications in all cases of delinquency or as a child in need of service which did not result in a complaint transferred to the superior court for criminal prosecution."

Records sealed pursuant to law shall not operate to disqualify a person in any examination, appointment or application for public service on behalf of the Commonwealth or any political subdivision thereof.

The Superintendent shall review contracts with special education schools and other providers to make sure that the provider has met all the legal requirements of the state where it is located relative to Monomoy Regional School District criminal background checks for employees and others having direct and unmonitored contact with children.

As soon as possible after the district obtains the certification from the criminal history systems board to receive C.O.R.I data, the Superintendent shall obtain data for any person then providing volunteer service, as a condition of continued service.

## XII. Department of Children and Family (DCF) Requirements

It shall be the policy of the Monomoy Regional School District to obtain all available information from the DCF Central Registry of current and prospective employee(s) or volunteer(s) of the school department including any individual who regularly provides school-related transportation to children, who may have direct and unmonitored contact with children, prior to hiring the employee(s) or to accepting any person as a volunteer.

All current and prospective employees, volunteer(s) of the school department including any individual who regularly provides school-related transportation to children, who may have direct and unmonitored contact with children of the Monomoy Regional School District will be required to consent through an additional check of the current MA Department of Children and Families database of supported findings of abuse or neglect. To facilitate this process, all employees, current and

prospective, must consent to this check through completion of the Department Central Registry Record Requests

The DCF background checks are a critical part of maintaining a safe educational environment by ensuring that everyone who works with children has been thoroughly vetted. The district will re-run the Department Central Registry Record Request every three years.

Addressing sexual abuse of minors is a critical issue that requires clear policies to protect children. The district will review all allegations. The district considers an upheld, finding of sexual abuse to be conduct unbecoming and just cause for termination. The district may choose to delay employment action due to the appeals process. Any disciplinary action shall be in accordance with applicable collective bargaining agreements and/or applicable laws.

Per this policy, MRSD reserves the exclusive right to make adverse employment decisions as a result of a Supported Finding from DCF regarding abuse of a minor (physical or sexual). Unsupported findings or findings that have been overturned through standard DCF appeal processes included but not limited to Fair Hearings and/or subsequent appeals through the Court system will not result in adverse employment decisions. Supported findings of neglect will not be used to make adverse employment decisions. This does not limit the District's ability to make adverse employment decisions in cases where this fact pattern exists but where other evidence is sufficient to make an adverse employment decision.

Factors influencing whether an adverse employment decision may be made may include, but are not limited to:

- the type of finding;
- the nature of the finding;
- whether the finding was accompanied by criminal charges;
- the date of the offense;
- whether the individual has had subsequent other supported findings

The District will consider unique factors such as the school environment, the student population, health and safety needs, and other relevant district policies and procedures when making decisions based on the Department Central Registry Record Request.

- If the district is inclined to make an adverse decision based on the results of the Central Registry Record Request, the applicant will be notified. The applicant shall be provided with a copy of the Supported Report(s), a copy of this policy, advised of the part(s) of the report(s) that make the individual unsuitable for the position or license, and given an opportunity to dispute the accuracy and relevance of the report(s) with appropriate union representation.

### **XIII. Sex Offender Registry Board**

It shall be the policy of the Monomoy Regional School District to obtain all available information from the Sex Offender Registry Board of current and prospective employee(s) or volunteer(s) of the school department including any individual who regularly provides school-related transportation to children,

who may have direct and unmonitored contact with children, prior to hiring the employee(s) or to accepting any person as a volunteer.

All current and prospective employees, volunteer(s) of the school department including any individual who regularly provides school-related transportation to children, who may have direct and unmonitored contact with children of the Monomoy Regional School District will be required to consent through an additional check of the current Sex Offender Registry Board of a published offender. To facilitate this process, all employees, current and prospective, must consent to this check through completion of the CORI Form.

Pursuant to M.G.L. c. 6, § 178K(1), the Board is required to publish guidelines for determining each sex offender's level of risk of reoffense and degree of dangerousness posed to the public, or for relief from the obligation of registration. Pursuant to M.G.L. c. 6, § 178K(1) and (2), these guidelines shall provide for three levels of notification based on a sex offender's risk of reoffense and degree of dangerousness. The offender's final classification level determines the amount of information that can be disseminated about him or her to the public through the notification procedures, pursuant to M.G.L. c. 6, §§ 178C through 178Q.

Legal references:

M.G.L. 6:167-178; 15D:7-8; 71:38R, 151B, 276:100A

P.L. 92-544; Title 28 U.S.C. § 534; Title 28 C.F.R. 20.33(b)

42 U.S.C. § 16962

603 CMR 51.00

803 CMR 1.00 & 2.00

803 CMR 3.05 (Chapter 149 of the Acts of 2004)

FBI Criminal Justice Information Services Security Policy

Procedure for correcting a criminal record

FAQ - Background Checks

Adopted by the Monomoy Regional School Committee October 8, 2014

Revised:2/28/2025



October 9, 2025

Dear Members of the Harwich Select Board,

Thank you for your letter and for your continued partnership in supporting the Monomoy Regional School District. We appreciate your proactive approach in wanting to review the Agreement between the Towns of Chatham and Harwich. We acknowledge your request to initiate a review of the Agreement, particularly with regard to the long-term viability of the funding formula and cost assessment methods.

The School Committee agrees that a thoughtful and collaborative review of the Agreement and the underlying funding formula is both timely and essential to ensuring the financial sustainability of our District. We support your desire to engage in open dialogue with representatives from both member towns.

The School Committee has, as one of our fiscal year goals, committed to reviewing the Regional Agreement based on the request from the Town of Harwich. We have agreed to continue ongoing meetings with Select Board Liaisons, inviting the Select Board members from both towns to meetings where critical budget information and the Regional Agreement are discussed, providing feedback regarding any amendment proposals from either town, and communicating with the community about the process of amending the Regional Agreement and any impacts of that amendment to families and taxpayers alike.

In the spirit of extending invitations to Select Board members to meetings where the Regional Agreement is discussed, the Superintendent has been invited to the October 14th Chatham Select Board meeting to discuss the Regional Agreement – this is a parallel conversation to the one that happened before the Harwich Select Board on September 22, 2024. Our Board would encourage members of your board to attend that public meeting as a step towards bringing parties together.

We would encourage leadership from both member towns and our school district to come together in developing five-year budget projections that incorporate expected capital project debt and anticipated cost center escalation, so all parties understand the fiscal position of each other. Ideally, our board would like to see our Select Boards convene together with the Monomoy Regional School Committee, at least once each year, to promote stronger bonds between our towns and a high-quality school district that will support our families and children for years to come.

Thank you again for your engagement and support.

Sincerely,



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Meredith Henderson, Chair (Harwich)

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Bradford Schiff, Vice Chair (Chatham)

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Ryan Clarke (Harwich)

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Ryan Edwards (Harwich)

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Stephen Davol (Chatham)

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Elizabeth Gray (Chatham)

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Bre Rose (Harwich)

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Jacqueline Zibrat-Long (Chatham)

## OFFICE OF THE SELECT BOARD

Phone (508) 430-7513

Fax (508) 432-5039

732 MAIN STREET, HARWICH, MA 02645



### FY2027 Budget Message

The Town of Harwich currently has eight labor contracts which all expired on June 30, 2025. While it is true that we as a Town created this difficult scenario when, in years past, we aligned all of our union labor contracts to expire simultaneously, it is also unfortunate that many of our employees' salaries have fallen behind most other Towns on Cape Cod over the course of ten years. It is difficult to see how this disparity can be resolved in just one fiscal year. In addition, the state mandated sewer projects have added their own increases to our tax bills, even as we have not yet reached the halfway mark of this projected \$500+ Million buildout over the state's latest 22-year deadline. More importantly, the taxpayers have yet to realize the full impact of bonding for the existing sewer phases, let alone future phases. In addition to the foregoing, the Town's building inventory carries structures ranging from 20 to 40 years old along with miles of deficient roadways. This fact will require careful planning to invest wisely to extend their useful lives.

In assessing the Town's position relative to the Fiscal Year 2027 budget, it is clear that we must turn our focus inward. Rather than chasing expansion of new capital projects or new personnel additions, we must protect and invest in our current assets (both our workforce as well as our capital infrastructure). In this budget cycle, we must review all operations, including the use of legal counsel, for additional efficiencies and savings while examining new ways to do business. This is necessary to protect our taxpayers from unabated tax increases while simultaneously continuing the high quality of programs and services citizens have come to expect. We must also work to eliminate the large backlog of previously approved Town Meeting projects by either completing them or, if close examination finds that the passage of time has demonstrated a lack of urgency, eliminating some.

During this budget cycle, we wish to make a strong commitment to working together as a team to face our challenges. We expect Administration, the Finance Department, the Capital Outlay Committee, the Finance Committee and the Select Board to work collaboratively in this endeavor. And since the effects of all our actions are borne by our taxpayers, public participation will be crucial in guiding decisions. Moreover, capital expenses and operational expenses are all presented as one bill to our taxpayers. So, all our actions should be informed by their effect on the fiscal health of the entire Town. Stated another way, capital expenses and operational expenses place a simultaneous burden on our taxpayers, and we must all remain focused on that fact.

To that end, the Harwich Select Board issues this FY27 budget statement:

- 1) All department budgets must be presented utilizing a level-services approach until such time that new labor agreements are ratified and anticipated revenues have been defined. It is paramount that we focus on maintaining our AAA bond rating while balancing revenue and expenses.

- 2) Capital expenditures should focus exclusively on current assets or mandated expenditures.
- 3) All Departments will submit Capital Budget requests with justification of expenditures. Decisions regarding Capital Expenditures will not be made until Free Cash has been certified and a plan for the use of Free Cash has been presented to the Board.
- 4) No increase to total staffing will be entertained in FY 27.

Approved by the Harwich Select Board on September 29, 2025

# Monomoy Regional School District FY27 Capital Plan

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School Committee Presentation

October 2025

# Capital Budget Process



## Facilities Review

- Buildings are in good condition however major components (boilers, roofs, generators, windows, doors, siding etc.) nearing the end of useful life.
- Middle School and Chatham Elementary School have the most immediate needs.



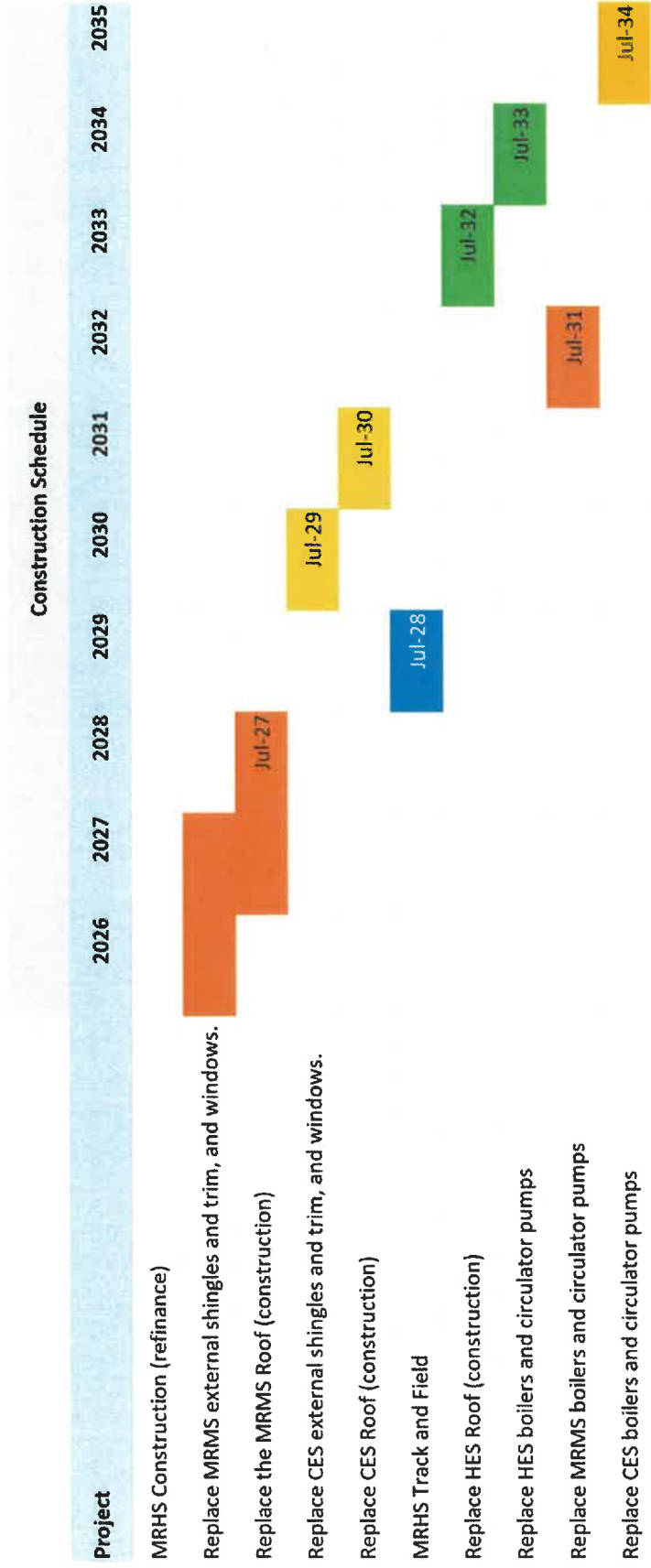
Capital planning is an area that benefits from a multi-year plan. Monomoy RSD expects a number of significant capital projects in the coming 5 years.

Item	Expected Useful Life	CES	HES	MRMS	MRHS
Boilers	20 years	29	1 is 23 y.o. 2 are 35 y.o.	29	13
Generators	20 years	30	23	30	13
Roof	20 years	30	23	29	13
Windows	20 years	30	23	29	13
Doors	20 years	30	23	29	13
Elevator	20 years	N/A	23	29	13
Hot water tank	15 years	5	23	8	13
Pumps	20 years	29	23	10, 15 and 8 y.o.	13
Auditorium	10 years	N/A	N/A	N/A	13
Turf Field	15-20 years	N/A	N/A	N/A	13
Track	15-20 years	N/A	N/A	N/A	13

## Ongoing Capital Projects That Require Borrowing

Project	Status	Update
MRHS construction	Complete	Debt payments only.
MRMS Restoration Project – Phase 1: siding and window	Approved	Borrowing was approved at the 2025 town meetings. The project is at the bidding stage and an initial BAN for \$5,000,000 has been issued. Construction targeted to being in April 2026.
MRMS Restoration Project – Phase 2: roof replacement	Proposed	This project is being conducted through the Massachusetts School Building Authority accelerated repair program. It is currently in the feasibility stage – the district is working with the architect to develop the schematic design. This project will require approval at the 2025 town meetings. Construction is targeted to take place in June – August 2027.

# Possible Future Capital Construction Schedule for large projects



# Possible debt schedule (based on full HVAC system replacement)

Priority	Estimated Total Cost	Grants	Cost to District	Debt Term	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Final Payment
MRHS Construction (refinance)	\$ 15,160,000		\$ 15,160,000	15	\$ 1,646,775	\$ 1,593,150	\$ 1,549,525	\$ 1,510,525	\$ 1,471,025	\$ 1,431,025	\$ 1,390,525	\$ 1,349,525	\$ 1,303,150	\$ 1,261,700	\$ 1,215,400	2040
Replace MRMS external shingles and trim, and windows.	\$ 11,507,030	\$ -	\$ 11,507,030	25	\$ 300,000	\$ 967,741	\$ 947,029	\$ 926,316	\$ 905,603	\$ 884,891	\$ 864,178	\$ 843,465	\$ 822,753	\$ 802,040	\$ 781,327	2052
Replace the MRMS Roof (construction)	\$ 8,500,000	\$ 3,145,000	\$ 5,355,000	25	\$ -	\$ -	\$ 450,356	\$ 440,717	\$ 431,078	\$ 421,439	\$ 411,800	\$ 402,161	\$ 392,522	\$ 382,883	\$ 373,244	2053
Replace CES external shingles and trim, and windows.	\$ 6,904,218	\$ -	\$ 6,904,218	25	\$ -	\$ -	\$ -	\$ -	\$ 580,645	\$ 568,217	\$ 555,790	\$ 543,362	\$ 530,934	\$ 518,507	\$ 506,079	2055
Replace CES Roof (construction)	\$ 5,100,000	\$ 1,887,000	\$ 3,213,000	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 270,213	\$ 264,430	\$ 258,647	\$ 252,863	\$ 247,080	\$ 241,296	2056
MRHS Track and Field	\$ 1,500,000	\$ -	\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	\$ 193,875	\$ 187,125	\$ 180,375	\$ 173,625	\$ 166,875	2039
HES Boiler - Option 1 (MSBA)	\$ 17,088,000	\$ 5,639,040	\$ 11,448,960	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 962,858	\$ 942,249	\$ 921,641	2059
MRMS Boiler - Option 1 - MSBA	\$ 9,289,665	\$ 3,437,176	\$ 5,852,489	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 492,194	\$ 481,660	\$ 471,125	\$ 460,591	\$ 450,056	2057
CES Boiler - Option 1 - MSBA	\$ 4,715,865	\$ 1,744,870	\$ 2,970,995	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 249,861	\$ 244,513	2060
<b>TOTAL (option 1)</b>					\$ 1,946,775	\$ 2,560,891	\$ 2,946,909	\$ 3,091,882	\$ 3,595,725	\$ 3,776,410	\$ 4,172,791	\$ 4,065,844	\$ 4,916,580	\$ 5,038,535	\$ 4,900,432	
					\$ 614,116	\$ 386,018	\$ 144,773	\$ 504,043	\$ 180,684	\$ 396,382	\$ (106,847)	\$ 850,635	\$ 121,955	\$ (138,103)		

# Possible debt schedule (based on simple boiler replacement projects)

Priority	Estimated Total Cost	Grants	Cost to District	Debt Term	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Final Payment
MRHS Construction (refinance)	\$ 15,160,000		\$ 15,160,000	15	\$ 1,646,775	\$ 1,593,150	\$ 1,549,525	\$ 1,510,525	\$ 1,471,025	\$ 1,431,025	\$ 1,390,525	\$ 1,349,525	\$ 1,303,150	\$ 1,261,700	\$ 1,215,400	2040
Replace MRMS external shingles and trim, and windows.	\$ 11,507,030	\$ -	\$ 11,507,030	25	\$ 300,000	\$ 967,741	\$ 947,029	\$ 926,316	\$ 905,603	\$ 884,891	\$ 864,178	\$ 843,465	\$ 822,753	\$ 802,040	\$ 781,327	2052
Replace the MRMS Roof (construction)	\$ 8,500,000	\$ 3,145,000	\$ 5,355,000	25	\$ -	\$ -	\$ 450,356	\$ 440,717	\$ 431,078	\$ 421,439	\$ 411,800	\$ 402,161	\$ 392,522	\$ 382,883	\$ 373,244	2053
Replace CES external shingles and trim, and windows.	\$ 6,904,218		\$ 6,904,218	25	\$ -	\$ -	\$ -	\$ -	\$ 580,645	\$ 568,217	\$ 555,790	\$ 543,362	\$ 530,934	\$ 518,507	\$ 506,079	2055
Replace CES Roof (construction)	\$ 5,100,000	\$ 1,887,000	\$ 3,213,000	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 270,213	\$ 264,430	\$ 258,647	\$ 252,863	\$ 247,080	\$ 241,296	2056
MRHS Track and Field	\$ 1,500,000		\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	\$ 193,875	\$ 187,125	\$ 180,375	\$ 173,625	\$ 166,875	2039
<b>HES Boiler/Roof - Option 2</b>																
Replace HES Roof (construction)	\$ 8,500,000	\$ 2,805,000	\$ 5,695,000	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 478,950	\$ 468,699	\$ 458,448	\$ 448,197	2058
Replace HES boilers and circulator pumps (Option 2)	\$ 1,500,000		\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	2044
<b>MRMS Boiler - Option 2</b>	\$ 1,500,000	\$ -	\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	\$ 193,875	\$ 187,125	2042
<b>CES Boiler - Option 2</b>	\$ 1,000,000	\$ -	\$ 1,000,000	10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 142,750	\$ 138,250	2045
<b>Total (option 2)</b>	\$ 1,946,775	\$ 2,560,891	\$ 2,946,909		\$ 614,116	\$ 3,091,682	\$ 3,595,725	\$ 3,776,410	\$ 3,894,722	\$ 3,791,659	\$ 3,683,222	\$ 3,572,459	\$ 3,458,222	\$ 3,342,459	\$ 3,228,663	

## FY26 Capital Projects That Do Not Require Borrowing

Project	Budget
Continue replacement of carpet (MRMS)	\$60,000
Service and repair exhaust fans (MRMS)	\$25,000
Replace High School facilities vehicle	\$70,000
Continue replacement of carpet (CES)	\$40,000
Replace existing smoke alarm system (HES)	\$40,000

## FY27 Capital Projects That Do Not Require Borrowing

Priority	Building	FY2027
Network switches	MRHS	\$ 100,000
Replace the MRHS building lighting controls system.	MRHS	\$ 80,000
Replace MRMS classroom and hallway carpet with rubber tiles	MIRMS	\$ 71,000
Replace HES RTU 4 (above library area) and dehumidification system	HES	\$ 60,000
Auditorium floor lights need to be repaired/replaced.	MIRHS	\$ 30,000
Replace student and teacher classroom furniture.	MIRMS	\$ 25,000
Replace CES classroom and hallway carpet with rubber tiles	CES	\$ 20,000
Replace Auditorium Stage Curtain	MIRMS	\$ 30,000

# 10 Year Capital Plan

Excluding items  
that require  
borrowing.

Priority	Project	Building	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035	FY2036
1	Generator Transfer Switch (FY2026)	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	Install additional external lighting to improve safety of students	MRMS	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	Replace Auditorium Curtain	MRMS	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	Upgrade the stage lighting system in the auditorium	MRMS	\$ -	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	Auditorium floor lights need to be repaired/replaced.	MRMS	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	Replace the MRMS building lighting controls system.	MRMS	\$ 80,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16	Replace the HES security alarm system.	HES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	Replace HES RTU 4 (above library area) and dehumidification system	HES	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	Network switches	HES	\$ 100,000	\$ 75,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace CES classroom and hallway carpet with rubber/vinyl tiles	CES	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace MRMS classroom and hallway carpet with rubber/vinyl tiles	MRMS	\$ 71,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
26	Replace HES RTU 2 (Guidance)	HES	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
27	Replace the countertops in the student bathrooms	HES	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace the MRMS road side digital sign.	MRMS	\$ -	\$ 42,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
29	Replace TouchView Classroom Interactive Displays	MRMS	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
34	Install new external security cameras around the school building.	MRMS	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
35	Gym & Cafeteria Sound System	MRMS	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
38	Replace HES Roof Top H&V Unit 4 (gym)	HES	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
42	District Server (at MRMS)	DISTRICT	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
48	Upgrade the student bathrooms.	CES	\$ -	\$ -	\$ 80,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace the HES maintenance vehicle (include snow plow with new truck)	MRMS	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
50	Replace the baseball field score board	MRMS	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
51	Auditorium light and sound repairs	MRMS	\$ -	\$ 70,000	\$ 50,000	\$ 45,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
52	Replace wireless access points	MRMS	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
56	Prepare MRMS courtyard for outdoor classroom	MRMS	\$ 25,000	\$ 25,000	\$ 50,000	\$ 70,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ -	\$ -
57	Replace student and teacher classroom furniture.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
60	Repair or replace the roof of the baseball field dugout.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -
61	Replace/remove the existing shed.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Repair/Replace all CES external doors	CES	\$ -	\$ 24,000	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500
	Repair/Replace all MRMS external doors	MRMS	\$ -	\$ 26,000	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500
64	Refinish MRMS Gym Floor	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -
65	Fill cracks and reseal all parking lots and roadway	MRMS	\$ -	\$ -	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
66	Conduct major elevator maintenance to extend useful life.	HES	\$ -	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace MRMS building generator.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace CES building generator.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -
	Replace HES building generator.	CES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -
71	Replace HES Roof Top H&V Unit 3 (after school)	HES	\$ -	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace HES Roof Top H&V Unit 2 (activity room)	HES	\$ -	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace HES Roof Top H&V Unit 5 (gym)	HES	\$ -	\$ -	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -
74	Install a new MRMS road side sign.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ -	\$ -	\$ -
75	Resurface the basketball court and replace basketball hoops.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -	\$ -
<b>Grand Total</b>			\$416,000	\$482,000	\$570,000	\$562,000	\$382,000	\$249,000	\$232,000	\$232,000	\$132,000	\$102,000

## FY27 Budget Impact

	FY2026	FY2027	Increase
Capital Projects	\$235,000	\$ 416,000	\$181,000
Debt Payments	\$1,946,775	\$2,560,891	\$614,116
Stabilization Fund	\$50,000	\$50,000	\$0
<b>Total</b>	<b>\$2,231,775</b>	<b>\$3,026,891</b>	<b>\$795,116</b>

## Next Steps

- Present plan to School Committee
- Share plan with both Select boards and Capital Planning Committees
- Finalize Debt Schedule for MRMS Siding Project
- Finalize estimates for MRMS Roofing Project.
- Include final figures in FY2027 budget proposal



## Capital Needs

### FY27 Proposed Capital Plan Summary

The proposed capital and extraordinary maintenance projects proposed for FY27 are listed below. These projects have a combined cost of \$483,000. This would be funded entirely from the general fund and is an increase of \$181,000 from the FY26 budget. This does not include major capital projects that would be funded from borrowing.

Priority	Building	FY2027
Network switches	MRHS	\$ 100,000
Replace the MRHS building lighting controls system.	MRHS	\$ 80,000
Replace MRMS classroom and hallway carpet with rubber tiles	MRMS	\$ 71,000
Replace HES RTU 4 (above library area) and dehumidification system	HES	\$ 60,000
Auditorium floor lights need to be repaired/replaced.	MRHS	\$ 30,000
Replace student and teacher classroom furniture.	MRMS	\$ 25,000
Replace CES classroom and hallway carpet with rubber tiles	CES	\$ 20,000
Replace Auditorium Stage Curtain	MRMS	\$ 30,000

### Borrowing Plan

The estimated borrowing for approved projects for FY27 is \$2,560,891, this is an increase of \$614,116 from the FY26 budget. The actual borrowing costs may be less depending upon the bids received for Monomoy Regional Middle School siding and windows project.

Priority	Estimated Total Cost	Grants	Cost to District	Construction Period	Financing Year 1	First Payment	Debt Term	2026	2027	2028
MRHS Construction (refinance)	\$ 15,160,000		\$ 15,160,000		FY2025		15	\$ 1,646,775	\$ 1,593,150	\$ 1,549,525
Replace MRMS external shingles and trim, and windows.	\$ 11,507,030	\$ -	\$ 11,507,030	FY2026-27	FY2027	9/1/2026	25	\$ 300,000	\$ 967,741	\$ 947,029
Replace the MRMS Roof (construction)	\$ 8,500,000	\$ 3,145,000	\$ 5,355,000	FY2027-28	FY2028	9/1/2027	25	\$ -	\$ -	\$ 450,356
<b>TOTAL (option 1)</b>								<b>\$ 1,946,775</b>	<b>\$ 2,560,891</b>	<b>\$ 2,946,909</b>

**This would be a total budget increase of \$795,116 from FY2026 to FY2027.**

The items identified for FY2027 are based on the 10 year plans outlined in the pages ahead.

FY27 General Fund – 10 Year Capital Plan

Priority	Project	Building	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033	FY2034	FY2035	FY2036
1	Generator Transfer Switch (FY2026)	MRMS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	Install additional external lighting to improve safety of students	MRMS	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	Replace Auditorium Curtain	MRMS	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	Upgrade the stage lighting system in the auditorium	MRMS	\$ -	\$ 300,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	Auditorium floor lights need to be repaired/replaced.	MRHS	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	Replace the MRHS building lighting controls system.	MRHS	\$ 80,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16	Replace the HES security alarm system.	HES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	Replace HES RTU 4 (above library area) and dehumidification system	HES	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	Network switches	HES	\$ 100,000	\$ 75,000	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace CES classroom and hallway carpet with rubber/vinyl tiles	CES	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace MRMS classroom and hallway carpet with rubber/vinyl tiles	MRMS	\$ 71,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
26	Replace HES RTU 2 (Guidance)	HES	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
27	Replace the countertops in the student bathrooms	HES	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace the MRHS road side digital sign.	MRHS	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
29	Replace TouchView Classroom Interactive Displays	MRMS	\$ -	\$ 42,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
34	Install new external security cameras around the school building.	MRMS	\$ -	\$ 40,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
35	Gym & Cafeteria Sound System	MRHS	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
38	Replace HES Roof Top H&V Unit 4 (gym)	HES	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
42	District Server (at MRHS)	DISTRICT	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
48	Upgrade the student bathrooms.	CES	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace the HES maintenance vehicle (include snow plow with new truck)	MRHS	\$ -	\$ -	\$ 80,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
50	Replace the baseball field score board	MRMS	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
51	Auditorium light and sound repairs	MRHS	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
52	Replace wireless access points	MRMS	\$ -	\$ 70,000	\$ 50,000	\$ 45,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
56	Prepare MRMS courtyard for outdoor classroom	MRMS	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
57	Replace student and teacher classroom furniture.	MRMS	\$ 25,000	\$ 25,000	\$ 70,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ 100,000	\$ -	\$ -
60	Repair or replace the roof of the baseball field dugout.	MRMS	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
61	Repair/remove the existing shed.	MRMS	\$ -	\$ -	\$ -	\$ 10,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Repair/Replace all CES external doors	CES	\$ -	\$ 24,000	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500	\$ 37,500
	Repair/Replace all MRMS external doors	MRMS	\$ -	\$ 26,000	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500	\$ 64,500
64	Refinish MRHS Gym Floor	MRHS	\$ -	\$ -	\$ -	\$ -	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
65	Fill cracks and reseal all parking lots and roadway	MRMS	\$ -	\$ 35,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
66	Conduct major elevator maintenance to extend useful life.	HES	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace MRMS building generator.	MRMS	\$ -	\$ -	\$ -	\$ 25,000	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -
	Replace CES building generator.	CES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ -
71	Replace HES building generator.	HES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 30,000	\$ -
	Replace HES Roof Top H&V Unit 3 (after school)	HES	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace HES Roof Top H&V Unit 2 (activity room)	HES	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	Replace HES Roof Top H&V Unit 5 (gym)	HES	\$ -	\$ -	\$ -	\$ 60,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
74	Install a new MRMS road side sign.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ 12,000	\$ -	\$ -	\$ -	\$ -	\$ -
75	Resurface the basketball court and replace basketball hoops.	MRMS	\$ -	\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Grand Total</b>			\$ 416,000	\$ 482,000	\$ 570,000	\$ 562,000	\$ 382,000	\$ 249,000	\$ 232,000	\$ 232,000	\$ 132,000	\$ 102,000

FY27 General Fund – Possible 10 Year Borrowing  
Version 1

Priority	Estimated Total Cost	Grants	Cost to District	Debt Term	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Final Payment
MRHS Construction (refinance)	\$ 15,160,000		\$ 15,160,000	15	\$ 1,646,775	\$ 1,593,150	\$ 1,549,525	\$ 1,510,525	\$ 1,471,025	\$ 1,431,025	\$ 1,390,525	\$ 1,349,525	\$ 1,303,150	\$ 1,261,700	\$ 1,215,400	2040
Replace MRMS external shingles and trim, and windows.	\$ 11,507,030		\$ 11,507,030	25	\$ 300,000	\$ 967,741	\$ 947,029	\$ 926,316	\$ 905,603	\$ 884,891	\$ 864,178	\$ 843,465	\$ 822,753	\$ 802,040	\$ 781,327	2052
Replace the MRMS Roof (construction)	\$ 8,500,000	\$ 3,145,000	\$ 5,355,000	25	\$ -	\$ -	\$ 450,356	\$ 440,717	\$ 431,078	\$ 421,439	\$ 411,800	\$ 402,161	\$ 392,522	\$ 382,883	\$ 373,244	2053
Replace CES external shingles and trim, and windows.	\$ 6,904,218		\$ 6,904,218	25	\$ -	\$ -	\$ -	\$ -	\$ 580,645	\$ 568,217	\$ 555,790	\$ 543,362	\$ 530,934	\$ 518,507	\$ 506,079	2055
Replace CES Roof (construction)	\$ 5,100,000	\$ 1,887,000	\$ 3,213,000	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 270,213	\$ 264,430	\$ 258,647	\$ 252,863	\$ 247,080	\$ 241,296	2056
MRHS Track and Field	\$ 1,500,000		\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	\$ 193,875	\$ 187,125	\$ 180,375	\$ 173,625	\$ 166,875	2039
<b>HES Boiler/Room - Option 2</b>																
Replace HES Roof (construction)	\$ 8,500,000	\$ 2,805,000	\$ 5,695,000	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 478,950	\$ 468,699	\$ 458,448	\$ 448,197	2058
Replace HES boilers and circulator pumps (Option 2)	\$ 1,500,000		\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	2044
MRMS Boiler - Option 2	\$ 1,500,000		\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	\$ 193,875	\$ 187,125	2042
CES Boiler - Option 2	\$ 1,000,000		\$ 1,000,000	10	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 142,750	\$ 138,250	2045
<b>Total (option 2)</b>					\$ 1,946,775	\$ 2,560,891	\$ 2,946,509	\$ 3,091,682	\$ 3,595,725	\$ 3,776,410	\$ 3,894,712	\$ 3,791,659	\$ 3,683,222	\$ 3,722,459	\$ 3,609,596	
					\$ 614,116	\$ 386,018	\$ 144,773	\$ 504,043	\$ 180,684	\$ 118,312	\$ (103,063)	\$ (108,438)	\$ 39,237	\$ (112,863)		

Version 2

Priority	Estimated Total Cost	Grants	Cost to District	Debt Term	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	Final Payment
MRHS Construction (refinance)	\$ 15,160,000		\$ 15,160,000	15	\$ 1,646,775	\$ 1,593,150	\$ 1,549,525	\$ 1,510,525	\$ 1,471,025	\$ 1,431,025	\$ 1,390,525	\$ 1,349,525	\$ 1,303,150	\$ 1,261,700	\$ 1,215,400	2040
Replace MRMS external shingles and trim, and windows.	\$ 11,507,030		\$ 11,507,030	25	\$ 300,000	\$ 967,741	\$ 947,029	\$ 926,316	\$ 905,603	\$ 884,891	\$ 864,178	\$ 843,465	\$ 822,753	\$ 802,040	\$ 781,327	2052
Replace the MRMS Roof (construction)	\$ 8,500,000	\$ 3,145,000	\$ 5,355,000	25	\$ -	\$ -	\$ 450,356	\$ 440,717	\$ 431,078	\$ 421,439	\$ 411,800	\$ 402,161	\$ 392,522	\$ 382,883	\$ 373,244	2053
Replace CES external shingles and trim, and windows.	\$ 6,904,218		\$ 6,904,218	25	\$ -	\$ -	\$ -	\$ -	\$ 580,645	\$ 568,217	\$ 555,790	\$ 543,362	\$ 530,934	\$ 518,507	\$ 506,079	2055
Replace CES Roof (construction)	\$ 5,100,000	\$ 1,887,000	\$ 3,213,000	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 270,213	\$ 264,430	\$ 258,647	\$ 252,863	\$ 247,080	\$ 241,296	2056
MRHS Track and Field	\$ 1,500,000		\$ 1,500,000	10	\$ -	\$ -	\$ -	\$ 214,125	\$ 207,375	\$ 200,625	\$ 193,875	\$ 187,125	\$ 180,375	\$ 173,625	\$ 166,875	2039
<b>HES Boiler - Option 1 (MSBA)</b>	\$ 17,088,000	\$ 5,639,040	\$ 11,448,960	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 962,858	\$ 942,249	\$ 921,641	2059
MRMS Boiler - Option 1 - MSBA	\$ 9,289,665	\$ 3,437,176	\$ 5,852,489	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 492,194	\$ 481,660	\$ 471,125	\$ 460,591	\$ 450,056	2057
CES Boiler - Option 1 - MSBA	\$ 4,715,965	\$ 1,744,870	\$ 2,970,995	25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 249,861	\$ 244,513	2060
<b>TOTAL (option 1)</b>					\$ 1,946,775	\$ 2,560,891	\$ 2,946,509	\$ 3,091,682	\$ 3,595,725	\$ 3,776,410	\$ 4,172,791	\$ 4,065,944	\$ 4,916,580	\$ 5,034,535	\$ 4,900,413	
					\$ 614,116	\$ 386,018	\$ 144,773	\$ 504,043	\$ 180,684	\$ 118,312	\$ (103,063)	\$ (108,438)	\$ 39,237	\$ (112,863)		

*Building Conditions*

The Monomoy Regional School District school buildings are well maintained and the district budgets every year for ongoing preventative maintenance, service and repair. This proactive approach has helped to extend the useful life of many of the major building components, including the roofs, boilers, and generators. However, at CES and MRMS these components are around 30 years old and an increased investment is required to ensure the schools continue to operate efficiently.

*Age of Major Components*

A key component of the facilities review process is to consider the age of the main building components, this helps to inform the district evaluation of those components.

Item	Expected Useful Life	CES	HES	MRMS	MRHS
Boilers	20 years	29	1 is 23 y.o. 2 are 35 y.o.	29	13
Generators	20 years	30	23	30	13
Roof	20 years	30	23	29	13
Windows	20 years	30	23	29	13
Doors	20 years	30	23	29	13
Elevator	20 years	N/A	23	29	13
Hot water tank	15 years	5	23	8	13
Pumps	20 years	29	23	10, 15 and 8 y.o.	13
Auditorium	10 years	N/A	N/A	N/A	13
Turf Field	15-20 years	N/A	N/A	N/A	13
Track	15-20 years	N/A	N/A	N/A	13

See below for a description of the Capital Planning process the district follows to identify the priority projects. Below is an overview of all the projects included in the 10 year capital plan. The projects have been categorized by whether or no they would require the district to borrow funds and whether or not they have already been approved for FY2026.

Capital Projects That Require Borrowing

*Approved Capital Projects That Require Borrowing*

- **Monomoy Regional High School Construction Loan:** The debt issued for the MRHS construction project was recently refinanced for better rates, this loan will be paid off by FY2040.
- **Monomoy Regional Middle School: Siding and Windows Replacement:** This project involves a comprehensive exterior restoration, replacing the school’s siding, trim and windows to improve energy efficiency, weather resistance, and overall building aesthetics.

### *Future Proposed Projects That Require Borrowing*

- **Monomoy Regional Middle School: Roof Replacement:** This major project involves the complete replacement of the existing roof at MRMS to address leaks, mitigate structural damage risks, and ensure the long-term integrity and weather-tightness of the building. This project is currently in the feasibility study stage, the construction phase/borrowing has not yet been approved.
- **Chatham Elementary School Restoration: Siding and Windows Replacement:** This project involves a comprehensive exterior restoration, replacing the school's siding and windows to improve energy efficiency, weather resistance, and overall building aesthetics.
- **Monomoy Regional High School Track and Field Resurface:** This is the complete resurfacing of the school's running track and field event areas to maintain safety standards, ensure optimal performance conditions, and extend the facility's lifespan.
- **Harwich Elementary School Boiler Replacement:** This project is to replace the outdated or failing boiler system at Harwich Elementary School to ensure reliable and efficient heating for the building.
- **Monomoy Regional Middle School Boiler Replacement:** This capital item covers the necessary replacement of the existing boiler system at Monomoy Regional Middle School to improve heating efficiency and system reliability.
- **Chatham Elementary School Boiler Replacement:** This is the planned replacement of the current boiler system at Chatham Elementary School to upgrade to a more modern, energy-efficient, and dependable unit.
- **Harwich Elementary School: Roof Replacement:** This major project involves the complete replacement of the existing roof at HES to address leaks, mitigate structural damage risks, and ensure the long-term integrity and weather-tightness of the building.

### *Note on Massachusetts School Building Authority Reimbursement for Boiler Replacement*

The Massachusetts School Building Authority's (MSBA) Accelerated Repair Program (ARP) is a competitive grant program intended to fund the repair or replacement of a limited number of major building systems in existing, structurally sound school facilities.

Here is an overview of the ARP, specifically concerning boiler replacement, which is currently undergoing a programmatic change:

#### Shift from Fossil Fuel Boilers to Heat Pumps

The most significant change to the ARP concerning heating systems is the shift away from new fossil fuel boiler replacements.

- **Past Scope:** Historically, the ARP was a primary vehicle for districts to get funding for the repair or replacement of aging fossil fuel boilers (typically 25 years or older) to enhance energy efficiency and save costs.
- **Current/Future Scope (Starting 2025):** The MSBA is no longer offering grants for the replacement of aging heating systems with new fossil fuel boilers for new applications. Instead, the ARP is being modified to include heat pump conversion projects to align with the Commonwealth's decarbonization goals.
- **2025 Focus:** Beginning with the 2025 Statement of Interest (SOI) filing period, the ARP will include a new category for heat pump conversion in facilities where the building is otherwise structurally sound

Monomoy Regional School District submitted a statement of interest during the 2025 filing period to replace the Harwich Elementary School boilers (as they are the oldest). The District's SOI was accepted into the initial phase of the process. According to MSBA guidance, this project would include complete replacement of the buildings HVAC system and replacing the building's roof (to maximize energy efficiency). This project would be significantly more expensive than a simple boiler replacement. In the draft debt schedules above the district has presented two options: the first would be to replace the district's boilers through the MSBA program and the second would be a simpler, limited, boiler replacement project.

Capital Projects That Do Not Require Borrowing

Listed below are all priority projects which meet any of the capital definitions (see below) but that would not require the district to borrow funds.

*Approved FY2026 Capital Projects That Do Not Require Borrowing*

The following projects were approved as part of the FY2026 budget process.

Project	Budget
Continue replacement of carpet.	\$60,000
Service and repair exhaust fans	\$25,000
Replace High School facilities vehicle	\$70,000
Continue replacement of carpet.	\$40,000
Replace existing smoke alarm system	\$40,000

*FY2027 Proposed Projects That Do Not Require Borrowing*

Priority		Building	FY2027
Network Switches	Replace network switches across all buildings (starting at MRHS) to ensure network security and reliability, following the recommended refresh cycle of at least every 8 years. Costs may be offset by federal ERATE funding.	MRHS	\$100,000
<b>Replace the MRHS building lighting controls system</b>	Replace the current lighting control system which is outdated, malfunctioning, and requires frequent maintenance by a tech engineer.	MRHS	\$80,000
<b>Auditorium floor lights need to be repaired/replaced</b>	Repair or replace the floor 'guide' lights in the auditorium, some of which have started to fail.	MRHS	\$30,000
Replace MRMS classroom and hallway carpet with rubber tiles	Replace old, worn classroom and hallway carpets at MRMS with durable rubber tiles, which also addresses the risk of asbestos and improves air quality.	MRMS	\$71,000
Replace HES RTU 4 (above library area) and dehumidification system	Replace the aging Rooftop Unit 4 and its dehumidification system above the	HES	\$60,000

	HES library to ensure proper climate control and protect library materials.		
Replace CES classroom and hallway carpet with rubber tiles	Replace the worn classroom and hallway carpets at CES with rubber tiles to improve facility appearance, reduce tripping hazards, and eliminate potential air quality issues from old carpeting.	CES	\$20,000
Replace Auditorium Curtain	Replace the current, deteriorated stage curtain in the MRMS auditorium, which is a safety concern due to poor fire protection and presents an unsightly image.	MRMS	\$30,000
<b>Replace student and teacher classroom furniture</b>	Replace all classroom furniture for students and teachers at the middle school (multi year project to begin in FY2027).	MRMS	\$25,000

Future Proposed Projects That Do Not Require Borrowing

Listed below are future proposed projects that would be funded from the district's capital budget and would not require the district to borrow funds. These projects are grouped by their first year of implementation (most are 1 year projects but some are multiyear). Each entry includes the project title, a short description and an estimated cost.

- 2026 Generator Transfer Switch** MRMS **\$20,000** Replace the current transfer switch to allow the generator to automatically switch off when main power is restored, mitigating the risk of accident or injury from manual operation.
- 2026 Replace the HES security alarm system** HES \$30,000 Replace the outdated security alarm system, which is no longer supported, has failing components, and is becoming a high priority due to ongoing issues.
- 2027 Install press box, including wheel chair lift** MRHS \$75,000 Install a wheelchair lift to the bleacher press box, with the cost increased due to the need for a protective enclosure to meet the high wind rating for the area. Funded by Monomoy Sports Booster Club, with support from Community Preservation Committees (both towns).
- 2028 Install additional external lighting to improve safety of students** MRMS \$40,000 Install additional, more effective external lighting on the approach road to the school to improve safety, especially during evening pick-up.
- 2028 Upgrade the stage lighting system in the auditorium** MRMS \$300,000 Upgrade the auditorium's current stage lighting system, which is insufficient and not working properly; the project has been delayed due to insufficient funds.
- 2028 Replace Classroom Interactive Displays** CES & HES Replace the elementary schools' interactive displays, which are prematurely failing; a portion of replacements were previously completed with School Choice funds.
- 2029 Fill cracks and reseal all parking lots and roadway** MRMS \$35,000 Repair the parking lots and roadway, which are currently in a state of disrepair.

- **2029 Install new external security cameras around the school building** MRMS  
\$40,000 Install a new external security camera system, as the current one is inadequate and needs a significant system upgrade.
- **2029 Replace the countertops in the student bathrooms** HES \$30,000 Replace student bathroom countertops that are dented, chipped, and no longer level.
- **2029 Gym & Cafeteria Sound System MRHS** \$30,000 Replace or upgrade the sound system for the gym and cafeteria areas to improve sound for school events/assemblies.
- **2029 District Server (at MRHS)** DISTRICT \$10,000 Replace the district's central server, following the recommended technology refresh cycle of at least every 7 years to ensure security and reliability.
- **2029 Auditorium light and sound repairs** MRHS \$60,000 Upgrade the auditorium's outdated sound system and replace parts like microphones to improve its function for school shows and events.
- **2029 Replace HES RTU 2 (Guidance)** HES \$60,000 Replace the rooftop unit serving the Guidance area (installed in 2001) and upgrade it to a two-zone system.
- **2029 Replace HES Roof Top H&V Unit 4 (gym)** HES \$60,000 Replace the gym's rooftop heating and ventilation unit, which was installed in 2001.
- **2029 Replace wireless access points** ALL BUILDINGS \$165,000 Replace wireless access points district-wide to follow the recommended 8-10 year refresh cycle for network security and reliability.
- **2029 Replace student and teacher classroom furniture** CES/HES \$360,000 Replace classroom furniture for students and teachers at the elementary school.
- **2030 Upgrade the student bathrooms** CES \$30,000 Renovate and upgrade the student bathrooms, which are currently outdated and damaged.
- **2030 Replace the baseball field score board** MRMS \$15,000 Replace the baseball field scoreboard, which is damaged and in disrepair.
- **2030 Replace HES Roof Top H&V Unit 3 (after school)** HES \$60,000 Replace the rooftop heating and ventilation unit for the after-school area, which was installed in 2010.
- **2030 Replace HES Roof Top H&V Unit 2 (activity room)** HES \$60,000 Replace the rooftop heating and ventilation unit for the activity room, which was installed in 2010.
- **2030 Prepare MRMS courtyard for outdoor classroom** MRMS \$30,000 Develop the cleared courtyard space into a functional area for outdoor classrooms.
- **2030 Replace the HES maintenance vehicle (include snow plow with new truck)** HES \$80,000 The district has recently purchased one new vehicle to be shared between CES and MRMS, a second has been approved to be shared between MRHS and HES. This item is here in case one vehicle is insufficient to cover the needs of both HES and MRHS.
- **2031 Repair or replace the roof of the baseball field dugout** MRMS \$15,000 Repair or replace the damaged roof of the baseball field dugout.
- **2031 Conduct major elevator maintenance to extend useful life** HES & MRMS \$50,000 Perform major preventative maintenance and part replacement on the elevators at both schools to extend their useful life.
- **2031 Replace/remove the existing shed** MRMS \$10,000 Remove or replace the existing shed, which is in disrepair.

- **2031 Replace HES Roof Top H&V Unit 5 (gym)** HES \$60,000 Replace the gym's second rooftop heating and ventilation unit, which was installed in 2010.
- **2032 Resurface the basketball court and replace basketball hoops** MRMS \$20,000 Resurface the basketball court, which is showing signs of surface disintegration, and replace the hoops.
- **2032 Install a new MRMS road side sign** MRMS \$12,000 Install a new, regular roadside sign, replacing a prior proposal for a more expensive digital sign.
- **2032 Refinish MRHS Gym Floor** MRHS \$15,000 Refinish the gym floor due to a prior incorrect finish that causes the paint to chip, requiring frequent reapplication.
- **2033 Replace MRMS building generator** MRMS \$30,000 Replace the building generator, which is beyond its expected useful life despite being well-maintained and having regular service.
- **2034 Replace CES building generator** CES \$30,000 Replace the building generator, which is beyond its expected useful life but currently in good working order due to regular maintenance.
- **2035 Replace/Repair all CES external doors** CES \$300,000 Replace all 25 external doors and frames, which are old, dented, and out of square, leading to difficulty in operation.
- **2035 Replace HES building generator** HES \$30,000 Replace the building generator, which is beyond its expected useful life but currently in excellent working condition.
- **2036 Replace/Repair all MRMS external doors** MRMS \$516,000 Replace all 43 external doors and frames, which are old, dented, and out of square, causing difficulty in operation.

# Monomoy Regional School District

**Scott Carpenter, Ed.D.**  
Superintendent

**Michael MacMillan**  
Business Manager

**Melissa Maguire**  
Director of Student Services



**Robin A. Millen, Ed.D.**  
Assistant Superintendent of Curriculum,  
Instruction and Assessment

**Paul G. Donlan**  
Treasurer

**To:** Monomoy Regional School Committee  
**From:** Michael MacMillan  
**Date:** 10/07/2025  
**Re:** Prior Year Payroll Cost – Vote Required

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## MOTION

To approve the payment of five thousand, two hundred and nineteen dollars and thirty seven cents in FY25 payroll costs not previously encumbered, as presented to the School Committee.

## BACKGROUND

The district's general fund is funded primarily from the assessments to the Towns of Chatham and Harwich and from state educational funding. As these funds are raised for a specific financial year they should be expended within that year.

If the appropriation from the current year's general fund is required to pay for costs relating to the previous year, the School Committee's approval is required.

It was recently determined that a member of staff who left the district in FY25 was not paid for their 'sick leave buy' out as they were entitled to. This employee was employed under the Monomoy Regional Education Association Unit B contract, see attached for the relevant article.

Payee	Reason for Change	Amount
Jonathan Randall	Payment not made during fiscal year 2025	\$5,219.37
		\$5,219.37

**Michael MacMillan.**  
School Business Manager

# Monomoy Regional School District

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*Superintendent*

**Michael MacMillan**  
*Business Manager*

**Melissa Maguire**  
*Director of Student Services*



**Robin A. Millen, Ed.D.**  
*Assistant Superintendent of Curriculum,  
Instruction and Assessment*

**Paul G. Donlan**  
*Treasurer*

## Article 21 - Sick Leave Buy-Back

A. If an employee has been employed by the Chatham, Harwich or Monomoy School System for at least five (5) but less than ten (10) years, then that employee shall be compensated for twenty-five percent (25%) of their unused sick days. The total payment, however, will not exceed payment for sixteen (16) days.

If the employee has been employed by the Chatham, Harwich or Monomoy School System for at least ten (10) but less than fifteen (15) years, then that employee shall be compensated for fortyfive (45%) of unused sick days. The total payment, however will not exceed payment for twentyseven (27) days.

If an employee has been employed by the Chatham, Harwich or Monomoy School System at least fifteen (15) years, then that employee shall be compensated for sixty percent (60%) of the unused sick days. The total payment however, will not exceed payment for forty-five (45) days.

If the employee has been employed by the Chatham, Harwich or Monomoy School System for at least twenty (20) years, then that employee shall be compensated for 75% of the unused sick days. The total payment, however, will not exceed payment for fifty-six (56) days.

B. Employees who have accumulated at least 90 days of sick leave may sell up to ten (10) days of the then current fiscal year's sick leave accrual at a rate of 25% of the employee's salary/base hourly rate. Payments made under this Article shall be paid no later than the first payroll of the following fiscal year.

Employees hired on or before June 30, 2024, may elect to retain the current Retirement Benefit described in paragraph A or opt into the above incentive program in this paragraph B by notifying the District of their election no later than September 1 of any year. However, once an employee elects to opt into this incentive program, they will be ineligible for the Retirement Benefit in paragraph A. Employees hired on or after July 1, 2024 are not eligible for the Retirement Benefit in paragraph A.

FY25		FY26		FY25		FY26		FY25		FY26		FY25		FY26	
CHATHAM RESIDENT STUDENTS	HARWICH RESIDENT STUDENTS	SCHOOL CHOICE STUDENTS	TOTAL STUDENTS	% change from FY24	CHATHAM RESIDENT STUDENTS	HARWICH RESIDENT STUDENTS	SCHOOL CHOICE STUDENTS	TOTAL STUDENTS	% change from FY25	CHATHAM RESIDENT STUDENTS	HARWICH RESIDENT STUDENTS	SCHOOL CHOICE STUDENTS	TOTAL STUDENTS	Change from FY25	% change from FY25
<b>CHATHAM ELEMENTARY</b>															
Pre K	9	1	10		Pre K	7	12	19		7	12	0	19	9	
K	16	2	20		K	16	1	18		16	1	1	18	-2	
Grade 1	21	3	30		Grade 1	13	3	19		13	3	3	19	-11	
Grade 2	23	3	32		Grade 2	19	2	29		19	2	8	29	-3	
Grade 3	25	3	35		Grade 3	24	4	35		24	4	7	35	0	
Grade 4	11	5	19		Grade 4	24	2	33		24	2	7	33	14	
Total CES	105	17	146	-2.0%	Total CES	103	24	153	4%	103	24	26	153	7	
<b>HARWICH ELEMENTARY</b>															
Pre K	2	39	41		Pre K	3	26	29		3	26	0	29	-12	
Kindergarten	0	82	82		Kindergarten	0	70	76		0	70	6	76	-6	
Grade 1	0	58	62		Grade 1	1	73	77		1	73	3	77	15	
Grade 2	0	76	84		Grade 2	0	60	67		0	60	7	67	-17	
Grade 3	0	70	80		Grade 3	1	72	80		1	72	7	80	0	
Grade 4	0	93	100		Grade 4	0	70	82		0	70	12	82	-18	
Total HES	2	418	449	-3.2%	Total HES	5	371	411	-8.40%	5	371	35	411	-38	
<b>MIRMS</b>															
Grade 5	35	67	121		Grade 5	14	97	126		14	97	15	126	5	
Grade 6	28	82	133		Grade 6	34	64	118		34	64	20	118	-15	
Grade 7	25	101	141		Grade 7	28	82	137		28	82	27	137	-4	
Total MS	88	250	395	-4.6%	Total MS	76	243	381	-3.50%	76	243	62	381	-14	
<b>MRHS</b>															
Grade 8	34	92	144		Grade 8	23	96	138		23	96	19	138	-6	
Grade 9	30	92	146		Grade 9	32	86	139		32	86	21	139	-7	
Grade 10	35	96	150		Grade 10	26	83	133		26	83	24	133	-17	
Grade 11	26	82	134		Grade 11	36	87	147		36	87	24	147	13	
Grade 12	29	95	157		Grade 12	26	84	134		26	84	24	134	-23	
Sped Gr 15	2	4	7		Sped Gr 15	2	7	9		2	7	0	9	2	
Total HS	156	461	738	2.6%	Total HS	145	443	700	-5.10%	145	443	112	700	-38	
District Total	351	1146	1728	-1.0%	District Total	329	1081	1645	-4.80%	329	1081	235	1645	-83	
<b>Out of District</b>															
Out of District	4	11	15		Out of District	8	12	21	40.00%	8	12	1	21	6	
Total	355	1157	1743	-0.85%	Total	337	1093	1666	-4.70%	337	1093	236	1666	-77	
<b>SPED Evals Only</b>															
SPED Evals Only	5	10	15		SPED Evals Only	3	5	8		3	5	0	8		
<b>Aspen total :</b>															
Aspen total :	2	1	3		Aspen total :	18	5	23		18	5	5	28		
Services Only	357	1158	1746		Services Only	18	5	23		18	5	5	28		
TOTAL	357	1158	1746		TOTAL	329	1081	1645		329	1081	235	1645	-83	

FY 26 Notes: Grade 11 - 1 student waived agreement, 2 foreign exchange  
Out of District, 4 students services only

## **MONOMOY REGIONAL SCHOOL DISTRICT Superintendent Search Timeline**

October 2	School Committee meets with consultant to: <ul style="list-style-type: none"><li>● Confirm timeline</li><li>● Set a schedule for Community Forums</li><li>● Approve online survey</li><li>● Determine Screening Committee composition and recruitment plan</li></ul>
October 6 – 20	Conduct Community Forums and online survey Recruit volunteers for Screening Committee
Thursday, October 16	Community Forums (one for interested high school students, one for staff, and another for parents/caregivers)
Monday, October 20	Subcommittee meets via Zoom with consultant to: <ul style="list-style-type: none"><li>● Analyze focus group and survey responses</li><li>● Approve qualifications and selection criteria</li><li>● Finalize application posting materials</li></ul>
Tuesday, October 21	Position posted
Wednesday, October 22*	Screening Committee meets for orientation
Monday, November 10*	Screening Committee meets to determine questions
Friday, November 21	Application deadline
Monday, November 24	Screening Committee meets to select candidates to interview
December 1, 3, and 4*	Candidates interviewed and selection of finalists
Thursday, December 11	School Committee publicly announces finalists; Screening Committee is discharged
Week of December 15	Finalists visit MRSD (includes Community Forums)
Wednesday, December 17	Finalists interviewed by School Committee
Thursday, December 18	School Committee votes to appoint Superintendent
July 1, 2026	New Superintendent's tenure begins

\*It is critical that all members of the Screening Committee be present for all candidates selected to interview to enable participation in voting for finalists. Meeting dates for this process have been set before recruiting volunteers to ensure that interested volunteers are able to make all scheduled meetings.

Dear Monomoy Parents, Caregivers, and Staff,

With the retirement of Monomoy Superintendent Dr. Scott Carpenter at the end of this school year, the Monomoy Regional School Committee has engaged the Massachusetts Association of School Committees to assist in the search for the next Superintendent. While the School Committee has the sole authority to appoint the Superintendent, our Committee greatly values and welcomes input from a broad group of parents/caregivers and staff in this process.

There will be multiple opportunities for all members of our school community to participate in this process – including a survey that will be shared later this week and at Community Forums on October 16. These will provide an ability for you to share what you hope to see in the next Superintendent. You will also have the opportunity to meet finalists at several forums the week of December 15. In addition, the School Committee will appoint a Screening Committee to support this important process.

The Screening Committee requires a significant time commitment, as its members will review applications, interview candidates, and recommend finalists to the School Committee for further consideration. We invite parents/caregivers and staff interested in serving on the Screening Committee to apply. **Screening Committee volunteers must be available to attend all of the meetings (see schedule below) and must maintain strict confidentiality about the applicants throughout this process.**

**Required Screening Committee dates:**

- Monday, October 27, 5:30-7:30 p.m. – Orientation about the process, roles, and expectations
- Monday, November 10, 5:30–7:30 p.m. – Finalize interview questions and select candidates to Interview
- December 1, 5:30-7:30 p.m. – Interview candidates
- December 3, 5:30-7:30 p.m. – Interview candidates
- December 4, 5:30-7:30 p.m. – Interview candidates and select finalists

Depending upon how many individuals apply to be members of the Screening Committee, the School Committee may need to narrow down the pool of volunteers to be inclusive of both towns, all four schools, and reflect the diversity of our community.

If you would like to be considered for the Screening Committee (and can commit to the dates and times above), please complete this short application by **noon on Monday, October 13, 2025:**

**[Click here to apply for the Screening Committee](#)**

Selecting a new Superintendent is an important decision for the Monomoy community, and the School Committee deeply appreciates the dedication and interest of those willing to serve.

If you have any questions, please contact me at [meredith.henderson@monomoy.edu](mailto:meredith.henderson@monomoy.edu).

Sincerely,

Meredith Henderson  
Chair, Monomoy Regional School Committee

# Monomoy Regional Superintendent Screening Committee Application

Thank you for your willingness to be part of the Monomoy Regional Superintendent Screening Committee. The Monomoy Regional School Committee appreciates your interest!

**This application is open until noon on Monday, October 13.** At that time, the application will close, members of the Screening Committee will be selected, and all applicants will be notified.

This application is to fill the following seats on the Screening Committee:

- 4 Teachers, one from each building
- 2 Parents/Caregivers
- 1 Central Office Administrator
- 1 Principal
- 1 Student

In addition, there will be four members of the School Committee on the Screening Committee.

**Screening Committee members must be available on the following dates:**

- Monday, October 27, 5:30-7:30 p.m. – Orientation about the process, roles, and expectations
- Monday, November 10, 5:30–7:30 p.m. – Finalize interview questions and select candidates to Interview
- December 1, 5:30-7:30 p.m. – Interview candidates
- December 3, 5:30-7:30 p.m. – Interview candidates
- December 4, 5:30-7:30 p.m. – Interview candidates and select finalists

scarpenter@monomoy.edu [Switch account](#)



Not shared

\* Indicates required question



Email Address \*



First Name \*

Your answer

Last Name \*

Your answer

Cell Phone Number \*

Your answer

Committee seat for which you are applying (select one): \*

- Principal
- Central Office Administrator
- Teacher
- Parent/Caregiver
- Student



Can you commit to all of the required meeting dates: \*

\* Monday, October 27, 5:30-7:30 p.m. – Orientation about the process, roles, and expectations

\* Monday, November 10, 5:30–7:30 p.m. – Finalize Interview Questions and Select Candidates to Interview

\* December 1, 5:30-7:30 p.m. – Interview Candidates

\* December 3, 5:30-7:30 p.m. – Interviews Candidates

\* December 4, 5:30-7:30 p.m. – Interviews Candidates and Select Finalists

*If you cannot respond 'yes' to this question, thank you for your interest, but you will not be able to serve on the Screening Committee.*

Yes, I can commit to attending all of the required meeting dates.

Please briefly explain why you wish to be part of the Superintendent Screening Committee, and the particular perspective you will bring. \*

Your answer

Thank you for your interest!

Submit

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Google Forms





# An invitation to apply SUPERINTENDENT OF SCHOOLS



**Monomoy Regional School District, Chatham/Harwich, Massachusetts**

Visit our website at [www.monomoy.edu](http://www.monomoy.edu)

## THE SCHOOL DISTRICT

**Student Enrollment:** 2025–2026: 1,666 (PreK–13)

**Budget:** FY26 \$49,241,572

### School Buildings

Chatham Elementary School (PreK–4)  
Harwich Elementary School (PreK–4)  
Monomoy Regional Middle School (5–7)/Central Office  
(Chatham)  
Monomoy Regional High School (8–13) (Harwich)

### Administration and Staff

Superintendent  
Assistant Superintendent  
Director of Finance  
Director of Student Services  
High School Principal  
Middle School Principal  
Elementary School Principals (2)  
Assistant Principals (4)  
Director of Facilities  
Director of Technology  
Community Engagement Coordinator  
Food Services Director  
Curriculum Coordinators (2)  
Teachers (180)  
Counselors & Related Services (24), Team Chairs (4),  
and Nurses (6)  
Mental Health Coordinator (1) and  
Board Certified Behavioral Analyst (1)  
Restorative Justice Coordinator  
Instructional Assistants (84)  
Athletic Director (1) and Athletic Trainer (1)  
Business Office Staff (4)  
Central Office Support Staff, including  
Transportation Coordinator (4)  
School-based Administrative Assistants (11)  
Data Specialist & IT Technicians (4)  
Custodians (19)  
Food Services Staff and Cafeteria Monitors (15)

## SALARY AND CONTRACT

- Final range to be determined

## SELECTION CRITERIA

The successful candidate will have:

- Criteria to be determined via survey and community forums
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## QUALIFICATIONS

- Certified or eligible for certification as a superintendent of schools in Massachusetts;
- Minimum of master's degree; advanced degree preferred;
- Minimum of ten years in education, including five years experience working with students, and five years administrative and/or central office experience preferred;
- Successful experience in school finance and budget management;
- Regional school district experience desired.

### Regional School Committee Members

Meredith Henderson, Chair (Harwich)  
Ryan Clarke (Harwich)  
Ryan Edwards (Harwich)  
Bre Rose (Harwich)

Brad Schiff, Vice Chair (Chatham)  
Stephen Davol (Chatham)  
Betty Gray (Chatham)  
Jackie Zibrat-Long (Chatham)

## TIMELINE 2025-2026

November 21, 2025	Deadline for submitting applications
November 24, 2025	Screening of applicants
December 1-4, 2025	Screening Committee interviews
December 11, 2025	Finalists selected
Week of December 15, 2025	Finalists visit Monomoy
December 17, 2025	School Committee interviews finalists
Week of December 18, 2025	Announcement
July 1, 2026	Start date



## APPLICATION PROCESS

Applications available at [www.masc.org](http://www.masc.org).

Applications should be submitted to [amartin@masc.org](mailto:amartin@masc.org) with the subject line Monomoy Superintendent Search.

For more information, contact Sean Costello at 781-799-1817 or [scostello@masc.org](mailto:scostello@masc.org).

- Completed application information must be received on or before **November 21, 2025**.
- The appointment will be **announced the week of December 17, 2025**, with anticipated starting date of **July 1, 2026**.

**Please do not contact school committee members or members of the school administration.**

## COMMUNITY PROFILE

Monomoy Regional School District formed in July 2012, uniting the towns of Chatham and Harwich on Cape Cod, Massachusetts. The towns of Chatham and Harwich are seaside vacation communities located within 1.5 hours of both Boston and Providence, R.I. Monomoy families are socioeconomically diverse, representing wide range of professions and income strata, and are enriched with an increasing multilingual and multicultural population.



Monomoy Regional School District places students at the center of an educational partnership with caregivers and the community to create a welcoming and innovative learning environment that builds relationships, encourages curiosity, and elevates all students to achieve their full potential.

The member towns are supportive of their schools, with a budget that allows for innovation and continued excellence. Monomoy's buildings are well-maintained and equipped with modern technology. The region's high school was built in 2014, and its Monomoy Regional Middle School/Central Office facility will soon undergo an \$11.5M restoration project with new windows and siding, and, pending Town Meeting approval, a new \$8.5M roof in 2027.



**Chatham Elementary School**



**Harwich Elementary School**



**Monomoy Regional  
Middle School**



**Monomoy Regional  
High School**



Monomoy Regional School District is an equal opportunity employer.