



Monomoy Regional School District - Monomoy Regional School Committee

JOINT MEETING WITH THE HARWICH SELECT BOARD AND THE MONOMOY REGIONAL SCHOOL COMMITTEE

Meeting Agenda for Monday, February 2, 2026, Open Session begins no earlier than 6:30 PM, Donn B. Griffin Room, Town Hall, Harwich, MA 02645

AGENDA

- A. Call to Order
- B. Interview to appoint a Harwich member to fill a vacancy until the May 19, 2026, election:
 - i. Brett Fortin
 - ii. Ann Marie Varella
- C. Reports and Discussions
 - i. Discussion on candidates interviewed
- D. Action Items - Vote Required
 - i. Appointment of Monomoy Regional School Committee member
- E. Adjournment

Authorized Posting Officer

Roberta Simmons
January 29, 2026

Monomoy Regional School District - School Committee
Vacancy Announcement
Harwich Representative

The Harwich Select Board invites interested Harwich residents to apply to serve as a member of the **Monomoy Regional School Committee** until the 2026 annual town election in May 2026.

Applicants should submit a letter of interest and resume to:

Mark Kelleher, Clerk, Harwich Select Board

732 Main Street, Harwich, MA 02645

Deadline: **Friday, January 23, 2026**, no later than 4:00PM

Email submissions are highly encouraged: Mark.Kelleher@harwich-ma.gov.

Candidates will be interviewed at a joint meeting of the Harwich Select Board and remaining Harwich members of the Monomoy Regional School District School Committee on February 2nd no earlier than 6:00 PM. For further information on the vacancy, duties or responsibilities, please contact Anthony Schiavi, Acting Town Administrator at Anthony.Schiavi@harwich-ma.gov or Meredith Henderson, Monomoy Regional School Committee Chair, at Meredith.Henderson@monomoy.edu

Harwich Select Board

Don Howell, Chair

Peter Piekarski, Vice Chair

Mark Kelleher, Clerk

Anita Doucette, Member

Jeffrey Handler, Member

Cape Cod Chronicle

January 8, 2026

From: Brett Fortin
Sent: Tuesday, January 6, 2026 11:50:47 AM
To: Mark Kelleher <mark.kelleher@harwich-ma.gov>
Subject: Regarding Monomoy Regional School Committee Vacancy

Dear Mr. Kelleher,

I am writing to express my interest in being considered for appointment as the Harwich representative to the Monomoy Regional School Committee, serving until the May 2026 Annual Town Election.

I am a Harwich resident with a strong personal and professional investment in the success of the Monomoy Regional School District. I recently served on the Superintendent Screening Committee, which has now completed its work. That experience provided meaningful insight into district leadership, governance, and the importance of thoughtful, long term planning in public education.

In addition, I serve as President of the Chatham Municipal Employee Association, where I work collaboratively with municipal leadership and employees to support fair, transparent decision making and sustainable operations. This role has strengthened my appreciation for fiscal responsibility, labor relations, and the value of respectful, solutions oriented dialogue, skills I believe are essential for effective School Committee service.

I am also a parent of a second grade student at Harwich Elementary School. Like many families, I care deeply about the quality of education our children receive and the role our schools play in building a strong and sustainable community. I am committed to advocating for policies that support students, educators, and families while ensuring the district remains responsive, forward looking, and financially responsible.

I would welcome the opportunity to contribute my experience, perspective, and commitment to public service to the Monomoy Regional School Committee. Please find my resume enclosed for your review. I would be happy to discuss my interest and qualifications further at the Select Board's convenience.

Thank you for your time and consideration.

In solidarity,

Brett Fortin
CMEA president

Brett Fortin

Harwich, MA 02645 • --

Professional Profile

Municipal employee and labor leader with hands on experience in public works operations, regulatory compliance, and customer facing public service. Brings a practical understanding of how municipal decisions affect employees, families, and the broader community. Experienced in collaborative governance and advocating for sustainable public institutions.

Leadership and Governance Experience

Chatham Municipal Employees Association

President (2024 – Present)

- Elected president of the Town of Chatham's largest municipal union.
- Represent employees in labor relations and workplace issue resolution.
- Work collaboratively with municipal leadership, boards, and department heads.
- Approach complex issues with transparency, fairness, and long term perspective.

Municipal Operations Experience

Town of Chatham Department of Public Works

July 2022 – Present

- Maintain parks, cemeteries, athletic fields, beaches, and public spaces.
- Operate municipal vehicles and equipment in accordance with safety standards.
- Support snow and ice removal and emergency weather response operations.
- Enforce transfer station regulations and provide resident assistance.
- Handle daily transactions and maintain accurate records.

Additional Professional Experience

- **RogersGray**, Personal Lines Client Manager (2019 – 2022). Provided insurance consultation and managed client documentation.
- **Agway of Cape Cod**, Warehouse Supervisor (2018 – 2019). Supervised inventory control, safety procedures, and staff training.

Education

Gateway Community College, New Haven, CT

Jonathan Law High School, Milford, CT, High School Diploma

Ann Marie Varella, M.Ed.

Harwich Port, MA |

January 22, 2026

Dear Members of the Harwich Select Board and Harwich Members of the Monomoy Regional School Committee,

Thank you for considering my application for the Harwich Representative Vacancy on the Monomoy Regional School Committee. I've been a resident of Harwich since 2004, I'm the parent of two current Monomoy Regional High School students, and I bring 25 years of experience as an educator focused on meeting the diverse needs of students. Through these roles I've established a deep connection to our community and a strong understanding of the district's responsibilities and opportunities.

Over the years, I've built trusted relationships with families across the district, collaborated closely with MRSD administrators and educators, and maintained productive working relationships with the Central Office staff. I approach leadership with a strong commitment to community partnerships, improving student outcomes, and transparency in financial stewardship that invites stakeholders into shared decision-making.

My background in business and education has reinforced the importance of fiscal responsibility as the foundation for stability, innovation, and long-term organizational health. After reviewing the Monomoy Regional Agreement and the draft FY27 budget proposal, I aim to collaborate to balance the district's needs with budgetary concerns. I have successfully written grants for schools, districts, and nonprofit organizations in order to leverage the Commonwealth's continued investment in districts to strengthen sustainability without placing undue pressure on the local community.

As a district leader, I have led teams of educators and administrators through collaborative, data-informed improvement efforts. I value clarity in communication and decision-making, reflective practice, and a culture of feedback that supports continuous growth. I believe strong relationships and psychological safety are essential to meaningful learning and shared progress. In my current role as Program Supervisor with Behavioral Health Innovators, I work closely with schools and families to address the mental health challenges facing today's youth. Our work has resulted in measurable improvements in student well-being and strengthened partnerships among students, families, and school personnel.

At my core, I aspire to ensure that students and families are engaged in meaningful learning and that every student is prepared for the future they envision for themselves. I would be honored to serve the Harwich community by partnering with the town and the district in continuing the work of ensuring that all students thrive. Thank you for your time, consideration, and service to our community, in addition to all that you each do to improve the lives of others!!

In partnership,

Ann Marie Varella

Ann Marie Varella, M.Ed.

Harwich Port, MA | . | . . .

SUMMARY

Accomplished Director of Learning with a solid track record of enhancing educational outcomes, and driving organizational improvements. Adept at supervising and evaluating personnel, ensuring seamless operational flow, and maintaining robust stakeholder communication. Proven expertise in developing and managing annual budgets, fostering professional growth, and executing strategic initiatives to exceed organizational goals. Committed to advancing educational and administrative excellence through innovative and inclusive approaches.

EDUCATION

Master of Education in TESOL, Framingham State University, May 2016

Master of Education in Mathematics, Cambridge College, May 2006

Bachelor of Science in Marketing, Bentley University, May 1996

Zero - L, Harvard Law School, October 2024

PROFESSIONAL WORK EXPERIENCE

Behavioral Health Innovators, Inc., Chatham, MA - PASS Program Director/ Program Supervisor [February 2025 - Present]

Support school administrators to promote students' well-being by addressing students' academic, social emotional and mental health needs through targeted interventions and coordination with community programming.

- **Project Management:** Align course content with curriculum frameworks including the mental health standards to implement strategies for students struggling with mental health and/or substance use challenges
- **Data Analysis:** Identify patterns in school data, student historical data and social emotional experiences in order to close the gap in services by providing access to a comprehensive continuum of professional care
- **Collaboration:** Synthesize clinical screenings, learner profiles, and academic performance to deliver recommendations to school personnel

Monomoy Regional School District, Chatham, MA - STEM Curriculum Director (5-12) [July 2023 - June 2024]

Oversaw the development of curriculum, instructional design, and professional learning within the STEM departments to ensure alignment with state standards and best practices.

- **Project Management:** Supported STEM teachers in implementing evidence-based instructional strategies aimed at improving student learning, social-emotional growth, and achievement. Result: Enhanced student engagement and measurable growth in academic performance.
- **Data Analysis:** Provided guidance in fostering a culture of learner-focused decision-making based on data from various sources. Result: Improved data-driven instruction and increased student performance metrics.
- **Content Creation:** Advanced content-focused professional learning ensuring vertical alignment of curricular and instructional design within content areas. Result: Achieved uniform and high-quality curriculum standards across grade levels.
- **Budget Management:** Collaborated with the district business manager and the accounting team including grant management oversight and state funding sources. Result: Improved communication and streamlined processes for oversight and documentation.

Ann Marie Varella, M.Ed.

Harwich Port, MA | . |

Chatham Elementary School, Chatham, MA - Math Interventionist

[August 2021 - June 2023]

Provided targeted math instruction and developed intervention strategies for K-4 students to address learning deficits and support academic growth.

- **Collaboration:** Supported teachers in teaching Mathematics with attention to Tier II and Tier III instruction. Result: Enabled better support for students' diverse needs and improved math proficiency.
- **Data Analysis:** Monitored student progress and documented assessment data as well as progress towards the attainment of goals based on the grade-level expectations. Result: Provided accurate and actionable insights into student achievement.
- **Training and Knowledge Transfer:** Facilitated professional development during the 2022-23 school year for teachers at the request of the school principal. Result: Enhanced teacher skill sets and instructional quality.
- **Budget Management:** Supported the principal in fiscal decision-making and hiring protocols. Result: Improvements in communication of a commitment to diversity, equity, and inclusion.

Cambridge Public Schools – Peabody School, Cambridge, MA - Instructional Math Coach

[August 2010 – August 2021]

Provided instructional support and pedagogical content knowledge for teachers to enhance the quality of mathematics education across various grade levels.

- **Business Process Improvement:** Developed assessments and protocols for analyzing student work and measuring growth. Result: Implemented effective evaluation processes that informed instructional improvements.
- **Data Analysis:** Used technology and analyzed data to communicate areas of strength and improvement. Result: Increased transparency and utility of data in decision-making.
- **Mentoring/Coaching:** Aided teachers in setting meaningful, attainable goals connected to data that promote student learning and growth and provided timely, actionable feedback. Result: Enhanced teacher performance and student learning outcomes.
- **Budget Management:** Enhanced transparency in school finance procedures with staff and families. Result: Modeled for the district how transparency improved stakeholder involvement and support for initiatives.

Cambridge Public Schools - Tobin Montessori School, Cambridge, MA - SEI Math Teacher

[August 2008 – June 2010]

Specialist Mathematics Teacher focused on supporting multilingual learners in a Sheltered English Immersion setting to increase their math proficiency.

- **Communication:** Collaborated with the Multilingual Learner certified teacher to build students' academic vocabulary in Tier I and Tier II settings. Result: Enhanced student comprehension and use of mathematical terminology.
- **Collaboration:** Partnered with parents to best meet the needs of their children, including being a representative on the Tobin School Advisory Committee. Result: Strengthened parent-teacher relationships and student support systems.
- **Professionalism:** Attended weekly cluster meetings, district-wide department meetings, and monthly building math team meetings. Result: Ensured consistent professional growth and alignment with district goals.

Waltham Public Schools – McDevitt Middle School, Waltham, MA - Math Teacher

[August 2004 – June 2008]

Taught Mathematics across grades 6 to 8, developing curriculum and assessment tools while supporting students with special needs.

- **Curriculum Development:** Developed curricula and assessments in collaboration with teachers and the department coordinator. Result: Created rigorous and aligned instructional materials.
- **Data Analysis:** Analyzed data from DESE on individual students and reviewed their individual student success plans. Result: Enhanced focus on individualized instruction and student success.
- **Project Management:** Assisted in the development of the School Improvement Plan and reported directly to the school principal. Result: Implemented strategic initiatives to improve school performance.

Ann Marie Varella, M.Ed.

Harwich Port, MA |

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Cambridge Public Schools - CRLS, Cambridge, MA, Portfolio Development Consultant [September 2003 – June 2004]

Consulted on and developed MCAS student portfolios, providing tutoring and documentation aligned with educational standards.

- **Technical Writing:** Developed a design and protocol for the creation of student portfolios to be submitted to the DESE. Result: Streamlined portfolio creation processes and ensured compliance with DESE standards.
- **Content Creation:** Built a program for documenting student work and implemented it in classes. Result: Enhanced documentation and tracking of student progress.

TESTIMONIALS from a recent STEM Educator Feedback Survey – "I like how open and inviting she is." "I feel comfortable discussing anything and being honest about what's happening in the classroom". She is "always willing to help in any way she can." "Focus is on what the teacher needs to be successful and building a relationship of communication"

Ann Marie Varella, M.Ed.

Harwich Port, MA | . . . | .

January 19, 2026

To Whom It May Concern:

I am writing in support of the application of Ms. Ann Marie Varella to fill the existing vacancy for a Harwich representative on the Monomoy Regional School Committee (SC).

I have know come to know Ms. Varella through my personal volunteer activities on behalf of the Monomoy Regional School District (MRSD). I have had the opportunity to hold extensive discussions with her regarding matters related to education and the MRSD.

I feel confident that, if selected to serve on the SC, Ms. Varella would conscientiously fill that position, demonstrate a strong attendance record, and come to each meeting thoroughly prepared to deliberate on the agenda, having done her "homework". In addition, she would bring a wealth of background and experience in education to the table, which would make her a valuable addition/asset to the present Committee.

Ms. Varella is aware of the fiscal challenges and realities facing the Town of Harwich in funding the needs presented in the MRSD budget for FY27 and the future. She is aware of the role of the Regional Agreement in these matters and the role of the SC regarding the same. I believe that, if chosen to serve on the SC, she would be a strong voice for the best interests of the students served by the District, always advocating on their behalf.

I believe that the Town of Harwich would be well-served by Ms. Varella, if she were to serve on the SC.

It is without reservation that I recommend Ms. Ann Marie Varella for your consideration to fill the currently existing SC vacancy.

Sincerely yours,

Charles T. Gruszka

., Harwich, MA 02645

Ann Marie Varella, M.Ed.

Harwich Port, MA | () |



Chatham Elementary School
147 Depot Road Chatham, MA 02633
Phone: 508-945-5135 Fax: 508-945-5138
Principal - Jennifer A. Kelly, Ed.D. • jkelly@monomoy.edu

March 25, 2024

To Whom It May Concern:

It is my honor and privilege to speak on behalf of Ms. Ann Marie Varella. As the principal of Chatham Elementary School, I was thrilled to hire Ms. Varella as a Math Interventionist in the summer of 2021. Ms. Varella's dedication to her work was evident in her service as the Math Interventionist for Chatham Elementary School (K-4) for two years, before she took on an administrative role within our district as the Math & Science Curriculum Director (Grades 5-12) for the 2023-2024 school year.

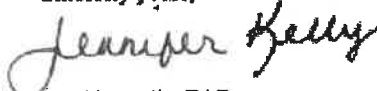
In each of her roles within our organization, Ms. Varella went above and beyond the expectations of the position. Her passion for improving mathematics instruction was palpable in our discussions on research-based practices, student outcomes, social-emotional learning, and teacher efficacy.

Ann Marie is a valued thought partner who not only talks the talk but walks the walk. Ms. Varella was instrumental in modeling new-to-staff instructional practices such as math workshops, fluency stations with running records, and number sense screeners. She went beyond the job description of supporting students to supporting staff to learn, explore, and implement practices to improve student learning. Ms. Varella led presentations at district professional development days and frequently shared her own learning from the many courses and seminars she enrolled in outside of the school day through informal discourse and staff meetings.

While a loss for Chatham Elementary School, it was a boon to the Monomoy Regional School District when Ms. Varella moved to the Central Office and the District Curriculum Team at the conclusion of the 2023 school year. I have thoroughly enjoyed working with Ms. Varella on district-wide initiatives. She is far-sighted, perceptive, and an indispensable team member. Ann Marie possesses an exceptional knowledge of math instruction K-12 and her ability to engage and energize staff at all levels will have a lasting and positive impact on the students and staff of Monomoy Regional Schools for many years to come.

I am confident that Ms. Varella will be an amazing addition to your organization in any type of position. Her knowledge of mathematical best-practice is unparalleled and her ability to connect and build engagement with students and staff is second to none. Please feel free to contact me regarding any additional information you may require regarding Ms. Varella's candidacy.

Sincerely yours,


Jennifer Kelly, Ed.D.

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www.monomoy.edu

Monomoy Regional School District is an equal opportunity employer and does not discriminate against any applicant based upon race, religion, gender, national origin,

Ann Marie Varella, M.Ed.

Harwich Port, MA |



Dennis Yarmouth Regional School District

Office of the Superintendent

296 Station Avenue, South Yarmouth, Massachusetts 02664

Phone: (508) 398-7600 Fax: (508) 398-7622

Dear Hiring Committee,

I am delighted to write this letter of recommendation for Ms. Ann Marie Varella, a highly accomplished and dedicated educator whom I had the pleasure of supervising during my tenure as Director of Curriculum, Instruction, and Assessment for the Monomoy Regional School District. I wholeheartedly endorse Ms. Varella for any position as a Math Curriculum Leader within your organization.

Ms. Varella brings to the table a wealth of experience and expertise in the field of mathematics education, honed through her years of service as a math coach in both the Monomoy and Cambridge Public Schools, as well as her tenure as a middle school math teacher in Walpole. Her diverse background, spanning grades K-8, has equipped her with a deep understanding of the developmental needs and instructional strategies required to support students at various stages of mathematical learning.

One of Ms. Varella's most remarkable qualities is her unwavering passion for mathematics and her continuous pursuit of excellence in teaching and learning. Throughout her career, she has demonstrated a strong desire to continue learning and growing professionally, seeking out opportunities to expand her knowledge and refine her instructional practices. Her progressive view on mathematics instruction, coupled with her commitment to meeting the diverse needs of all learners, makes her a truly innovative and effective educator. An additional pedagogical expertise that she possesses is her understanding of the unique learning needs of English Language Learners. As a mathematics teacher in a Sheltered English Immersion co-taught classroom, she adeptly navigated the complexities of teaching Level 1 and 2 English Language Learners English while simultaneously delivering high-quality mathematics instruction. During her time in Monomoy, she brought this past experience and expertise from Cambridge with her to enhance the pedagogical expertise of teachers within the district.

Ms. Varella's dedication to her craft, coupled with her genuine care for the well-being and success of her students and colleagues, make her an invaluable asset to any educational institution. I have no doubt that she will excel in the role of Math Curriculum Leader, bringing her unique blend of expertise, passion, and innovation to bear on behalf of student learning and achievement.

In conclusion, I recommend Ms. Ann Marie Varella for any Math Curriculum Leader position within your organization. Her qualifications, unwavering commitment to student success, and proven track record of excellence make her a well-qualified candidate for this role. Should you require any further information or clarification regarding Ms. Varella's qualifications and suitability for the position, please do not hesitate to contact me.

Sincerely,


Marc J. Smith, Ed. D.

"Empowering each student to achieve excellence with integrity in a changing world"

Ann Marie Varella, M.Ed.

Harwich Port, MA | /

March 31, 2024

To Whom it May Concern,

I have known Ann Marie for eight months as a colleague at Monomoy Regional School District where I have worked as a teacher for thirty-two years and I have nothing but positive things to say.

Ann Marie was hired by the Monomoy Regional School District as the STEM coordinator and in that time, she has been a positive influence on both the staff and students. She joined the administration team a year after the adoption of a new math textbook and the transition was difficult for several members in the department, but Ann Marie collaborated tirelessly with teachers to prepare a smooth transition into year two by providing various strategies and support to aid seamless implementation and instruction. Ann Marie's compassionate, knowledgeable, and professional approach makes her a valuable resource for all in the department. Ann Marie is one of the most supportive administrators I have ever encountered, always treating teachers as professionals and being respectful of their skills and knowledge. It is rare for a teacher to say that they look forward to seeing administration enter the classroom, but Ann Marie's friendly, helpful, and calm approach makes her a welcome addition to any classroom. She exudes positivity. Students also enjoy seeing Ann Marie as she is not afraid to join a group and provides help for anyone in need. She makes earnest efforts to know all the students in our care.

I have always known Ann Marie to be of sound character, conscientious, sincere, and having a deep sense of ambition. Over the past eight months I have witnessed Ann Marie's adaptability, communication, leadership, teamwork, and critical thinking skills. I am certain these cultivated skills will allow her to excel at whatever position she chooses. There is no doubt in my mind that Ann Marie would be an excellent addition to any educational team.

Please do not hesitate on contacting me at ' or : if you have any further questions or requests.

Regards,

Denise Creedon
Mathematics Teacher
Monomoy Regional High School
75 Oak Street
Harwich, MA 02645

Ann Marie Varella, M.Ed.

Harwich Port, MA |

Meghan Lampert
English Learner Teacher
Chatham Elementary School
147 Depot Rd.
Chatham, MA 02633
mlampert@monomoy.edu

March 31, 2024

To Whom It May Concern,

It is with great pleasure that I extend my wholehearted recommendation for Ann Marie, confident in her abilities and character for any endeavor she undertakes. I had the privilege of working closely with Ann Marie during our time together at Chatham Elementary School. Ann Marie served as the elementary math specialist, and her dedication, expertise, and passion for education were evident in every aspect of her work.

Ann Marie's commitment to inclusivity is exemplary. She consistently prioritizes creating a welcoming and supportive environment where every student feels valued and included. Her dedication to the whole child approach extends beyond academic achievement to encompass the social, emotional, and cultural well-being of each student. I worked with Ann Marie on the MTSS (Multi-Tiered System of Support) team at Chatham Elementary School where her knowledge of mathematics education, pedagogy, and student engagement is truly exceptional. She consistently demonstrated an unparalleled understanding of how to effectively teach mathematical concepts to students of diverse learning styles and abilities. Her ability to tailor instruction to meet the individual needs of each student ensured that every child in our school had the opportunity to succeed. Ann Marie's efforts on the committee to create a "Portrait of a Graduate" for our district further exemplify her commitment to fostering holistic development. Her contributions to outlining the skills, dispositions, and competencies students need for success upon graduation highlight her belief in the importance of nurturing well-rounded individuals.

Furthermore, Ann Marie is incredibly team-based and collaborative, modeling what she espouses to students. She actively seeks input from colleagues, values diverse perspectives, and works collaboratively to achieve shared goals. Her ability to effectively collaborate with others not only enhances the quality of her work but also fosters a positive and inclusive team environment.

Beyond her expertise in mathematics and her dedication to inclusivity, Ann Marie is one of the most empathetic and supportive individuals I have had the pleasure of working with. During the time we worked together she consistently demonstrated genuine care and concern for the well-being of the students and staff in our building, going above and beyond to offer support and encouragement whenever needed.

Ann Marie Varella, M.Ed.

Harwich Port, MA |

18

Ann Marie is not only a consummate professional but also a lifelong learner who actively seeks out opportunities to expand her knowledge and skills. Her willingness to engage in professional development and her eagerness to share her insights with colleagues make her an invaluable asset to any team. Additionally, her strong work ethic and willingness to go above and beyond expectations ensure that she consistently gives her all in everything she does.

Ann Marie's passion for education, her dedication to inclusivity, her empathetic and supportive nature, and her collaborative spirit make her an exceptional educator, colleague, and friend. I am confident that she will continue to make a profound and positive impact wherever her journey may take her.

Please do not hesitate to contact me should you require any further information.

Sincerely,

Meghan Confort