DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

Meeting of the Dudley-Charlton Regional School Committee
Wednesday, November 18, 2026 at 6:30 PM
Shepherd Hill Regional High School
68 Dudley Oxford Rd.
Dudley, MA 01570

Agenda

I. Call Meeting to Order

Chair declaration: In accordance with Mass. General Law Charter 30(A), Sec 20 and in accordance with Chapter 2 of the Acts of 2023 I announce this meeting is being recorded by the (Dudley Charlton Regional School District) and I ask if there is anyone else present that is recording today's meeting? Please let the minutes reflect.

II. Pledge of Allegiance

III. Moment of Silence

IV. Consent Agenda Items

A. Approval of the Warrant
B. Approval of Minutes Regular Meeting – 10.21.2026
C. Approval of Executive Session Minutes - 08.26.2027
D. Approval Out of State/Overnight Field Trip #418 SHRHS Scranton, PA

V. Communications

VI. Student Representative Report – Chloe Beauregard

VII. Superintendent's Report

VIII. Public Comment

IX. New Business

A. Director of Finance & Operations Joe DeSantis:
    1. FY27 Year to Date Budget Report
    2. FY25 Audit Results
    3. Snow Plowing/Salting Bid Protest - Stephen & Gregory Realty, Inc.
B. Preliminary Budget Discussion w/Principals FY28
C. School Committee Letter

X. Old Business

A. School Committee Goals

XI. Adjourn

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

Dudley-Charlton Regional School Committee Goals 2025–2026

Governance and Leadership Capacity:
The Dudley-Charlton Regional School Committee will strengthen its governance practices and leadership capacity by building consistent systems, fostering effective communication, and deepening collaboration with students, families, and community partners.

Educational Excellence and Student Experience:
The School Committee will ensure all students have equitable access to high-quality instruction, effective educators, and enriching experiences that promote learning, engagement, and well-being.

Fiscal Responsibility and Resource Stewardship:
The School Committee will strategically align fiscal planning and resource allocation with the District's 10-Year Capital Plan to ensure financial sustainability and equitable student outcomes.

Next Meeting Dates:
School Committee Meeting: Wednesday, December 16, 2026, 6:30 PM @SHRHS
Policy Review Subcommittee: November 30, 2026, 4:00 PM – Video Conference
Curriculum for Teaching and Learning: January 8, 2027, 11:00 AM - Video Conference
Capital Outlay/Safety Subcommittee: TBD - Video Conference
Budget and Finance Subcommittee: TBD - Video Conference
Executive Sessions Minutes Review: TBD – In-person

Future Agenda Items: PD Update, PAES Showcase, Special Education/English Learner/504



Kenneth J. "Kenny" Laferriere

October 27, 2026

CHARLTON – Kenneth J. "Kenny" Laferriere, 42, died Sunday, October 25, 2026 in UMass/Memorial Healthcare in Southbridge after being stricken ill at home unexpectedly.

He leaves his wife of 18 years, Kimberly A. "Kim" (Barnes) Laferriere, whom he married on June 21, 2008; 2 sons, Kameron K. Laferriere and Kaiden R. Laferriere; his father, Raymond J. Laferriere, Jr. of Dudley; a brother, Alexander R. Laferriere and his wife Dr. Jeannette Laferriere of Cranston, RI; a sister, Mallory V. Laferriere of North Oxford; his father-in-law and mother-in-law, Richard Barnes, Jr. and Cynthia (March) Barnes of Charlton; his brother-in-law, Matthew Barnes and his wife Megan of Dudley; aunts, uncles, nephews, nieces and cousins, including his godmother Janice McGuirk and her husband James of Worcester.

He was born on November 27, 1983 in Worcester and raised in Dudley, the son of the late Robin A. (Wysocki) Laferriere and graduated from Shepherd Hill Regional High School in 2002. He earned a bachelor's degree in social work from Bridgewater State College (now University) in 2007. He moved to Charlton in 2016.

Kenny received a heart transplant on January 21, 2001 and was proud to share the story of the organ and tissue donation that saved his life. This allowed him to marry and have two sons. His life's work was dedicated to New England Donor Services in Waltham as the hospital relations coordinator for 35 hospitals in MA, CT and RI. Through organ and tissue donations, many people's lives were changed for the better. He volunteered for New England Donor events.

Mr. Laferriere was a life member of the First Congregational Church of Dudley. He served there in many capacities, including deacon and technology chair and co-chair of the collations committee. He served on many other committees: missions, nominating, Grange events, collation and formerly the Christmas Fair. He was a delegate to the Central Mass SNEUCC. He was also an honorary male member of the Ladies Benevolent Society.

Kenny belonged to the Dudley Grange #163 and had previously served as the chairman of the Strawberry Festival and the Apple Festival. He was a member of the Black Tavern Historical Society.

He was active in politics and served on the Dudley-Charlton School Committee and the school council. He was currently the Town Moderator in Charlton and a member of the Charlton Democratic Town Committee. He belonged to the Cultural Council and the Historical Commission.

He enjoyed traveling on cruises and going to Cape Cod. Born into a hearing impaired family, he was proficient in sign language. His life centered on his family.

Visitation will be held on Friday, October 30, from 4:00 to 8:00 PM in the Sitkowski, Malboeuf & Hickey Funeral Home, 340 School Street, Webster. A memorial service will be held on Saturday, November 14, at 10:00 AM in the First Congregational Church, 135 Center Road, Dudley, with Pastor John R. White officiating. Burial will be in West Ridge Cemetery, Charlton. Donations in his memory may be made to the Kameron and Kaiden Laferriere Educational Fund, c/o the Webster First Federal Credit Union, 29 Trolley Crossing Road, Charlton, MA 01507.

Sitkowski, Malboeuf & Hickey Funeral Home
340 School Street
Webster, MA 01570
508-943-1515
http://www.websterfunerals.com



Maureen Gagnon

May 5, 1958 — Oct 26, 2026

Scan to view this obituary online
www.paradisfuneralhome.com

PARADIS GIVNER
FUNERAL HOME

357 Main St, Oxford, MA 01540

WEBSTER – Maureen Marie (Leahey) Gagnon, 68, of Genevieve Lane, passed away peacefully with her family by her side on Monday, October 26, 2026, at Harrington Memorial Hospital in Southbridge. She is survived by her husband of 43 years, Richard Gagnon; her son, Alan J. Gagnon of Webster; her daughter, Caitlyn M. Sa and her husband Wladson of Webster; and four grandchildren, Allyson, Chloe, Hailey, and Maddox. She was predeceased by her sister, Mary Leahy-Lasky.

Mrs. Gagnon was born in Worcester, daughter of the late John E. and Josephine (Barry) Leahey and graduated from Marion High School in 1976. She also attended the School of Nursing at Memorial Hospital, where she became a Registered Nurse in 1979. She lived in Webster for over thirty years and worked for Dudley-Charlton Regional School District as a school nurse at Mason Road and Dudley Elementary before her retirement in 2019.

Maureen served as a nurse and was on the Board at ARCHway Inc. in Leicester. She was an avid traveler, who enjoyed trips to London, Paris, Alaska, and most importantly, Magic Kingdon at Disney World. She loved the outdoors and was an avid cold weather hiker and mountain climber. Maureen was a wonderful person, who adored her many cousins. Above all, her four grandchildren meant everything to her, and always had a special place in her heart.

A funeral Mass will be held at 10 a.m. on Monday, November 2, 2026, at St. Louis Church, 15 Lake St., Webster. Burial will follow at Worcester County Memorial Park in Paxton. Calling hours will be held on Sunday, November 1, 2026, from 4:00 – 7:00 p.m. at Paradis-Givner Funeral Home, 357 Main St., Oxford.

In lieu of flowers, memorial contributions may be made to The Doug Flutie Jr. Foundation for Autism, 42 Felton Street 3R, Waltham, MA 02453 or to the American Diabetes Association, P.O. Box 7023, Merrifield, VA 22116-7023.

District Office, DCRSD <districtoffice@dcrsd.org>

Request #418 Confirmation

1 message

Form Approvals <districtoffice@dcrsd.org> Mon, Sep 21, 2026 at 12:38 PM
To: bbussiere@dcrsd.org

REQUEST #418 | RECIPIENTS: 8 | SEP 21, 2026

Field Trip/Event Form - Day Trips, In or Out of State and Overnight

Track request | Cancel request

Your request has been sent to the first recipient.

Principal/School:	delwell@dcrsd.org
Email Address:	bbussiere@dcrsd.org
Field Trip/Event Title:	Shepherd Hill SHow CHoirs to Scranton PA
Field Trip/Event Date Please note that you request must be submitted two-weeks prior to the date entered for a day trip, and, six months prior to the date entered for an out-of-state or overnight trip.:	Mar 19, 2027
Departure Time:	11:00:00 AM
Return Time:	11:00:00 PM
Address/Destination of Field Trip/Event Must include street address, city/town and state:	Scranton High Sch 63 Munchak Way Scranton PA
Grade/Group:	9-12
Location Contact/Telephone Number:	774-254-6919
Number of Students:	47
Number of Chaperones/Adults Proper supervision and adult/student ratio is 10-12 students per adult chaperone. Work with your building office	9

staff to ensure all chaperons have an up-to-date CORI.:

List the Names of the Chaperones/Adults:	bussiere, marengo, deschenes, giard, pietrzak, bonin, haynes, levie, paradis
Do All Chaperones/Adults have an up-to-date CORI through DCRSD.:	Yes
Three weeks prior to the event/field-trip, the Special Education Coordinator must receive a list of attending students. The Special Education Coordinator will review the needs of students and identify accommodations or supports that may be needed to ensure each student can access and participate in the planned activities. If this does not occur, the trip/event may be canceled to prevent civil rights violations.:	Understood (by checking this box you take full responsibility and liability if this did not occur)
Three weeks prior to the event/field-trip, your school nurse must receive a list of attending students. The school nurse will review the needs of students and identify accommodations or supports that may be needed to ensure each student can access and participate in the planned activities. If this does not occur, the trip/event may be canceled to prevent civil rights violations.:	Understood (by checking this box you take full responsibility and liability if this did not occur)
Total Cost of the Field Trip/event including transportation:	8650.00, might fluctuate depending on when I can secure bookings
Per Student Cost:	184
Funding Source:	Students/Families
As a result of selecting this field-based curriculum experience or event in accordance with School Committee Policy IJOA, how will your students benefit and what will your students know and be able to do as a result?:	travel, live performance, constructive criticism, competition
Additional Funding Source or N/A:	Student Activities Account
In accordance with School Committee Policy IJOA, what are your student follow-up activities or lessons?:	reflection and discussion
Are substitute(s) required in School for the School Day as a Result of this Field Trip/Event. If so Please Explain and Identify the Number of Substitutes Required as an Added Cost to the Request:	yes, full day subFriday MArch 19th
Administrative Assistant/School:	lpytko@dcrsd.org
Special Education Coordinator:	svail@dcrsd.org
School Nurse:	rgoetz@dcrsd.org
Is this an overnight trip request?:	Yes

If YES, you must upload more information for review, e.g., itinerary: File Upload 1

This is an automated email sent by formapprovals.com; do not reply to or forward this email. You are receiving this email because you are a workflow participant of this request. Your form administrator is districtoffice@dcrsd.org

DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

School Committee
11.18.2026

I have several items to share this evening.

Veterans Day Recognition

As we reflect on Veterans Day, observed on November 11, I would like to take a moment to recognize and thank the men and women who have served our country in the United States Armed Forces.

Across the Dudley-Charlton Regional School District, we are fortunate to have veterans, active-duty military personnel, and members of the Reserve and National Guard among our parents, families, staff, and community members. Their service, sacrifice, and commitment to our country deserve our recognition and appreciation.

Veterans Day also provides an important opportunity for our students to better understand the meaning of service, sacrifice, and commitment to something greater than ourselves. I want to acknowledge the efforts of our schools and educators who take time to recognize this important day and help our students appreciate the contributions of those who have served.

On a personal note, Veterans Day has always held special meaning for me, as my father, brother, father-in-law, and brother-in-law have all served in our Armed Forces. Their service has given me a personal appreciation for the sacrifices made not only by those who wear the uniform, but also by the families who support them.

To all of our veterans, those currently serving, and their families, thank you for your service, your sacrifices, and the example you set for our students and community.

Thanksgiving

As we approach the Thanksgiving holiday, I want to extend my appreciation to our students, families, faculty, staff, and the broader Dudley and Charlton communities.

The work of public education is both challenging and rewarding, and it is made possible through the collective efforts of so many individuals who care deeply about our students and their success.

I am particularly thankful for the dedication of our educators and staff, who work each day to create meaningful opportunities for our students, and for the continued support and partnership of our families and communities.

Thanksgiving also provides an opportunity to pause, reflect, and appreciate the people and relationships that make our school district special.

On behalf of the Dudley-Charlton Regional School District, I wish everyone a safe, restful, and enjoyable Thanksgiving holiday.

Heritage Elementary School – First Responders Appreciation Breakfast

I want to recognize and commend Heritage Elementary School teachers Alicia Detarando and Rachael Pfizenmaier for their efforts in organizing a First Responders Appreciation Breakfast, welcoming members of Charlton's Police, Fire, and EMS departments.

This initiative was developed as part of their professional practice goal of building and strengthening relationships within the local community. Students were actively involved in planning and preparing for the event, making it a meaningful learning experience.

While the breakfast was an opportunity to thank our first responders for their service, I believe the greater value was the lesson being taught to our students.

Teaching children to recognize the contributions of others, express appreciation, and understand the importance of community service is an essential part of their education. These are lessons in citizenship, respect, and gratitude that extend well beyond the classroom.

I particularly appreciate that our teachers created an opportunity for students to put these values into practice rather than simply discuss them.

My thanks to Mrs. Detarando, Mrs. Pfizenmaier, and the Heritage Elementary School community for their thoughtful efforts, and to our Charlton first responders for their continued service and partnership with our schools.

National Recognition – Marfan Syndrome Awareness and Student Advocacy

I would like to share a wonderful story that recently received national recognition through the National Education Association (NEA). On November 9, NEA Today published an article titled *Helping Educators to Understand Marfan Syndrome*, featuring former Heritage Elementary School teacher Lindsey Massey and her former student, Monty LaBelle.

What began in 2024 as a classroom effort to help Monty's classmates better understand Marfan syndrome, a genetic condition affecting the body's connective tissue, has grown into something much larger.

Working together, Monty, her family, and Mrs. Massey developed an educational resource to help teachers better understand the condition, recognize the challenges students may experience, and, perhaps most importantly, see the student beyond the diagnosis.

What I find particularly meaningful about this story is that it represents so much of what we hope to accomplish in public education. A teacher recognized an opportunity to support a student, encouraged her to find her voice, and helped turn that experience into a resource that can benefit other students and educators.

Monty has continued to advocate for awareness and understanding, and her willingness to share her experiences is a remarkable example of student voice and leadership.

I want to congratulate Monty, her family, and Mrs. Massey for this well-deserved recognition. Their work is a powerful reminder that the impact of a great teacher often extends well beyond the classroom and that our students, regardless of age, can make a meaningful difference in the lives of others.

I have included the NEA article as an attachment to my report, and I encourage everyone to take a few moments to read this inspiring story.

Tackle the Stigma – Event Update

I am pleased to share that despite this year's unexpected schedule change due to a nor'easter, our Tackle the Stigma event successfully raised **$3,345 in net proceeds**, which will be donated to JAK-L and Brake the Silence in support of their important work.

This is a wonderful outcome and a reflection of the commitment of our students, staff, volunteers, and community partners who helped make the event possible despite the weather-related challenges.

Looking ahead, we have already scheduled next year's Tackle the Stigma event for **Sunday, September 12, 2027**, with a weather contingency date of **Sunday, September 19, 2027**.

I look forward to seeing this meaningful event continue to grow and provide opportunities for our students to lead, engage, and make a positive difference in our community.

Dudley-Charlton Leadership Council (DCLC) – Student Initiatives

I am pleased to share that our Dudley-Charlton Leadership Council (DCLC) has identified several areas of focus for the 2026–2027 school year. These initiatives reflect the interests and priorities of our student leaders and their desire to make a meaningful impact on the student experience.

The group has identified four areas for further development:

- **Mental Health:** Exploring opportunities to promote mental health awareness, student well-being, and peer support.
- **College Application Resources:** Developing more student-friendly resources to help students navigate the college application process.
- **Environmental Group:** Exploring opportunities for student involvement in environmental awareness and sustainability initiatives.
- **Alumni Network Fair:** Considering an event that connects current students with Shepherd Hill alumni to learn about college, careers, and life after graduation.

These initiatives are in the early planning stages, but I am encouraged by the students' willingness to identify needs, offer solutions, and take ownership of projects that can benefit their peers and the broader school community.

Respectfully Submitted:

Steven M. Lamarche
Superintendent of Schools

Here a few important dates for school year 2026-2027

November
Friday, November 20, 2026 – End of Elementary Trimester 1
Wednesday, November 25, 2026 – Early Release – All Students
Thursday and Friday, November 26–27, 2026 – Thanksgiving Recess – No School

December
Friday, December 11, 2026 – Early Release All Students - Educator PD
Wednesday, December 23, 2026 – Early Release Day – All
Thursday, December 24th through Friday January 1, 2027 – Winter Holiday Vacation – No School

January
Monday, January 18, 2027 – MLK Day – No School

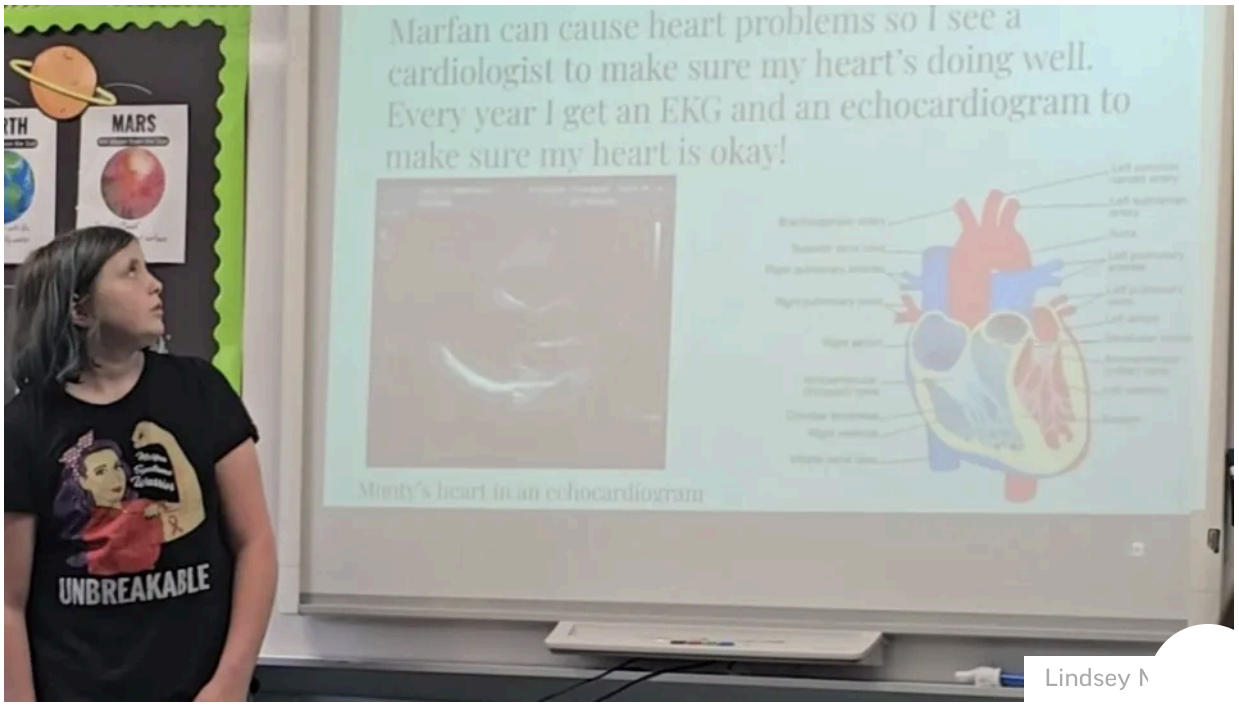
neaToday

MENU

NEA NEWS

Helping Educators to Understand Marfan Syndrome

A Massachusetts teacher and her former student have created a resource for educators on Marfan syndrome.



Lindsey M

Massachusetts student Monty LaBelle explains what Marfan Syndrome is—and what educators should know.

By: Maya Rosado, NEA Contributor

Published: November 9, 2026

SHARE

KEY TAKEAWAYS

1. **Marfan syndrome affects about 1 in 5,000 people, and is a disorder that affects the body's connective tissues.**
2. **When Monty LaBelle was in Lindsey Massey's third-grade classroom, a few years ago, they began working together to educate others about Marfan.**
3. **Today, they have developed a new resource for educators, sharing information about Marfan and how best to support students with Marfan.**

For Massachusetts special education teacher Lindsey Massey, what began as an effort to better support one of her former students has grown into a resource designed to help other educators support students with Marfan syndrome.

The condition can make navigating the classroom more difficult and create challenges that teachers may not immediately recognize.



Lindsey Massey

“Every single one of them, every single student or person with Marfan is different and they all need to be...understood and listened to. It impacts every person differently so they all need to be treated as individuals and not as students with Marfan," says Massey, who now teaches at Paxton Center School in Paxton, Mass. "They're more than just a condition.”

Her former student, 11-year-old Monty LaBelle, lives with Marfan syndrome, a condition her father also has. Her mother, Stefanie LaBelle, is a strong advocate for greater awareness and understanding of the condition.

In 2024, when Monty was in third grade at Heritage School in Charlton, Mass., her mother mentioned to Massey how other students struggled to understand aspects of Monty's condition. Massey suggested that she and Monty research Marfan syndrome and create a presentation to share with her classmates. She hoped to give Monty the opportunity to advocate for herself while helping answer her peers' questions.

Monty went on to present alongside her physician, helping her classmates understand that while her condition makes some aspects of her life different, she still enjoys many of the same activities they do.

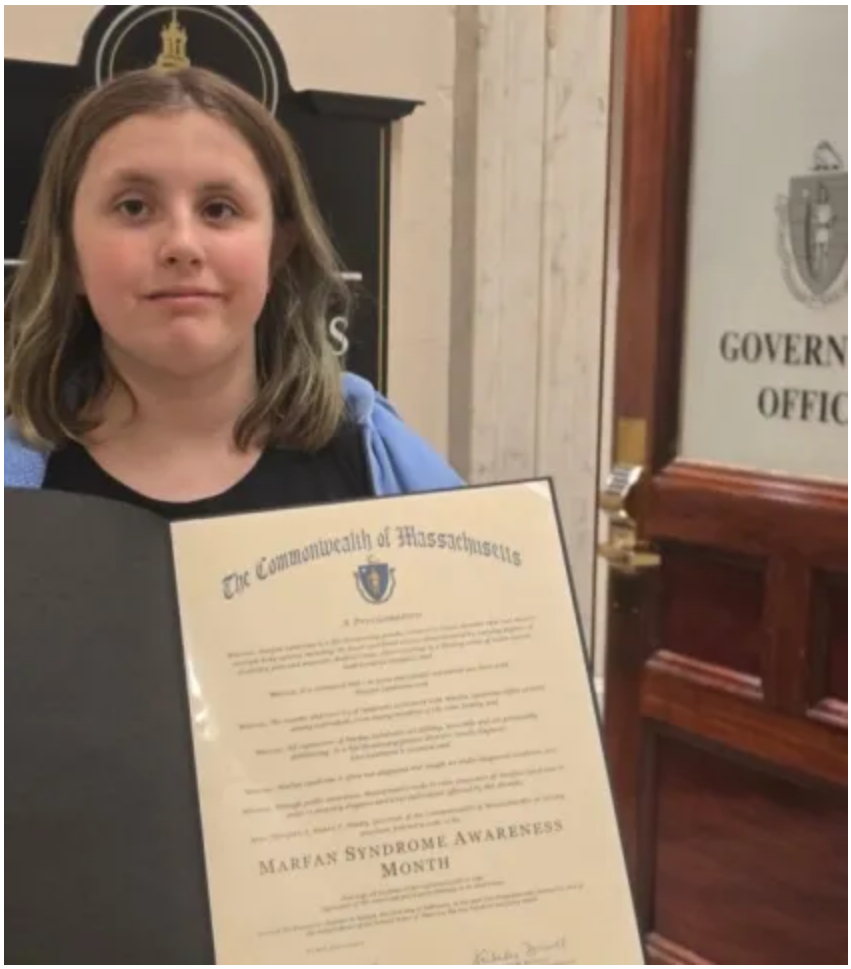
Monty is proud to speak openly about her condition and hopes sharing her experience will help other students with Marfan syndrome.

"I think it could help a lot of people because there's one more kid that I had found out in my old school, that had it. I never got to meet her, but she didn't stand up and speak a lot about it, so I wonder if she gets that, if it will help her," Monty says.

WHAT TO KNOW

According to the Marfan Foundation, Marfan syndrome is a genetic disorder that affects the body’s connective tissue, which supports organs, bones, and other structures. The condition primarily affects the heart, blood vessels, bones, joints, and eyes. While it does not affect intelligence, it can impact physical growth and developme

Marfan syndrome affects approximately 1 in 5,000 people, although specific data on how many children it impacts is limited. About three in four people with the condition inherit it from a parent who also has Marfan syndrome.



Monty LaBelle

For Monty, some of her more visible signs include her tall stature, as she stands nearly 5 feet, 6 inches at age 11, plus long fingers and larger shoe size. However, many of the challenges she experiences, including scoliosis and difficulties with muscle strength, aren't immediately identifiable.

According to a Marfan Foundation spokesperson, many young people with Marfan syndrome struggle with fatigue, eyesight issues, and joint pain. Some may also face restrictions on contact sports and heavy lifting. Monty, however, is able to stay active, participating in travel soccer and basketball.

Some of the less visible challenges Monty faces include needing frequent bathroom breaks, frequently visting the school nurse, and missing classes for medical appointments. These needs can sometimes lead to questions from classmates and teachers who may not fully understand her condition.

LaBelle recalls the frustration of having Monty's medical needs questioned by previous teachers.

"It's one thing if it's peer-to-peer but when it's your teacher asking those questions in front of a classroom, it's frustrating," LaBelle says.

Massey emphasizes the importance of educators looking beyond what they can see and recognize that students may face challenges that aren't immediately apparent.

"You don't understand what they're going through. And I think it's important for people to realize, even when it comes to more than just Marfan's, that there's a lot going on in these kids that we can't see," Massey says. "And just because you can't see it doesn't mean it's not there."



TURNING AWARENESS INTO ACTION

Massey also emphasizes the importance of understanding the potentially life-threatening risks associated with the condition, noting that a person's health can change suddenly.

For Massey, these risks are particularly personal. Her best friend from high school has Marfan syndrome and experienced the tragic loss of her daughter in 2024 to heart complications associated with the condition.

The loss was especially difficult for Massey, who had already begun working with Monty on a presentation about Marfan syndrome when she received the news. Despite the emotional toll, she returned

to school the following day and continued working with Monty on the project.

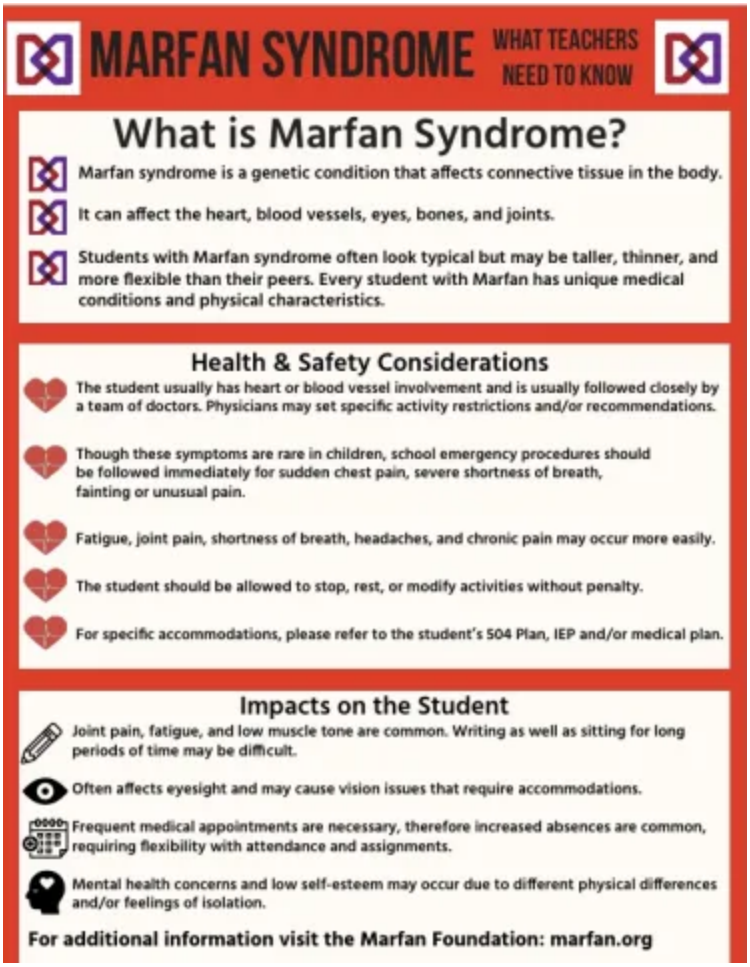
“I did learn more as I went. It was probably semi therapeutic to go through it and tell her mom, like I know sometimes like teachers or school staff thinks you're being over overbearing," Massey says. "I was like, I never will think that. I said please don't ever stop advocating for her.”

As Monty prepared to transition to middle school, Massey, along with Monty and her mother, worked to create a more concise resource to help educators understand the challenges students with Marfan syndrome may face.

Massey recognized that teachers often have limited time and many students to support. With the existing educational resource from The Marfan Foundation being 36 pages, she knew they needed to create something shorter and more manageable to distribute to Monty’s future teachers.

The two-sided flyer gives a quick overview of the condition, including how it may impact students and important health and safety considerations.

“So the front is all about Marfan's and how it can affect the kids but the back side is who Monty is as a child, like who is she, not what is her symptoms,” LaBelle says. “And that's probably my favorite part of the one pager is... you get to know about what she has, but more importantly not what is she from a medical standpoint.”



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DUDLEY-CHARLTON REGIONAL SCHOOL DISTRICT

TO: School Committee

FROM: Joseph DeSantis - Director of Finance & Operations

DATE: November 18th, 2026

SUBJECT: Director of Finance & Operations Update

FY27 Year to Date Budget Report

DCRSD is in a generally stable position as we move through the first half of the fiscal year 2027. Full allocations of Federal Grant funding and Circuit Breaker funds have yet to be applied to qualifying expenditures. These offsets will be applied to the Operating Budget as the school year progresses. All Salaries, Benefits and the majority of operational needs have already been encumbered for the year, and are included within the year to date budget report.

It's important to note, following last winter, which observed abnormally high amounts of snow accumulation and cold temperatures, additionaly Facilities encumbrances in relation to snow removal and energy costs have been created to ensure we reserve the appropriate amount of funding that may be required to meet a similar winter this year. Uncertainty with future energy prices in relation to heating fuel, coupled with weather fluctuations may have either a positive or negative affect on these accounts as winter and spring progress. Aging infrastructure and the subsequent unpredicatable facility and operational needs will continue to drive the majority of unanticipated expenditures incurred for the remainder of the fiscal year.

FY25 Audit Results

DCRSD has received draft versions of the final FY2025 Financial Statements & End of Year Report from our audit partners, CBIZ. No material deficiencies were noted within the audit results. Final financials will be disseminated once available and posted on Budget & Finance page of the DCRSD website.

Additionally, CBIZ was acquired in August 2026 by Grant Thornton, a multi-tiered audit and financial firm. Our contract for audit services with CBIZ/Grant Thornton ends with the 2025 Audit, so DCRSD will be going out for bid relative to audit services for 2026 services. A further update will be provided as the audit procurement process unfolds.

FY2027 Budget Update
November 18th, 2026

	FY2027 Budget	YTD Spent, plus Encumbrances	Budget Balance	Percentage Remaining	Notes
District Office					
Salaries,Wages & Benefits	$ 15,074,604	$ 14,769,667	$ 304,937	2.02%	
Administrative Expenses	$ 9,094,171	$ 8,838,801	$ 255,370	2.81%	
Facilities & Utilities	$ 5,250	$ 5,844	$ (594)	-11.31%	
Technology	$ 51,000	$ 40,894	$ 10,106	19.82%	
Educational Materials	$ -	$ -	$ -	0.00%	
Student Activities	$ -	$ -	$ -	0.00%	
Totals	$ 24,225,025	$ 23,655,206	$ 569,819	2.35%	
Mason Road					
Salaries,Wages & Benefits	$ 2,866,045	$ 2,857,067	$ 8,978	0.31%	
Administrative Expenses	$ 45,320	$ 36,264	$ 9,056	19.98%	
Facilities & Utilities	$ 197,882	$ 196,700	$ 1,182	0.60%	
Technology	$ 51,077	$ 47,758	$ 3,319	6.50%	
Educational Materials	$ 25,000	$ 21,847	$ 3,153	12.61%	
Student Activities	$ 500	$ -	$ 500	100.00%	
Totals	$ 3,185,824	$ 3,159,636	$ 26,188	0.82%	
Dudley Elementary					
Salaries,Wages & Benefits	$ 3,585,386	$ 3,592,538	$ (7,152)	-0.20%	
Administrative Expenses	$ 82,120	$ 72,310	$ 9,810	11.95%	
Facilities & Utilities	$ 234,149	$ 239,382	$ (5,233)	-2.23%	
Technology	$ 29,000	$ 26,655	$ 2,345	8.09%	
Educational Materials	$ 19,700	$ 16,744	$ 2,956	15.01%	
Student Activities	$ 500	$ -	$ 500	100.00%	
Totals	$ 3,950,855	$ 3,947,629	$ 3,226	0.08%	
Dudley Middle School					
Salaries,Wages & Benefits	$ 5,733,368	$ 5,780,018	$ (46,650)	-0.81%	
Administrative Expenses	$ 91,480	$ 58,384	$ 33,096	36.18%	
Facilities & Utilities	$ 399,000	$ 397,577	$ 1,423	0.36%	
Technology	$ 111,000	$ 51,132	$ 59,868	53.94%	
Educational Materials	$ 19,026	$ 19,281	$ (255)	-1.34%	
Student Activities	$ 10,000	$ 6,000	$ 4,000	40.00%	
Totals	$ 6,363,874	$ 6,312,392	$ 51,482	0.81%	
Charlton Elementary					
Salaries,Wages & Benefits	$ 3,984,008	$ 3,942,424	$ 41,584	1.04%	
Administrative Expenses	$ 49,250	$ 29,291	$ 19,959	40.53%	
Facilities & Utilities	$ 222,936	$ 236,492	$ (13,556)	-6.08%	Increase Snow & Utility Estimate
Technology	$ 99,281	$ 69,771	$ 29,510	29.72%	
Educational Materials	$ 30,615	$ 18,968	$ 11,647	38.04%	
Student Activities	$ 500	$ -	$ 500	100.00%	
Totals	$ 4,386,590	$ 4,296,946	$ 89,644	2.04%	
Heritage School					
Salaries,Wages & Benefits	$ 4,635,131	$ 4,771,176	$ (136,045)	-2.94%	Increase need SPED Teachers & Assistants
Administrative Expenses	$ 42,090	$ 30,090	$ 12,000	28.51%	
Facilities & Utilities	$ 372,245	$ 380,580	$ (8,335)	-2.24%	
Technology	$ 94,500	$ 85,780	$ 8,720	9.23%	
Educational Materials	$ 41,200	$ 36,787	$ 4,413	10.71%	
Student Activities	$ 750	$ 294	$ 456	60.80%	
Totals	$ 5,185,916	$ 5,304,707	$ (118,791)	-2.29%	
Charlton Middle School					
Salaries,Wages & Benefits	$ 6,643,732	$ 6,447,983	$ 195,749	2.95%	
Administrative Expenses	$ 116,939	$ 122,597	$ (5,658)	-4.84%	
Facilities & Utilities	$ 398,000	$ 446,820	$ (48,820)	-12.27%	Increase Snow & Utility Estimate
Technology	$ 132,211	$ 85,053	$ 47,158	35.67%	
Educational Materials	$ 28,041	$ 34,374	$ (6,333)	-22.58%	
Student Activities	$ 10,000	$ 5,500	$ 4,500	45.00%	
Totals	$ 7,328,923	$ 7,142,327	$ 186,596	2.55%	
Shepherd Hill					
Salaries,Wages & Benefits	$ 8,828,707	$ 8,737,686	$ 91,021	1.03%	
Administrative Expenses	$ 426,223	$ 310,570	$ 115,653	27.13%	
Facilities & Utilities	$ 622,750	$ 619,709	$ 3,041	0.49%	
Technology	$ 139,781	$ 108,561	$ 31,220	22.33%	
Educational Materials	$ 213,543	$ 115,974	$ 97,569	45.69%	
Student Activities	$ 58,000	$ 12,400	$ 45,600	78.62%	
Totals	$ 10,289,004	$ 9,904,900	$ 384,104	3.73%	
RSD Overall Total	$ 64,916,011	$ 63,723,743	$ 1,192,268	1.84%	

School Committee Letter (draft)

Dudley Charlton School District Community and Community,

The September 29th capital vote (a request to voters to approve funding for building projects beyond the regular school budget) did not pass in the combined district vote, and we know many in both towns have questions about what comes next. We want to be clear about how we move forward together.

Both Dudley and Charlton have demonstrated their commitment to public education. Each community must balance the needs of its public education with other municipal responsibilities and the financial circumstances of its residents. We do not view the outcome of this vote as a measure of one town's support for its schools over the other's.

The independent Facilities Condition Assessment completed by Habeeb and Associates in May 2024 identified approximately $139M in recommended improvements across our seven schools. Those findings reflect aging infrastructure and building systems approaching or exceeding their useful service life, even though our buildings have been well maintained by district personnel. Not every project ties directly to classroom instruction; pavement, communication systems, roofing and mechanical equipment are still part of keeping schools safe and operational.

Setting capital priorities, including the timing, scope, prioritization, and funding of these projects will be among the Committee's most important responsibilities in the months ahead, and we will revisit the district's capital priorities in light of the September 29th vote.

The FY28 operating budget brings its own pressures, with rising costs in personnel, employee benefits, special education, transportation, and utilities. Setting budget priorities and making the difficult decisions that balance educational responsibilities with available resources will be our immediate priority.

We are also pursuing a potential Massachusetts School Building Authority (MSBA) grant opportunity for Heritage School. The MSBA is the state agency that provides partial funding to help cities and towns pay for school building projects. Heritage School, which the 2024 assessment (Habeeb) identified as having significant deficiencies in its building envelope (the walls, windows, and the roof that protect the building), roofing, and mechanical systems. That work may include evaluating whether to consolidate Charlton's three schools into two. State assistance would not eliminate our local financial responsibility, we will weigh it within the district's broader financial outlook.

We are committed to a coordinated financial approach that treats the operating budget, capital needs, and the MSBA opportunities interconnected. We will plan for the district as a whole while recognizing the differing circumstances of each community, and we will keep every financial decision connected to the goals of the DCRSD Improvement Plan 2025-2030; strengthening the continuum of learning, improving our systems and practices, and maintaining meaningful

engagement with families and communities. Our aim is a responsible path that supports the district's mission to "...advance the knowledge and well-being of our children and our community."

We are committed to a transparent, careful process, and we will keep you informed at every step.

Sincerely,
Dudley Charlton Regional School Committee