



Chelmsford School Department School Committee

Notice of Public Meeting

Email Posting to townclerk@townofchelmsford.us Thank you.

Filed with Town Clerk:

As required by G.L. c. 30 A, §18-25

DATE: Tuesday September 19, 2023 **TIME:** 6:00 p.m. **ROOM:** Conf. Room 1

PLACE: CPS Central Administration Office **ADDRESS:** 230 North Road

The Chelmsford School Committee (CSC) intends to conduct an in-person meeting on the date and time specified. The meeting will be live-streamed by Chelmsford Telemedia for interested community members to access and watch. Interested community members may e-mail Superintendent of Schools, Dr. Jay Lang, at langj@chelmsford.k12.ma.us prior to 12:00 p.m. on Tuesday September 19, 2023 to be scheduled to provide in-person input under the public participation portion(s) of the agenda.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

CHAIR OPENING STATEMENT

CONSENT AGENDA

1. Approval of the minutes of the regular school committee meeting of August 15, 2023
2. Approval of the minutes of the regular school committee meeting of September 5, 2023

CHS STUDENT REPRESENTATIVE ANNOUNCEMENTS

GOOD NEWS

PUBLIC COMMENTS:

The School Committee will hear from members of the public on items listed under New Business on the posted agenda. Speakers are asked to limit comments to 3 - 5 minutes to allow others an opportunity to speak. The School Committee will not respond directly to public comments, however will try to address comments when the item is reached on the agenda.

NEW BUSINESS

1. Announcement: Chelmsford High School Alumni Association 2023 Hall of Fame Inductees
2. Approval of 2023/24 Superintendent & School Committee Goals

3. MASC Resolutions & Voting Delegate – Fall 2023 Membership Meeting
4. Personnel Report: August 2023
5. Approval of Field Trip & Travel Requests

REPORTS

1. Liaison Reports

ACTION/NEW ITEMS

1. Request for Reports & Updates

PUBLIC COMMENTS:

The School Committee will hear from members of the public on general matters of education interest. Speakers are asked to limit comments to 3 - 5 minutes to allow others an opportunity to speak. The School Committee will not respond directly to public comments, however will try to address comments at future meetings.

ADJOURNMENT

**CHELMSFORD SCHOOL COMMITTEE
REGULAR MEETING
August 15, 2023
Meeting Minutes**

Members Present: Ms. Donna Newcomb (Chair), Mr. Dennis King (Vice Chair) and Ms. Maria Santos. Ms. Susan Mackinnon and Mr. John Moses are absent this evening.

Also present: Dr. Jay Lang (Superintendent), Dr. Linda Hirsch (Assistant Superintendent) and Ms. Joanna Johnson Collins (Director of Business & Finance).

Call to Order

Ms. Newcomb called the meeting to order at 6:00

Pledge of Allegiance

Chair Opening Statement

“This meeting is being live-streamed by Chelmsford Telemedia and posted to the CPS website for interested community members to access and watch. In-person public participation will be taking place tonight in accordance with the Chelmsford School Committee Public Participation Guidelines. Anyone speaking tonight during the public input portion of this meeting has notified the superintendent’s office of their desire to speak and has been provided with these guidelines. Upon request written comments received no later than 12:00 p.m. on the day of this meeting will also be read and made part of the record of the meeting during the second public input session.”

Consent Agenda

1. Approval of the minutes of the regular school committee meeting of August 1, 2023.

Mr. King motioned to accept the minutes from our meeting on August 1, 2023. Ms. Santos seconded. Motion carries 3-0.

Good News

Dr. Hirsch shared that some of the middle school teachers have started to come in and get their classrooms ready. Some students are coming for practices, so the schools are beginning to look alive!

Public Comments

None

New Business

1. 2022/23 Superintendent's Performance Evaluation

Dr. Lang stated that his evaluation for the 2022/23 school year is the first item on tonight's agenda. He emailed the summative copies to the Committee. Each member had submitted their ratings to The Chair who pulled together a narrative of the submissions as a report of progress tonight and may be found in tonight's agenda packet as well as on the website. Ms. Newcomb read the entire narrative. It is available to be viewed on Chelmsford Telemedia. The rating rubric is included in tonight's agenda packet. Mr. King spoke of wrapping up of the Strategic Plan and the Special Education review. He also mentioned: the updated facilities plan; curriculum updates; equity/diversity training; and safety updates. He is grateful for the good use of ESSER funds. Ms. Santos added that Dr. Lang has been exemplary in maintaining a management team and even improving upon the team that existed coming out of COVID. She appreciates the stability as well as exemplary work in budget and finance. She believes that under Dr. Lang's leadership high goals have been set for excellence. She commented on the leadership exhibited by Dr. Lang with the middle school realignment project.

Mr. King motioned to accept the 2022/2023 performance evaluation of Superintendent Lang with an overall rating of Exemplary as presented. Ms. Santos seconded. Motion carries 3-0.

2. 2023/24 Return to School Update

As of last Friday, Dr. Lang shared that there were 5211 students registered for school. His slide show included in tonight's packet provides enrollment details for individual schools and grade levels. Most elementary schools have four or five classrooms per grade level. Byam will have five kindergarten classes as will Center School. Emergency housing for homeless families may increase the enrollment at Center as well. After the middle school realignment, the two schools have an almost equal number of students with 794 at McCarthy and 808 at Parker.

Ms. Johnson-Collins included a memorandum in tonight's packet in which she shared the good news that that the approved 2024 budget for Massachusetts will make up the difference for the cost to families for school breakfast and lunch! These meals will be at no cost to families for another year. Families still need to fill out the application for free and reduced lunch which may entitle them to additional benefits from The Commonwealth or the district (free bus passes for example). 3,132 students have registered for bus passes so far which is close to the 3,400 students transported annually on the 29 school busses. Families who do not have to pay for bus passes still need to register.

Dr. Lang updated progress on the capital projects. McCarthy has seen: renovation on eight science labs (plumbing may be completed after the opening of school); new flooring was installed in the modular classroom and the gymnasium floor was resurfaced; the fitness room and teachers' room were renovated. The kitchen renovation at McCarthy will ready a few weeks after school reopens. Meals will be brought to McCarthy and eaten in the cafeteria for the beginning of school. Materials for both middle schools were packed up and have now been moved to their new location. Middle school teachers have already come in to prepare their classrooms. Byam's teachers' room was renovated and Center Schools' room received new furniture. Center also had added more playground equipment. At Harrington the playground grounds were enhanced to provide better wheelchair access. South Row saw renovation of the teachers' room. Westlands had bathroom renovations and CHS received new carpeting in the Learning Common and Yearbook Room. Next summer the high school kitchen will be done. At Parker the modular classroom floors were replaced and the teachers' room was renovated. It was a busy summer! Mr. King wanted to thank Brian Curley for all the work that took place!

3. Memo - Personnel Report: July 2023

No action required.

Action/ New Items

The finalized school safety report will be presented in an upcoming executive session.

Strategic Plan updates for year two will take place in January and July.

Public Comments

none

Adjournment (7:28 p.m.)

Mr. King motioned to adjourn. Ms. Santos seconded. Motion carries 3-0.

*Respectfully submitted,
Sharon Giglio,
Recording Secretary*

**CHELMSFORD SCHOOL COMMITTEE
REGULAR MEETING
September 5, 2023
Meeting Minutes**

Members Present: Ms. Donna Newcomb (Chair), Mr. Dennis King (Vice Chair). Ms. Susan Mackinnon (Secretary), Ms. Maria Santos and Mr. John Moses

Also present: Dr. Jay Lang (Superintendent) and Dr. Linda Hirsch (Assistant Superintendent). Ms. Joanna Johnson is not present tonight.

Call to Order

Ms. Newcomb called the meeting to order at 6:00

Pledge of Allegiance

Chair Opening Statement

“This meeting is being live-streamed by Chelmsford Telemedia and posted to the CPS website for interested community members to access and watch. In-person public participation will be taking place tonight in accordance with the Chelmsford School Committee Public Participation Guidelines. Anyone speaking tonight during the public input portion of this meeting has notified the superintendent’s office of their desire to speak and has been provided with these guidelines. Upon request written comments received no later than 12:00 p.m. on the day of this meeting will also be read and made part of the record of the meeting during the second public comment session.”

Consent Agenda

1. Approval of the minutes of the regular school committee meeting of August 15, 2023.

This will be added to the agenda of the next regular meeting on September 19, 2023.

Good News

Dr. Hirsch shared that school has begun and everything so far has been good!

Public Comments

None

New Business

1. **Report on the Opening of Schools for the 2023/24 School Year**

Dr. Lang welcomed everyone back to school. This year 3,479 students will be riding the bus. Many of these (347) registered after August 15th including the first few days of school. This year’s opening of schools was “one of the best openings” and Dr. Lang thanked all those who worked during the summer to get the buildings ready. Middle school teachers were allowed in the buildings two weeks before the

start of school to ready their classrooms due to the reconfiguration. Other school buildings were opened a week in advance of school. School administrators have already begun communicating to their families. They will also alert families when a school bus is running late. The McCarthy kitchen renovations are due to be completed after the Columbus Day weekend.

2. 2023/24 Superintendent & School Committee Goals Review and Discussion

Dr. Hirsch has put together a draft of goals which are tied to the Strategic Plan and has given paper copies to The Committee tonight. This draft will be sent out electronically tomorrow so that School Committee members can send back thoughts, feedback or point out areas that should receive extra emphasis in the upcoming school year. At the next regular meeting a decision can, be made on those goals. DM Group will continue to work with the district on the implementation of the Strategic Plan. Two major report outs will take place in January and again in July to assess how goals are being met. Presentations will be made at meetings by the sub group and coordinators of each of the five topic areas in the Strategic Plan and will provide status on each goal. This will take place in addition to the "Spotlight on the Schools" presentations. The Committee supports this plan.

Public Comments

none

Reports

1. Liaison Reports

Ms. Newcomb shared that the Chelmsford Friends of Music will meet this Thursday at 6:30 at the public library.

Action/ New Items

The plan to meet with the state representatives is being worked on. Hopefully this will take place in October or early November.

Adjournment (6:31 p.m.)

Mr. King motioned to adjourn. Mr. Moses seconded. Motion carries 5-0.

***Respectfully submitted,
Sharon Giglio,
Recording Secretary***

CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee
From: Jay Lang, Ed.D., Superintendent of Schools
Date: September 18, 2023
Re: School Committee & Superintendent Goals: 2023-2024

Attached please find a copy of the school committee and superintendent goals for the current 2023-2024 school year. The draft goals were provided at the regular meeting of September 5, 2023. The final goals are now back before the committee for review and approval at the regular meeting on September 19, 2023.

Superintendent Goals 2023-24

Mission Statement

To support the mission of the Chelmsford Public Schools to cultivate inspired, creative, and well-rounded lifelong learners who possess the integrity and self-direction necessary to be contributing community members, the superintendent proposes the following goals for the 2023-2024 school year.

District Wide Goals

The following goals for the 2023-2024 school year are intended to support the district's multi-year strategic plan.

Superintendent Goals and Action Steps

Academic Achievement

By June 2024, the superintendent will complete the strategic planning process on academics with year-one goals that focus on closing the mathematical achievement gap in the elementary and middle grades to build a strong foundation for academic success in high school and beyond. This goal will be measured by the percentage of students making adequate annual growth on MCAS, the percentage of 3rd grade students meeting standards in reading based on i-Ready data, the percentage of 3rd grade students meeting standards in math based on i-Ready data, and the percentage of 8th grade students meeting standards in math based on i-Ready data.

ACTION STEPS:

1. Provide professional development in grades K-8 for the new mathematics program during the 2023-2024 school year;
2. Implement Math/ELA benchmark assessment, My Path program, and standards mastery (iReady) K-8 to identify areas of improvement;
3. Continue implementation of district data dashboards (Panorama) to improve data-based decision-making;
4. Review and adjust school schedules to maximize student learning time.



Superintendent Goals and Action Steps

Equity

By June 2024, the superintendent will focus on providing equitable opportunities for each and every student as identified in the special education opportunities review to close the achievement gap between marginalized student populations and their peers. This goal will be measured by identifying the achievement gap between general education students and special education students with IEPs and students who are economically disadvantaged.

ACTION STEPS:

1. Define and clarify the role of paraeducators in supporting classrooms and students;
2. Establish guidelines for determining inclusion vs. pullout instruction to ensure students with disabilities are receiving appropriate inclusion instruction.



Social-Emotional Learning

By June 2024, the superintendent will focus on ensuring that students have strong relationships with staff and their peers, so students feel welcomed, included and safe at school. This goal will be measured by the percentage of students who report through surveys, a feeling of a sense of belonging in school, having positive relationships with peers, and having positive relationships with staff in grades K-12.

ACTION STEPS:

1. Establish focus areas for the 2023-24 school year with 2022-23 End of Year (EOY) survey data;
2. Implementation of DEI practices and protocols;
3. Develop transition protocols and practices between levels to support students' social emotional learning needs.



Human Capital

By June 2024, the superintendent will focus on attracting and developing a highly effective teaching staff equipped to meet the diverse needs of our student population. This goal will be measured by the increase of adults from diverse backgrounds through college partnerships, the percentage of instructional staff who receive professional development and training to better support diverse student populations, and the percentage of staff who report feeling equipped to provide culturally responsive instruction.

ACTION STEPS:

1. Create a professional development plan from 2022-23 End of Year (EOY) survey results;
2. Continue partnerships with teacher collaboration programs that will diversify the staff applicant pool and identify new programs.

Facilities and Operations

By June 2024, the superintendent will enhance the educational facilities to provide students with safe and modern schools that support innovative student learning. This goal will be measured by the annual review of short-term capital plans, project delivery and budget use; maintenance work orders submitted and completed, APPA standards of cleaning for buildings, and school schedules that maximize instructional time.

ACTION STEPS:

1. Provide an update on building cleanliness to APPA standards;
2. Implement efficient processes for work order opening, assignment, priority level, and closure time for school buildings;
3. Prioritize project completion for safety updates, upgrades, and enhancements;
4. Review school schedules for adjustments needed from a facility perspective.

Engagement with State Level Organizations

By June 2024, the superintendent will attend state and national conferences and meetings to maintain his knowledge/learning with regard to the most educationally appropriate practices involving 1) school safety, security and emergency planning preparedness for our schools, 2) the integration of technology initiatives in elementary, middle and high schools, as we focus on the meaningful integration of technology in our curriculum and learning practices, and 3) district administration and leadership.



Chelmsford School Committee Goals 2023-24

Mission Statement

To support the mission of the Chelmsford Public Schools to cultivate inspired, creative, and well-rounded lifelong learners who possess the integrity and self-direction necessary to be contributing community members, the school committee proposes the following goals for the 2023-2024 school year.

District Wide Goals

The following goals for the 2023-2024 school year are intended to support and reinforce the districtwide goals outlined in the strategic plan.

School Committee Goals and Action Steps

Supporting Academic Programs

During the 2023-2024 school year, the school committee will support the district plans to provide educational programming in such a way as to support the academic achievement, equity of education, and social-emotional learning of students using the established initiatives from the strategic plan and guidance from the state. This goal will be measured by the successful implementation of the new curriculum in mathematics, established metrics of assessments review of new school configurations and schedules, student climate surveys, and the review of special education paraeducators' role in delivery of services.

ACTION STEPS:

1. Evaluate reports of academic progress generated from district-wide testing instruments to determine the effects of past and present changes to the implementation of the new curriculum and allocate funding for the implementation of additional supports when deemed necessary.
2. Communicate with stakeholders the continued changes with the new reconfiguration of the middle schools including any adjustments made to school schedules to accommodate all academic and non-academic needs.
3. Review and communicate student survey data on school climate and allocate funding for any resources required to support students.
4. Evaluate and provide support for the findings from the Equity subgroup on the roles of paraeducators.
5. Continue liaison participation as district guiding team members for the implementation of the strategic plan with support from the DMGroup.



Perseverance • Respect • Integrity • Determination • Empathy

Maintaining a Highly Effective Staff

During the 2023-2024 school year, the school committee in collaboration with the superintendent, assistant superintendent, director of human resources, and other stakeholders, will support and allocate funding for current and future employees to cultivate a workforce that allows staff to meet the needs of a diverse student and staff population, creating a positive, inclusive, safe learning environments for all. This goal will be measured through reports to the committee on established processes to recruit and retain staff members, increased collaborations with teacher preparation programs, and staff surveys on culturally responsive instruction.

ACTION STEPS:

1. Receive updates on current efforts to connect and partner with various teacher prep programs.
2. Review staff survey data on needs and provide financial resources.
3. Inform and engage the school and broader community regarding the vision of the school district in the areas of diversity, equity, and inclusivity of all groups by reviewing policies and allocating resources for educational programming and professional development for students, staff, and parents to provide context for the district's vision.



School Committee Goals and Action Steps

Maintaining Aligned Financial and Facility Resources

During the 2023-2024 school year, the school committee will work with the superintendent, school personnel, and town officials to develop an aligned, sustainable financial foundation that supports the needs of the district including current and future budget requirements, current and future facility needs, and will clearly communicate these with all stakeholders in the district. This goal will be measured by financial reports, budget documents, capital plans, maintenance work orders, and APPA cleaning standards.

ACTION STEPS:

1. Work with the superintendent and business administrator to monitor the current year budget, including all grants from federal, state, and local agencies related to the COVID-19 pandemic, make necessary adjustments as needed, and develop a budget for the 2024-2025 school year considering current and future financial needs within the district.
2. Review and prioritize short-term capital plans for completion of priority areas.
3. Analyze enrollment projections to guide future prioritization of capital needs in our current facilities, as well as continue to pursue new facility options to meet the projected future needs within the confines of the town's financial realities.
4. Communicate reports on maintenance orders completed.
5. Communicate the review of building conditions as compared to APPA cleaning standards.



School Committee's Professional Practice Goals

Mission Statement

The following school committee professional practice goals for the 2023-2024 school year are intended to improve communication and functioning among and between the members of the school committee, superintendent, and Chelmsford community.

Duty to Govern Established Policies and Oversee, Evaluate, and Monitor the Execution of Policies

By June 2024, the school committee will conduct a review and update school committee policies that support the district plans to provide educational programming to be sure they are up-to-date and in compliance with state/federal law and regulations. This goal will be measured by changes made in identified policies and the clear communication of changes to the school community.

ACTION STEPS:

1. The SC Policy Subcommittee shall convene and review current policies and recommended adjustments/updates with appropriate central office staff.
2. Identify the policies that will be reviewed and adjusted.
3. Publish final changes and communicate how the changes apply to the school community.



CHELMSFORD PUBLIC SCHOOLS

Jay Lang, Ed.D., Superintendent

Memorandum

To: Members of the School Committee
From: Jay Lang, Ed.D., Superintendent of Schools
Date: September 15, 2023
Re: MASC Resolutions – Fall 2023 Membership Meeting

Attached is a listing of the resolutions that will be considered at the 2023 Annual Meeting of the Massachusetts Association of School Committee (MASC) Members. A listing of the resolutions is as follows:

- Resolution 1 Full, Stable Funding for METCO
- Resolution 2 Regarding Investigations and Recommendations for Transportation Bidding Procedures
- Resolution 3 Regional Transportation
- Resolution 4 Diversity, Equity, and Inclusion
- Resolution 5 MA School Building Authority
- Resolution 6 School Bus Stop Arm Surveillance Act and Enforcement and Penalties
- Resolution 7 Related to MCAS
- Resolution 8 Safe Storage of Firearms

I recommend the school committee members review these resolutions and vote to either support or reject each resolution to be recorded at the Fall Membership meeting in November by the school committee delegate.

report of the resolutions committee

The members of the Resolutions Committee met on June 28, 2023 to consider resolutions proposed by member districts for consideration at the 2023 Annual Meeting of the Association. Members present were: Mildred Lefebvre (Chair), Holyoke; Beverly Hugo (Life Member); Barbara Davis (Life Member), Holbrook; Robin Zoll, Southeastern Reg. Voc. Tech.; Katherine Hubley, Quincy; Michael Boudreau and Maura Ryan, Hamden-Wilbraham, Stacey Rizzo (MASC President), Revere; Paul Schlichtman, Arlington; Humera Fasihuddin, Hadley; Robert Swartz, Gardner; Linda Woodland, Wachusett Regional; and Jessica Barnhill, Framingham. Beverly Griffin Dunne, Peabody/Essex Tech., participated remotely.

The following resolutions were moved forward by the Resolutions Committee and approved by the Board of Directors.

RESOLUTION 1: FULL, STABLE FUNDING FOR METCO

(Sponsored by the Arlington School Committee)

WHEREAS in 1966, the first 220 students rode buses from Boston neighborhoods to schools in seven suburbs; and

WHEREAS in 1968, the Massachusetts Legislature passed the Racial Imbalance Act, in which the Commonwealth accepted financial responsibility "for any town that wishes to enroll students from outside the district for the purpose of racial integration (subject to appropriation); and

WHEREAS in 1968, the Metropolitan Council for Educational Opportunity (METCO) assumed responsibility for implementing the provisions of the Racial Imbalance Act, providing support for students, families, and receiving districts; and

WHEREAS METCO's mission is to provide students with a strong academic foundation rich in cultural, educational, ethnic, socioeconomic, and racial diversity and foster the opportunity for children from Boston and from neighboring suburbs to develop a deeper understanding of each other in an integrated public school setting; and

WHEREAS Over the last half century, METCO has reached tens of thousands of students, supporting 3,100 families annually in 31 participating suburban school districts and 190 public schools, with graduation rates and college attainment far above state averages; and

WHEREAS METCO creates environments where students, parents and teachers of different backgrounds can appreciate diversity, find common ground through shared experiences, build lifelong inter-racial friendships, and strive toward the mutual goal of preparing young people to become global citizens; and

WHEREAS METCO districts have expressed an interest in welcoming more METCO students into their schools; and

WHEREAS METCO has been recognized as the nation's most successful school integration program in the United States; and

WHEREAS requiring METCO funding to be subject to appropriation results in METCO families and partner districts spending considerable time and energy to lobby for funding to maintain the current level of services;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls upon the Governor

and the Legislature to create a stable funding structure to support METCO and its partner districts that fully funds the support provided by METCO, and the cost of providing services delivered by METCO's partner districts.

RESOLUTION 2: REGARDING INVESTIGATIONS AND RECOMMENDATIONS FOR TRANSPORTATION BIDDING PROCEDURES

(Sponsored by the Southeastern Vocational Technical School Committee)

WHEREAS school districts across the commonwealth are struggling with the problem of transportation services and the bidding and purchasing of these services; and

WHEREAS a stunning number of districts find that, after soliciting multiple bids, it is a frequent occurrence that only a single bidder submits a proposal; and

WHEREAS in light of the paucity of submissions, the single bidder is able to propose significant increases over previous years exacerbating not only financial matters, but also skepticism about the integrity of the bidding process.

THEREFORE, BE IT RESOLVED that the MA Association of School Committees prevail upon the Office of the State Auditor to investigate the bidding practices of school transportation providers, and to present such findings and recommendations as may be necessary to contain costs and make more efficient transportation services available for public schools.

RESOLUTION 3: REGIONAL TRANSPORTATION

(Sponsored by the Hampden-Wilbraham Regional School Committee)

WHEREAS as outlined in M.G.L. Title XII c. 71, § 16C, the regional school district shall be subject to all laws pertaining to school transportation; and when the agreement provides for the furnishing of transportation by the regional school district, the regional school district shall be obliged to provide transportation for all school children in grades kindergarten through twelve and the commonwealth shall reimburse such district to the full extent of the amounts expended for such transportation, subject to appropriation; and

WHEREAS provided, however, that no reimbursement for transportation between school and home shall be made on account of any pupil who resides less than one and one-half miles from the school of attendance, measured by a commonly traveled route; and

WHEREAS the Commonwealth of Massachusetts has not consistently reimbursed regional transportation to the full extent of the amount expended for such transportation;

THEREFORE IT BE RESOLVED that in such case where a pupil resides greater than one and one-half mile from the school of attendance, measured by a commonly traveled route, and the commonwealth reimbursement does not fully cover the amounts expended for such transportation, the regional school district may allow pupils to opt out of such transportation or may charge a fee that in aggregate may not exceed the differential between the amounts expended for furnishing transportation and the commonwealth reimbursement.

BE IT FURTHER RESOLVED that the MASC encourage the Legislature to modify M.G.L. Title XII c. 71, § 16C, with the aforementioned proposed language (or alternative and remove the period) to provide regional districts the ability if so desired to charge a transportation fee that in aggregate cannot exceed the differential between the and that the Commonwealth reimbursement and the regional school district transportation expense for any pupil that resides greater than one and one-half mile from the school of attendance measured by a commonly traveled route. Pupils may opt out of transportation and not be subject to a transportation fee.

RESOLUTION 4: DIVERSITY, EQUITY, AND INCLUSION

(Submitted by Division X; amended by the Resolutions Committee)

WHEREAS we are responsible for fostering equitable learning environments wherein all students, staff members, and families are treated with respect and their voice and presence valued regardless of race, ethnicity, gender identity, sexual orientation, expression, religion, natural origin, culture, physical ability, or other status; and

WHEREAS we should always stand, speak out, and help educate against violence and injustice on the basis of prejudice or discrimination; and

WHEREAS we should provide inside and outside of the classroom support to continue efforts centered on equity, diversity, and inclusion, with a heightened awareness and focus on racial equity and to adopt proper speech and text to the furtherance of these objectives;

THEREFORE, BE IT RESOLVED: that MASC recommends that all districts adopt the position of DEI coordinator to work towards an anti-racist school system.

RESOLUTION 5: MA SCHOOL BUILDING AUTHORITY

(Submitted by the Wachusett Regional School Committee)

WHEREAS the School Building assistance program is the oldest capital grant program operated by the Commonwealth, as established in MGL Chapter 70B section 1; and

WHEREAS the Massachusetts School Building Authority (MSBA) is charged to promote the thoughtful planning and construction of school facility space in order to ensure safe

and adequate facilities for public schools, and to assist municipalities in meeting the cost thereof; and

WHEREAS the MSBA has improved the learning facilities of over 600,000 students across the Commonwealth by working with local communities to create affordable, sustainable, and energy efficient schools; and

WHEREAS the MSBA is limited in funding as stated in MGL 70B section 7, to \$800,000,000 plus either the rate of growth in the dedicated sales tax revenue amount as defined in subsection a of section 35BB of chapter 10, or 4.5%; and

WHEREAS the MSBA has declared a pause on their Accelerated Repair Program and limits on their Core Projects due to rising costs and inflation, and the need to stay within the Annual Cap as referenced in the Memorandum of October 19, 2022 from the MSBA Deputy Treasurer and Executive Director; and

WHEREAS each year the Accelerated Repair Program is delayed results in an increase in application backlog among the Commonwealth's existing backlog of school building needs;

THEREFORE, BE IT RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts Legislature to amend MGL ch.70B, section 7 by removing the \$800,000,000 cap; and

BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts School Building Authority to reinstate the Accelerated Repair program for 2024 applications; and

BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts Legislature to allow public preschools to be included in the Accelerated Repair Program and Core Program.

RESOLUTION 6: SCHOOL BUS STOP ARM SURVEILLANCE ACT AND ENFORCEMENT AND PENALTIES

(Submitted by the Peabody and Marlboro School Committees)

WHEREAS it is against the law in Massachusetts to pass a stopped school bus with the stop arm extended and flashing lights while student passengers embark and disembark the bus. Unless witnessed by a police officer, the penalties for passing a stopped school bus are minimal. The danger to the passengers is extraordinary, and can prove fatal; and

WHEREAS: a survey conducted in 2022 by the National Association of State Directors of Pupil Transportation Services (NASDPTS) found that motorists illegally pass stopped school buses: "Throughout a 180-day school year, ... sample results point to more than 41.8 million violations per year among America's motoring public.;" and

WHEREAS technological advances have now made possible digital video violation detection monitoring systems to detect drivers failing to stop for school buses; and

WHEREAS: penalties for passing a stopped school bus utilizing a digital video violation detection monitoring system

need to be commensurate with the same penalties imposed for said action if witnessed by a police officer;

THEREFORE, BE IT RESOLVED that the Massachusetts Association of School Committees calls on the Massachusetts Legislature to enact legislation to pass into law the ability for cities and towns to install on all school buses live digital video detection monitoring systems for the purpose of enforcing violations against the owner of a motor vehicle whose vehicle failed to stop for a school bus when required to do so by law.

AND BE IT FURTHER RESOLVED that the Massachusetts Association of School Committees calls on the Massachusetts Legislature to enact legislation raising the fine for passing a stopped school bus to a significant schedule of fines as penalty whether witnessed by a police officer or recorded by a digital video detection monitoring system.

RATIONALE: The significant safety concerns present when a vehicle passes a stopped school bus embarking or disembarking passengers are endangering our students in Massachusetts. Presently, unless witnessed by a police officer, the penalties for passing a school bus are minimal. If the registration plate of the offending vehicle is reported by the bus driver, there is a minimal fine.

Requiring a police officer to witness the violation prevents appropriate law enforcement action from taking place, especially for repeat offenders. Allowing the installation and utilization of digital video detection monitoring systems on school buses will allow for appropriate law enforcement action, provide for monitoring and data pertinent to this safety concern, and serve as a deterrent to drivers who are contributing to this safety issue. Protecting the safety of our students is a paramount concern.

RESOLUTION 7: RELATED TO MCAS

(Submitted by the Framingham School Committee)

WHEREAS access to a high-quality, publicly funded education is a guaranteed right written into the Massachusetts Constitution; and

WHEREAS an effective public education program meets the needs of students who present a variety of abilities and learning styles; and

WHEREAS a successful system of public education nurtures and supports students and offers opportunities for growth along a continuum that begins in preschool and extends through higher education; and

WHEREAS the goal of public education is to teach students how to be critical thinkers, engaged citizens and lifelong learners; and

WHEREAS the use of MCAS has restricted curriculum and narrowed the focus of education in our public schools; and

WHEREAS the use of MCAS has impacted student emotional wellbeing; and

WHEREAS MCAS testing has unjustly targeted communities with underfunded public schools for state takeovers that have failed to improve student performance by any measure; and

WHEREAS using MCAS testing as a high-school graduation requirement has prevented or delayed countless students from earning a diploma, either interrupting or derailing education or career plans;

THEREFORE BE IT RESOLVED:

- that MASC urges Massachusetts to develop a wider, more consensus-built strategy for an evaluation system with meaningful input from legitimate stakeholders.

- that MASC urges the state Legislature to launch a comprehensive evaluation to investigate the extent of biases pertaining to MCAS testing and make these results public.

- that MASC urges Massachusetts to enact a moratorium on MCAS testing effective immediately.

- that MASC urges Massachusetts to develop an alternative to the high-stakes MCAS tests.

RESOLUTION 8: SAFE STORAGE OF FIREARMS

(Submitted by the Framingham School Committee)

WHEREAS the safety and well-being of our students, teachers, and staff is a top priority in schools and keeping them safe from the threat of gun violence should be the responsibility of all adult stakeholders at each of our school sites; and

WHEREAS in the United States, gun violence is the leading cause of death in children and teens; and

WHEREAS approximately 1200 children and teens die by gun suicide each year," and over 80 percent of children under age 18 who died by firearm suicide used a gun belonging to a family member; and

WHEREAS in incidents of gun violence on school grounds, up to 80 percent of shooters under the age of 18 obtained their guns from their own home or that of relatives or friends; and

WHEREAS an estimated 4.6 million American children live in households with at least one loaded, unlocked firearm and every year

WHEREAS research shows that secure firearm storage practices are associated with up to a 78 percent reduction in the risk of self-inflicted firearm injuries and up to an 85 percent reduction in the risk of unintentional firearm injuries among children and teens; and

WHEREAS evidence strongly suggests that secure firearm storage is an essential component to any effective strategy to keep schools and students safe; and

continued on page 28

Proposal to Amend the MASC By-laws

Resolutions will expire at the conclusion of the Delegate Assembly three years after their adoption. The MASC Legislative Committee shall provide a list of expiring resolutions to the membership no later than March 1st of the year in which they expire. Readoption of an expiring resolution can be accomplished under the method proscribed in ARTICLE IX, section 1. *(This proposal was submitted by the MASC Legislative Committee)*

RATIONALE:

- Permits three years of focus on resolutions which overlaps two legislative cycles.
 - Provides an additional opportunity for school committees to become involved in the resolution process by championing resolutions which are set to expire.
 - Allows the Association to affirm what's important to current membership by re-adoption.
 - Clears expired, less relevant and no longer supported resolutions for new priorities.
-

Report of the Resolutions Committee *continued from page 27*

WHEREAS the US Secret Service National Threat Assessment Center recommends the importance of appropriate storage of weapons because many school attackers used firearms acquired from their homes; and

WHEREAS across the country, lawmakers, community members and local leaders are working together to implement public awareness campaigns, such as the Be SMART Program, which is endorsed by the National PTA and encourages secure gun storage practices and highlights the public safety risks of unsecured guns; and

WHEREAS secure storage of firearms is a legal requirement in Massachusetts pursuant to G.L. Chapter 140, sections 131L and 131C, and failure to comply with secure storage laws can lead to criminal prosecution, jail time, fines, and/or revocation of FID card or license, depending on the offense; and

WHEREAS the American Academy of Pediatrics recommends storing firearms unloaded and locked, with ammu-

munition locked separately to reduce risks of injury to children; and

WHEREAS in order to continue with preventive measures to increase student and school safety we must act now;

THEREFORE, BE IT RESOLVED that MASC recommends all districts to urge their Superintendent and staff to create an appropriate communication to parents and guardians that explains the importance of secure firearm storage to protect children and teens from unauthorized access to unsecured firearms, and their legal obligations consistent with Massachusetts safe storage law.

BE IT FURTHER RESOLVED that MASC urges other communities to work with their local law enforcement agencies, health agencies and non-profit organizations to collaborate and increase efforts to inform District parents and guardians of their obligations regarding secure storage of firearms in their homes and vehicles.

CHELMSFORD PUBLIC SCHOOLS

Office of Human Resources
230 North Road, Chelmsford, MA 01824
Telephone: (978) 251-5100 Fax: (978) 251-5110

To: Dr. Jay Lang, Superintendent

From: Robyn Corbett, Executive Assistant to the Superintendent

Date: September 8, 2023

Re: Personnel Report – August 2023

Please see the attached Personnel Report which includes retirements, resignations, new hires and assignment changes. Thank you for sharing this report with members of the Chelmsford School Committee.

Personnel Report – August 2023

New Hires

Chace, Alix

Spanish Teacher

McCarthy Middle School

Effective date: 8/28/23

Daly, Maureen

Interim ABA Paraprofessional – STRIVE Program

Parker Middle School

Effective date: 8/28/23

Dennis, Shannon

ABA Paraprofessional

Center Elementary School

Effective date: 8/28/23

Dias Monteiro, Luiza

Paraprofessional

Chelmsford High School

Effective date: 8/28/23

DiNino, Kristina

Lunch/Recess Aide

South Row Elementary School

Effective date: 8/28/23

Ebrahim, Diana

ABA Paraprofessional

South Row Elementary School

Effective date: 8/28/28

Exarchos, Amanda

School Nurse

Harrington Elementary School

Effective date: 8/28/23

Fernandois, Max

Paraprofessional

Chelmsford High School

Effective date: 8/28/23

Figucia, Rachel

Special Education Teacher

Parker Middle School

Effective date: 9/11/23

Firicano, Natalia

Interim ABA Paraprofessional

CHIPs

Effective date: 8/28/23

Gattu, Pragathi

Paraprofessional

Parker Middle School

Effective date: 9/5/23

Gaudette, Emily

Interim Paraprofessional

Chelmsford High School

Effective date: 8/28/23

Houreas, Danielle

ABA Paraprofessional

South Row Elementary School

Effective date: 8/28/23

Hughes, Maeghan

Interim Registered School Nurse

McCarthy Middle School

Effective date: 8/28/23

Isaacs, Kelly

Special Education Teacher

McCarthy Middle School

Effective date: 8/28/23

Jackson, Kerrie

ABA Paraprofessional

McCarthy Middle School

Effective date: 8/28/23

Karacek, Stacey

Paraprofessional

Parker Middle School

Effective date: 9/11/23

Karthikeyan, Jeyarani

Paraprofessional

Center Elementary School

Effective date: 9/11/23

Kutuva-Jayaram, Ranimai

Paraprofessional

Parker Middle School

Effective date: 9/5/23

Lanteigne, Rebecca

ABA Paraprofessional

Byam Elementary School

Effective date: 8/28/23

LeBeau, Haylee

Speech Language Pathologist Assistant

Chelmsford Public Schools

Effective date: 9/5/23

Lebel, Linda

Interim Paraprofessional

CHIPs

Effective date: 8/28/23

Meier, Lindsay

Interim ABA Paraprofessional

Harrington Elementary School

Effective dated: 8/28/2023

Melo, Diane

ABA Paraprofessional

Center Elementary School

Effective date: 8/28/23

Miller, Amy
Kindergarten Teacher
Center Elementary School
Effective date: 8/28/23

Morse, Ceara
Paraprofessional
Parker Middle School
Effective date: 8/28/23

McCarthy, Kristin
Interim ABA Paraprofessional (NECC Program)
McCarthy Middle School
Effective date: 8/28/23

Palumbo (Rabideau), Sarah
Kindergarten Teacher
Center Elementary School
Effective date: 8/28/23

Porzio, Alexis
Interim Paraprofessional – STRIVE
Chelmsford High School
Effective date: 9/5/23

Proehl, Michelle
Elementary Special Education 2-4 Teacher (ASD Program)
Harrington Elementary School
Effective date: 8/28/23

Richard, Calvin
Paraprofessional
Chelmsford High School
Effective date: 9/11/23

Robson, Kimberly
Kindergarten Teacher
Center Elementary School
Effective date: 8/28/23

Ryan, Shea

Paraprofessional

Chelmsford High School

Effective date: 8/28/23

Schmunk, Daniel

Grade 5-6 General Music Teacher

Parker Middle School

Effective date: 8/28/23

Singh, Reena

Paraprofessional

Parker Middle School

Effective date: 8/28/23

Zuliani, Carolina

Social Worker (0.6 FTE)

CHIPs

Effective date: 9/12/23

Resignations:

Flaherty, Brendan

Paraprofessional

Byam Elementary School

Effective date: 6/15/23

Gurajala, Bhuvaneshwari

Lunch/Recess Aide

Harrington Elementary School

Effective date: 6/15/23

Kielinen, Sara

Teacher

Center Elementary School

Effective date: 6/16/23

MacKessy, Kristine

Technology Instructor

Center Elementary School

Effective date: 6/16/23

Maier, David

Grade 6 Teacher

Parker Middle School

Effective date: 6/16/23

McLaughlin, Kathryn

Paraprofessional

South Row Elementary School

Effective date: 6/15/23

Murugalingam, Vidhya

Paraprofessional

McCarthy Middle School

Effective date: 6/15/23

Neves, Katherine

Paraprofessional

Harrington Elementary School

Effective date: 6/15/23

O'Donnell, Christopher

Communications & Media Director

Chelmsford Public Schools

Effective date: 9/15/23

Panniello, Christine

Lunch/Recess Aide

Center Elementary School

Effective date: 6/15/23

Prees, Evan

Paraprofessional

Byam Elementary School

Effective date: 6/15/23

Rabbitt, Krista

BCBA 0.5 FTE

Harrington Elementary School

Effective date: 6/16/23

Sampson, Caitlin
Paraprofessional
Chelmsford High School
Effective date: 6/15/23

Santhanakrishnan, Hema
ABA Paraprofessional
Byam Elementary School
Effective date: 6/15/23

Schroth, Mackenzie
Grade 5-8 Reading Specialist
McCarthy Middle School
Effective date: 6/16/23

Stollenwerk, Cathleen
Paraprofessional
South Row Elementary School
Effective date: 6/15/23

Retirements:

Assignment Changes:

Briand, Kimberly (formerly Grade 5 ELA/SS Teacher @ Parker Middle School)
Grade 7 Teacher
Parker Middle School
Effective date: 8/28/23

Boutin, Kandace (formerly Grade 3 Teacher @ Byam Elementary School)
Grade 4 Teacher
Byam Elementary School
Effective date: 8/28/23

Casaburri, Faye (formerly Special Education Teacher @ Byam Elementary School)
Grade 7/8 Special Education Teacher
McCarthy Middle School
Effective date: 8/28/23

Climo, Kimberly (formerly Library Clerk @ Chelmsford High School)

Technology Assistant

McCarthy Middle School

Effective date: 8/28/23

Conatser, Christine (formerly Paraprofessional @ Center Elementary School)

ABA Paraprofessional

Center Elementary School

Effective date: 8/28/23

Dube, Robyn (formerly Grade 3 Teacher @ Harrington Elementary School)

Grade 6 ELA/SS Teacher

Parker Middle School

Effective date: 8/28/23

Gregory, Kathleen (formerly Kindergarten Teacher @ Center Elementary School)

Grade 2 Teacher

Center Elementary School

Effective date: 8/28/23

Houreas, Danielle (formerly Lunch/Recess Aide @ South Row Elementary School)

ABA Paraprofessional

South Row Elementary School

Effective date: 8/28/23

MacAllister, Marybeth (formerly Grade Math/Science Teacher @ Parker Middle School)

Grade 5 ELA/SS Teacher

Parker Middle School

Effective date: 8/28/23

Pappert, Alyssa (formerly Paraprofessional @ Center Elementary School)

Technology Assistant

Center Elementary School

Effective date: 8/28/23