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Each member board is entitled to one duly certified delegate or alternate having one vote on each item of business. In order to qualify as a voting delegate, each delegate must be seated in the designated area.

The annual meeting will operate under Robert's Rules of Order, Revised, with the following additional rules:

**Rule 1:** A maximum of ten minutes will be allotted to each proponent of a resolution.

**Rule 2:** In speaking to a motion, a member will be limited to three minutes. A member must speak from a microphone, must state his full name, and must state the name of his school district.

**Rule 3:** When a member has once spoken on a question, he will not be recognized again for the same question until others who wish to speak have spoken.

**Rule 4:** Motions and amendments must be presented to the chair in writing.

**Rule 5:** All voting shall be by a show of hands unless a secret written ballot be voted by a majority of the voting members.

Parliamentary Ruling, October 19, 1973: Any member who is the fully appointed delegate of more than one school district is hereby entitled to as many votes as school districts for which he is accredited.

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## 2021 masc annual meeting agenda

Saturday, November 6, 2021 • Resort and Conference Center, Hyannis

### 9:00am — Annual Meeting

- Procedures and Rules
- Minutes of the 2020 Annual Meeting
- Annual Reports of the Officers and Committees not Requiring Action by the Delegate Assembly
  - Report on 2021 Legislative Action
  - Annual Report of the President
  - Annual Report of the Executive Director
  - Annual Report of the Auditor
  - 2021-2022 Budget
  - Division Reports
- Committee Reports Requiring Action by the Delegate Assembly
  - Recommendations for Life Membership
  - Nominating Committee Report
  - Resolutions Committee Report
  - Other Business
  - Adjournment

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Presiding: Ellen Holmes, President  
Parliamentarian: Stephen Finnegan, Legal Counsel

# minutes of the 2020 annual meeting

The 75th annual meeting of the Massachusetts Association of School Committees, Inc. was held remotely at 1:00pm on Saturday, November 7, 2020. President Deborah Davis presided. MASC Legal Counsel Stephen Finnegan acted as parliamentarian. 143 member school committees participated, represented by delegates appointed and registered as required by the By-Laws of the Association.

## Procedures & Rules

It was moved, seconded and voted unanimously to adopt for the meeting the Procedures and Rules as adopted October 15, 1970, amended October 19, 1973, and printed in the Delegate Manual.

## Minutes of the 2019 Annual Meeting

It was moved, seconded and voted unanimously to approve the 2018 Annual Meeting minutes as they were printed in the 2019 Delegate Manual.

## Recommendations for Life Membership

It was moved, seconded and voted unanimously to elect Joshua Amaral (New Bedford); Richard Bath (Brockton); Alfred "Fred" Fantini (Cambridge); Elaine Rabbitt (Dudley-Charlton); and Marc Terry (Ashland) as Life Members of the Association.

## Elected to the 2021 Board of Directors

President-Elect, Andrea Wadsworth (Lee)

Vice President, Stacey Rizzo (Revere)

Secretary-Treasurer, Mildred Lefebvre (Holyoke)

Ellen Holmes (Ashburnham Westminster) who is the 2020 President-Elect, becomes President on January 1, 2021.

Current President Deborah Davis (Northeast Metro Voc. Tech.) becomes Immediate Past President at the same time.

The contested race for President-Elect was won by Andrea Wadsworth on a vote of 69-51.

There being no other nominations, it was moved, seconded and voted to elect the persons named to the respective offices. The President introduced the incoming president and the persons elected to office.

## Actions taken on Proposed Resolutions

On behalf of the Resolutions Committee, MASC President-Elect Ellen Holmes moved by several motions the adoption of the following resolutions.

In the interest of expediting discussion and allowing more time for resolutions of a more controversial nature, a special procedural action was adopted that allowed delegates to vote on resolutions considered non-controversial as a group. Each resolution was presented and delegates identified those resolutions that they wished "held" for further discussion. Those resolutions not held, were voted and approved as a single slate.

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The five resolutions that were voted and approved as a group are listed below.

**Resolution 2:** State Funding for COVID

**Resolution 3:** Anti-racism Resolution

**Resolution 6:** Retention of Medicaid Revenue

**Resolution 8:** Membership of a School Committee Member on the Board of Elementary and Secondary Education

**Resolution 9:** Equity for LGBTQ Students and Staff

**The resolutions listed above were approved unanimously by the delegates.**

Following are the actions taken on the remaining five resolutions that the delegates held for in-depth discussion.

The full text of the resolutions can be found on the MASC website.

### **Resolution 1: MCAS and High Stakes Testing**

*(submitted by the MASC Board of Directors)*

BE IT RESOLVED that MASC rejects the calls for the students of 2022 who missed their tenth grade MCAS testing to be required to make it up in the 2020-2021 school year or ever. We demand those students be held harmless for not taking the MCAS and that their graduation requirements shall be determined by locally controlled voices of the School Committee and School Admin-

istration within the remaining graduation requirements of the Commonwealth of Massachusetts.

Additionally, we reiterate our call for a moratorium on all high stakes testing for the 2020-2021 school year so all students can benefit from their time being focused on direct instruction and we urge the legislature to enact a moratorium on high stakes testing of three years.

**A motion was made by the Beverly School Committee to table the resolution.**

**The motion to table failed on a vote of 21-102.**

**The resolution passed, as presented, on a vote of 112-9, with 2 abstentions.**

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#### **RESOLUTION 4: Lowering the Voting Age to 16 in Municipal Elections**

*(Submitted by the MASC Board of Directors)*

BE IT RESOLVED that the sponsors call upon the Massachusetts legislature to pass the EMPOWER Act and take other means necessary to allow cities and towns to establish a minimum voting age of sixteen years for all municipal elections.

**The resolution passed, as presented, on a vote of 65-49, with 4 abstentions.**

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#### **RESOLUTION 5: Increased Federal Support and Stimulus Funding for Public K-12 Education**

*(Submitted by the MASC Board of Directors)*

BE IT RESOLVED that MASC align with state superintendents of schools and urge the Massachusetts Congressional Delegation and state legislators to advocate for and approve additional education funding for our nation's public schools through the enactment of progressive tax legislation.

An amendment was proposed by the Framingham School Committee to strike the words "through the enactment of progressive tax legislation" as they appear at the end of the paragraph beginning BE IT RESOLVED (above) as the same language appears at the end of the paragraph that precedes the BE IT RESOLVED paragraph in the full resolution.

**The proposed amendment was approved on a vote of 72-28 with 10 abstentions.**

**The resolution as amended was approved on a vote of 117-1 with 1 abstention.**

#### **RESOLUTION 7: Attempts by US Department of Education to Direct Public Funding to Private Schools**

*(Submitted by the MASC Resolutions Committee)*

BE IT RESOLVED that MASC petition the Attorney General of Massachusetts to review and recommend to the Executive Office of Education and the MA Department of Elementary and Secondary Education to review the formal language of such statutes that determine the distribution of federal funds to benefit economically disadvantaged students and, further that the Attorney General provide legal guidance to state agencies in Massachusetts to implement such formulas based on the actual language and legislative intent of the statute should that be in variance with any "advisory" issued by the United States Secretary of Education.

**A motion to table was made by the Beverly School Committee.**

**The motion did not pass on a vote of 34-71.**

**The resolution passed as proposed on a vote of 108-6, with 1 abstention.**

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#### **RESOLUTION 10: Monitoring of Attendance of Students During the Pandemic**

*(Submitted by the MASC Board of Directors)*

BE IT RESOLVED that MASC advocate for legislation and regulation that protect the rights of parents to withhold their children from school for reasons of their health status or health risk and, further

- That MASC advocate for regulations that hold districts accountable for the attendance of students provide appropriate exemptions for students who experience or require extended absences from school due to health-related issues or concerns due to the COVID-19 pandemic and, further
- That MASC petition the Board of Elementary and Secondary Education to waive all accountability requirements regarding attendance for the 2020-2021 school year, and
- That such regulations exempt districts from sanction status on the basis of attendance when such absences are related to a public health crisis, including COVID-19.

RATIONALE: This resolution addresses several areas where charter school critics note that school districts are disadvantaged by current policy. Among these issues are failure to recruit and retain a fair proportion of students at risk, English Language Learners, or clients of special education services. The resolution also recommends that charter schools should be funded as a discrete budget line item rather than by having sending district Chapter 70 funding diverted to charter schools and that the current mitigation program to offset temporary losses of district funds be fully funded. Critics of this resolution may argue that "the money follows the child" and that charter schools represent choices for parents and students. They might also cite efforts by some charter schools to recruit students at risk.

**A motion was made to table the resolution.**

**The motion to table the resolution passed on a vote of 71-34.**

# report on 2021 legislative action

As we have noted in previous reports, the legislative rule changes for the two-year terms now call for a single 24-month session. It has been the practice that many important items are presented to legislative committees in the first year, but many are also held over for final action in the second session. Between



the summer, when this report was prepared, and the fall, we anticipate formal action on several items of interest to the delegates.

As always, school finance is a top priority. This includes Chapter 70 which is the principal line item for public education. MASC, working in

synch with our colleagues among the superintendents, school business officials, principals and special education administrators collaborated on our joint advocacy efforts around the education funding.

Over a year ago, we also joined with many other educational associations to file a lawsuit challenging the adequacy of the Chapter 70 funding, understanding that this would involve a lengthy period of litigation. We envisioned a two-pronged approach (legislative and judicial) with the intent on keeping school finance as a high priority. With the successful effort to secure the Student

Opportunity Act (SOA) and the onset of the pandemic, legal action was stalled. However, the legislature was able to increase the appropriation for Chapter 70 and fully fund the special education circuit breaker as part of a multi-year commitment in the new law.

This is a most unusual year due principally to the COVID-19 crisis that resulted in the closure of schools, business entities and many other venues. The Legislature again has extended formal sessions through the end of the year due to the ongoing pandemic. There is some light at the end of the COVID tunnel due to an unanticipated increase in July 2021 revenues of approximately seven percent over July, 2020. We are hopeful that the economy will sustain further gains in revenues.

Throughout the pandemic crisis it has been a pleasure to work closely with the Office of the Speaker of the House (Ron Mariano) and the Senate President (Karen Spilka) both of whom were longstanding members of MASC in their school committee days and who remain invaluable allies for public schools.

Stephen J. Finnegan, Esq.  
MASC General/Legislative Counsel

# report of the president

After 24 years as a school committee member, one would think there are no surprises left, but 2020 and 2021 proved us wrong. Despite spending much of the year in remote meetings with our members, staff and public policy makers, MASC managed to maintain a very busy pace



dealing with ongoing and emerging challenges. They included growing concerns from the public around student safety, worries about economic recovery after the pandemic, and debate among our colleagues and neighbors about the best policies for getting back to some semblance of normalcy.

As your president, I was gratified to interact with our new members at several orientations and to engage you at many of the division meetings and special forums we have organized around your needs and concerns.

As a member of a regional school committee, I follow closely the special issues for multi-town districts and for those in small and rural parts of the state. As a member of the board of the Massachusetts Association of Regional Schools, it was a special privilege to follow developments around transportation, finance, and student safety. This year, as a member of the board of directors of the Massachusetts Interscholastic Athletic Association we hope to make more progress expanding opportunities for students to engage in sports.

A special priority for me has been to advocate for students with special needs. This year, we secured not only full funding for the Special Education Circuit Breaker, but

also additional federal stimulus funding for kids in need. It is a source of pride that school committee members continue to take the high road in advocating for our vulnerable students and their families.

As a goal for the balance of the year, and the year ahead, I hope to foster a mentoring program where veterans of board membership can assist our newest colleagues as they become familiar with the public policy issues and challenges of educating our next generations.

Despite the unusual turn of events, MASC enjoyed both strong membership loyalty and financial stability. We were able to conduct most of our professional development before the largest audience in our history thanks to the use of remote technology. We built alliances and took a positive approach to our advocacy. We benefited from the selfless work of your board of directors who gave even more of themselves in terms of time and energy to overcome the nefarious implications of a pandemic. As you have been reminded, MASC was a national leader among school boards associations in fighting for public policy that challenges prejudice, commits to equity, values diversity, and promotes inclusion.

Our members owe a great deal to the MASC staff who remained at 100% capacity and the members of the board of directors who converted their advocacy skills into remote efficiency during a vulnerable period. It has been an honor to serve with you.

B. Ellen Holmes  
MASC President

# report of the executive director

Recent polling disclosed that school board members are the most trusted public elected officials in the United States. This should not surprise Massachusetts school committee members who endured another difficult year of guiding districts through the worst public health emergency in a century. MASC members appreciate the time, work, and personal commitment that goes into serving and can take great pride in what they have done, especially over the past two years.



During that time, MASC members negotiated agreements to bring public education to the virtual platform and, where possible, to in-person settings. They tackled the public policy necessary for masking, social distancing, and ensuring safe school buildings. In many cases, they faced an anxious and even angry constituency that had to come to terms with external forces over which they had little control. Local historians will look back on 2020-2022 and appreciate the courageous leaders who were willing to run, serve, and continue to serve on local school committees despite the inconvenience of remote meetings, uncertain developments, and a future that was impossible to envision with any confidence. When one considers that most school committee members serve without compensation, the status of locally elected education policymakers grows even higher.

This was also a year when various issues peripheral to learning evolved and brought new debate to the school committee meeting rooms. As we move forward, school committees will need to continue to address evolving student safety protocols, masking of students and adults, vaccinating faculty and children, testing and accountability, and the emerging public debate over critical race theory, all of which have brought dozens of stakeholders to our public comment periods and general meetings.

We were able to continue the governance of the Association through a virtual Delegate Assembly where an unprecedented number of delegates joined in a special Day of Professional Development to take the place of our annual joint conference that was cancelled due to public health mandates and the statewide emergency declaration.

Representatives of MASC have been effective in their advocacy not only in Massachusetts, but also on a national front. In addition to maintaining relationships with our congressional delegation, our officers and board members have engaged with the National School Boards Association as members of the federation of state associations. MASC members have contributed in very meaningful ways to help the national organization and to

be a powerful voice for public education. Former MASC President Jacob Oliveira retired this year from the Ludlow School Committee and from the NSBA Board of Directors following his election to the Massachusetts House of Representatives. MASC's Past President Devin Sheehan continues to represent us on the NSBA board. Both of these leaders were among those most responsible for initiatives to fight discrimination, promote school safety, and promote student mental health and social wellbeing. Our delegates to the National delegate assembly, including Deborah Davis, Ellen Holmes, Mildred Lefebvre, and Stacy Rizzo took courageous stands and successfully secured NSBA's support for LGBTQ students, economically disadvantaged children, and greater federal funding for all public schools. MASC is also represented on the National Hispanic Council by Mildred Lefebvre and on the Native American and Alaska Native Council by Nicole Bartlett of the Mashpee School Committee which was recognized nationally for the work of the district and the Mashpee Wampanoag tribal members and Cape Cod students.

During the pandemic, MASC's team staffed our Boston office and remained fully accessible to the membership. We provided updates and recommended policy modifications for the COVID emergency and expanded remote professional development. The staff organized a very successful series of Friday Learning Lunches that kept our members well briefed on evolving topics as well as public policy. Among them were sessions on school finance to guide cautious and strategic policies on spending the infusion of dollars from federal stimulus legislation into public education to ameliorate the economic impact of COVID. Staff also conducted virtual programs for Charting the Course which oriented over 300 newly elected members who stepped up to serve during the public health emergency and who were willing to address the challenging issues that COVID presented.

Field Directors Jim Hardy, Dorothy Presser, Tracy Novick, Liz Lafond and Kathleen Kelly handled dozens of calls and conducted over 75 remote training sessions and in-district programs late in the year. Marketing and Operations and Member Services functions led by Sam Cheesman and Ann-Marie Martin maintained a consistent level of support for financial, policy, and superintendent searches. Our communications functions, led by Jenifer Handy and Kari MacCormack produced a consistent flow of information, support for our events, and an expanded MA General Laws publication all of which continues as an indispensable resource. MASC's invaluable General Counsel and chief lobbyist, Stephen J. Finnegan is serving his 43rd year representing the Association.

Glenn Koocher  
MASC Executive Director

# Independent Auditors' Report

To the Board of Directors of the Massachusetts Association of School Committees, Inc.:

## **Report on Financial Statements**

We have audited the accompanying financial statements of the Massachusetts Association of School Committees, Inc. which comprise the statements of financial position as of June 30, 2021 and 2020, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

## **Management's Responsibility for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

## **Auditors' Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## **Opinion**

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Massachusetts Association of School Committees, Inc. as of June 30, 2021 and 2020, and the results of its activities and its cash flows for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

*Wolf + Company, P.C.*

Boston, Massachusetts  
August 5, 2021

# Massachusetts Association of School Committees, Inc.

## Statements of Financial Position

June 30, 2021 and 2020

	Assets	
	<u>2021</u>	<u>2020</u>
Current assets:		
Cash and cash equivalents, including interest-bearing accounts of \$637,742 and \$408,706, respectively	\$ 785,097	\$ 558,783
Investments	2,183,139	1,613,518
Accounts receivable	19,200	147,174
Prepaid expenses	84,644	41,288
Total current assets	<u>3,072,080</u>	<u>2,360,763</u>
Property and equipment, at cost:		
Office condominium	383,976	350,059
Furniture and equipment	140,265	137,247
	<u>524,241</u>	<u>487,306</u>
Less accumulated depreciation	(348,476)	(330,308)
Net property and equipment	<u>175,765</u>	<u>156,998</u>
Total assets	<u><u>\$ 3,247,845</u></u>	<u><u>\$ 2,517,761</u></u>
	Liabilities and Net Assets	
Current liabilities:		
Accrued expenses	\$ 46,380	\$ 22,708
Contract liabilities	-	48,000
Paycheck Protection Program loans	176,700	164,200
Total current liabilities	<u>223,080</u>	<u>234,908</u>
Net assets without donor restrictions	<u>3,024,765</u>	<u>2,282,853</u>
Total liabilities and net assets	<u><u>\$ 3,247,845</u></u>	<u><u>\$ 2,517,761</u></u>

See accompanying notes to financial statements.

# Massachusetts Association of School Committees, Inc.

## Statements of Activities

Years Ended June 30, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Revenues:		
Dues	\$ 1,155,821	\$ 1,166,600
Investment income, net	569,665	142,462
Policy publications	193,375	218,700
Subscriptions	163,870	165,760
Publications	143,175	146,035
MASC search service	120,479	148,618
Board documents	80,399	41,860
Management information for school committees	58,600	60,400
Plaques and miscellaneous	26,775	30,181
Conferences and workshops	17,585	24,540
State conference	11,080	409,683
Interest income	2,317	2,696
Total revenues	<u>2,543,141</u>	<u>2,557,535</u>
Expenses:		
Programs:		
Publications	277,962	291,330
Policy publications	249,558	238,020
Board documents	93,900	26,060
Conferences and workshops	86,088	460,225
State conference	80,534	594,907
MASC search service	59,975	68,885
District governance support	730	1,553
Total program expenses	<u>848,747</u>	<u>1,680,980</u>
Administrative	<u>1,116,682</u>	<u>630,067</u>
Total expenses	<u>1,965,429</u>	<u>2,311,047</u>
Other income:		
Paycheck Protection Program loan forgiveness (Note 3)	<u>164,200</u>	<u>-</u>
Increase in net assets without donor restrictions	741,912	246,488
Net assets without donor restrictions - beginning of year	<u>2,282,853</u>	<u>2,036,365</u>
Net assets without donor restrictions - end of year	<u>\$ 3,024,765</u>	<u>\$ 2,282,853</u>

See accompanying notes to financial statements.

# Massachusetts Association of School Committees, Inc.

## Statements of Cash Flows

Years Ended June 30, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Cash flows from operating activities:		
Increase in net assets without donor restrictions	\$ 741,912	\$ 246,488
Adjustments to reconcile increase in unrestricted net assets to net cash provided by operating activities:		
Depreciation	18,168	17,147
Gain on forgiveness of Paycheck Protection Program Loan	(164,200)	-
Changes in operating assets and liabilities:		
Accounts receivable	127,974	(90,814)
Prepaid expenses	(43,356)	6,341
Accrued expenses	23,672	(2,983)
Net unrealized gains on investments	(527,751)	(109,826)
Contract liabilities	(48,000)	23,500
Net cash provided by operating activities	<u>128,419</u>	<u>89,853</u>
Cash flows from investing activities:		
Purchase of property and equipment	(36,935)	(23,605)
Reinvestment of dividends	(41,870)	(32,636)
Net cash used by investing activities	<u>(78,805)</u>	<u>(56,241)</u>
Cash flows from financing activities:		
Proceeds from Paycheck Protection Program loans	176,700	164,200
Net cash provided by financing activities	<u>176,700</u>	<u>164,200</u>
Net increase in cash and cash equivalents	226,314	197,812
Cash and cash equivalents at beginning of year	<u>558,783</u>	<u>360,971</u>
Cash and cash equivalents at end of year	<u>\$ 785,097</u>	<u>\$ 558,783</u>

See accompanying notes to financial statements.

Years Ended June 30, 2021 and 2020

## I. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

### Nature of Operations

The Massachusetts Association of School Committees, Inc. (the "Association") was incorporated on April 6, 1954. The Association was organized to provide closer cooperation among all of the school committees of the cities and towns of the Commonwealth of Massachusetts; to study the problems of organization, administration and operation of public schools and to work for the adoption of the best methods, practices and procedures in public school administration; to encourage the enactment of legislation deemed beneficial to the public schools, school children and all of the citizens of the Commonwealth; and to sponsor, develop and encourage all projects, programs and matters deemed necessary and desirable to promote better public education in the Commonwealth.

In order to meet its purpose, the Association organizes an annual state conference and other conferences and workshops, provides various publications and manuals and operates a search service for school superintendents.

### Risks and Uncertainties

On March 11, 2020, the World Health Organization declared the outbreak of coronavirus (COVID-19) a pandemic. While the disruption is currently expected to be temporary, there is considerable uncertainty about its possible duration. The Association saw decreases in revenues and expenses related to conferences, workshops, and travel during the year ended June 30, 2021 due to impact of COVID-19. Negative financial and operational impacts could continue to occur, although such future potential impacts are unknown and cannot be reasonably estimated at this time.

### Basis of Accounting

The financial statements of the Association are presented on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

### Financial Statement Presentation

The Association reports information regarding its assets and net assets and changes in net assets according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions. All of the Association's net assets are net assets without donor restrictions, therefore all financial assets are available for general expenditure when needed.

### Use of Estimates

In preparing financial statements in conformity with accounting principles generally accepted in the United States of America, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities as of the date of the financial statements and the reported amounts

of revenues and expenses during the reporting period. Actual results could differ from those estimates.

### Concentrations of Credit Risk

Financial instruments, which potentially subject the Association to concentration of credit risk, include cash and cash equivalents which may exceed insurance limitations and are placed in high quality financial service organizations.

### Cash and Cash Equivalents

Cash and cash equivalents consist of checking, savings and short-term investments with original maturities of three months or less when purchased.

### Accounts Receivable

The Association carries its accounts receivable at the invoiced amount less an allowance for doubtful accounts. On a periodic basis, the Association evaluates its accounts receivable and determines the allowance for doubtful accounts, based on a history of past write-offs and collections and current credit conditions. Management has determined that no allowance for doubtful accounts is necessary at June 30, 2021 and 2020. Accounts receivable are written off when they are deemed uncollectable, with any future recovery recorded as an income when received.

### Investment Valuation and Income Recognition

Investments are carried at fair value, as determined by quoted market prices with the change in fair value being reported in the statement of activities. Realized gains or losses on the sale of investment securities are computed by the specific identification method. Interest is recorded on the accrual basis. Investment income, including interest and dividends and realized and unrealized gains and losses, are shown net of any investment management fees on the Association's statement of activities. Dividends are recorded on the ex-dividend date.

### Fair Value Hierarchy

Accounting principles generally accepted in the United States of America have established a hierarchical framework which prioritizes and ranks the level of market price observability used in measuring investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value.

Investments held by the Association are measured using inputs from one of the three levels of the fair value hierarchy. Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability. The three levels of the fair value hierarchy are as follows:

Level 1 –Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

Level 2 –Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets.

Level 3 –Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets. Level 3 assets include financial instruments whose value is determined using unobservable inputs to pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

In certain cases, the inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment’s level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Association’s assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the investment.

**Property and Equipment**

Property and equipment is stated at cost. Depreciation is provided over the estimated useful lives of the assets using the straight-line method. A summary of the estimated useful lives follows:

Classification	Estimated Useful Life
Office condominium	40 years
Furniture and equipment	5 - 7 years

The City of Boston has assessed the office condominium at \$1,585,400 as of January 1, 2021.

**Revenues from Contracts with Customers**

The Association recognizes revenue in accordance with ASC 606, Revenue from Contracts with Customers (Topic 606) upon transfer of control of promised services to customers in an amount that reflects the consideration the Association expects to receive in exchange for those services. The Association recognizes revenue from exchange transactions using the five step approach outlined in Topic 606 as follows: (1) identify the contract with the customer; (2) identify the performance obligations in the contract; (3) determine the transaction price; (4) allocate the transaction price to the performance obligations in the contract and (5) recognize revenue when (or as) the Association satisfies the performance obligations.

Membership Dues

Membership dues are billed at the start of each fiscal year and recognized as revenue evenly over the applicable membership period.

Member Programs and Services

The Association holds member programs and provides services related to events and superintendent searches throughout the year. The Association defers recognition of revenues and related expenses until the respective activity or event occurs or until the superintendent search is completed. As of June 30, 2021 and 2020, contract liabilities of \$0 and \$48,000, respectively, relate to superintendent searches not yet completed.

Any contract liabilities, presented as deferred revenue on the statement of financial position, will be recognized as revenue in the subsequent fiscal year.

**Income Tax Status**

The Association is a tax exempt organization under Section 501(c)(3) of the Internal Revenue Code and is, therefore, exempt from Federal and state income tax. Accounting principles generally accepted in the United States of America require the Association to evaluate tax positions taken, including the position that the Association qualifies as a tax-exempt organization, and recognize a tax liability (or asset) if the Association has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. Management has analyzed the tax positions taken by the Association, and has concluded that as of June 30, 2021 and 2020, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Association believes it is no longer subject to examinations for years prior to June 30, 2018.

**2. INVESTMENTS**

The investments of the Association are reported at fair value and consist of the following as of June 30, 2021 and 2020.

	2021	2020
Mutual Funds	\$ 2,183,139	\$ 1,613,518

The composition of the investment return as reported in the statement of activities for the years ended June 30, 2021 and 2020, are as follows:

	Unrestricted	
	2021	2020
Income on investments, consisting of dividends and interest	\$ 41,914	\$ 32,636
Net unrealized gain on investments	527,751	109,826
Return on investments	569,665	142,462
Interest on cash equivalents and temporary investments	2,317	2,696
Total return on investments	\$ 571,982	\$ 145,158

Investment advisory fees during the years ended 2021 and 2020 were not material and are not included in the above total return on investments.

#### Fair Value Hierarchy

Following is a description of the valuation methodologies used for assets measured at fair value.

**Mutual funds:** Valued at the net asset value of shares held at year end.

The preceding method described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Association believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

#### Investments at Fair Value on a Recurring Basis

The following tables present the fair value hierarchy, as described in Note 1, for major categories of investment assets as of June 30, 2021 and 2020:

Description	June 30, 2021			Fair Value
	Level 1	Level 2	Level 3	
Mutual funds:				
Fixed income	\$ 406,521	\$ -	\$ -	\$ 406,521
Domestic equity	462,918	-	-	462,918
International equity	1,313,700	-	-	1,313,700
Total	<u>\$ 2,183,139</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,183,139</u>

Description	June 30, 2020			Fair Value
	Level 1	Level 2	Level 3	
Mutual funds:				
Fixed income	\$ 397,212	\$ -	\$ -	\$ 397,212
Domestic equity	910,196	-	-	910,196
International equity	306,110	-	-	306,110
Total	<u>\$ 1,613,518</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 1,613,518</u>

### 3. PAYCHECK PROTECTION PROGRAM ("PPP") NOTE PAYABLE

In May 2020, the Association obtained an unsecured loan through a bank in the amount of \$164,200 in connection with the Paycheck Protection Program, pursuant to the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"). In accordance with the provisions of the PPP, the loan accrued interest at a rate of 1% and the loan may be forgiven if it is used to pay qualifying costs such as payroll, rent and utilities over a twenty-four-week period. In December 2020, the Company received full forgiveness in the amount of \$164,200, which is included as income on the statement of activities.

In March 2021, the Company applied for and received an additional loan under the CARES Act from the PPP in the amount of \$176,700. In accordance with the provisions of the PPP, the loan accrues interest at a rate of 1% and a portion of the loan may be forgiven if it is used to pay qualifying costs such as payroll, rent and utilities. Amounts that are not forgiven will be repaid over five years from the date of the loan.

### 4. COMMITMENTS

The Association has entered into an operating lease for office equipment and is also leasing other equipment on a month-to-month basis. Future minimum lease payments under the non-cancellable operating leases are as follows:

Years Ended June 30,	
2022	\$ 28,217
2023	14,647
	<u>\$ 42,864</u>

Lease expense under all operating leases amounted to \$40,929 and \$41,406 for the years ended June 30, 2021 and 2020, respectively.

### 5. PENSION PLANS

The Association has a defined contribution pension plan in effect for all employees who are at least twenty-one years old and have met the required length of service. Contributions are based on a specified percentage of qualifying compensation (presently 5%) and are funded annually. The Plan also provides for discretionary contributions as determined annually by the Board of Directors (2% for both fiscal years 2021 and 2020). A participant in the plan is not vested in the Association's contributions until they have performed two years of service, at which time they become 20% vested. Participants are fully vested after six years.

The Association has also adopted a second defined contribution plan which allows for only employee deferred contributions. Pension expense for the years ended June 30, 2021 and 2020 amounted to \$68,634 and \$66,665, respectively.

### 6. FUNCTIONAL EXPENSE ANALYSIS

The Association provides an analysis of expenses by both natural and functional classification. Natural expenses are defined by their nature, such as salaries, memberships, supplies, etc. Functional expenses are classified by the type of activity for which expenses are included, such as direct program costs or support and administrative costs. Expenses were allocated by function using a reasonable and consistent approach that was based upon management's best estimate of the percentage attributable to each functional category.

The following tables represent the functional expenses analysis for the years ended June 30, 2021 and 2020:

	2021		
	Program	Support	Total
Compensation	\$ 546,453	\$ 661,575	\$ 1,208,028
Services and professional fees	994	151,603	152,597
Office and technology	-	167,870	167,870
Dues and memberships	-	47,156	47,156
Conferences	45,820	-	45,820
Publications	160,850	-	160,850
Other	94,630	88,478	183,108
	<u>\$ 848,747</u>	<u>\$ 1,116,682</u>	<u>\$ 1,965,429</u>

	2020		
	Program	Support	Total
Compensation	\$ 1,078,765	\$ 118,129	\$ 1,196,894
Services and professional fees	10,601	153,067	163,668
Office and technology	-	148,036	148,036
Dues and memberships	-	45,222	45,222
Conferences	404,641	-	404,641
Publications	159,360	-	159,360
Other	27,613	165,613	193,226
	<u>\$ 1,680,980</u>	<u>\$ 630,067</u>	<u>\$ 2,311,047</u>

Due to impact of the COVID-19 pandemic, the Association experienced decreases in program expenses related to compensation, conferences, and workshops during the year ended June 30, 2021

## 7. LIQUIDITY AND AVAILABILITY OF RESOURCES

The Association's financial assets available for general expenditures within one year of the statement of financial position are as follows at June 30, 2021:

Cash and cash equivalents	\$ 785,097
Accounts receivable	<u>19,200</u>
	<u>\$ 804,297</u>

The Association's operations are primarily supported by membership dues and related services. As part of the Association's liquidity management, it structures its financial assets to be available as its general operations, liabilities, and other obligations require.

## 8. SUBSEQUENT EVENTS

Management has evaluated subsequent events through August 5, 2021, which is the date the financial statements were available to be issued. There were no subsequent events, other than noted below, that require adjustment to or disclosure in the financial statements.

# MASC Budget and Revenues/Expenditures

RECEIPTS	BUDGET 2021-2022	REVENUES/ EXPENDITURES 2020-2021 (unaudited)
1. Dues (including memberships)	\$1,218,100.00	\$1,173,520.64
2. Subscriptions	168,000.00	163,870.00
3. Policy Updates from Dues	53,550.00	51,275.00
4. General Laws from Dues	153,000.00	141,055.00
5. Council of School Attorneys	35,200.00	27,175.00
6. Publications (non-dues related)	4,000.00	2,120.00
7. Policy Service	138,000.00	142,100.00
8. Annual State Conference (inc. advertisements)	240,000.00	13,495.00
9. Day on the Hill	12,000.00	—
10. Interest and Dividends	2,500.00	2,317.42
11. Unrealized Gain/Loss/Investment Income	120,000.00	570,799.68
12. Plaques/Recognition Awards	5,000.00	40.30
13. Conferences/Workshops	10,000.00	385.00
14. M*I*S*C	61,200.00	58,600.00
15. MASC Search Service	110,000.00	120,489.56
16. Division Income	—	—
17. Offset BOD Expense (Reimbursement)	—	250.00
18. BoardDocs Program	5,000.00	98,400.00
19. Loan Forgiveness (Federal Payroll Protection)	176,000.00	164,200.00
Totals	\$2,511,550.00	\$2,730,092.60

## EXPENSES

1. Salaries	\$984,924.00	\$964,698.51
2. Payroll Expenses (Paychex)	4,500.00	3,828.41
3. Payroll Tax Expenses (FICA/Medicare)	75,346.69	71,688.70
4. Pension Fund	50,746.20	70,938.14
5. Bank Services Charges	—	—
6. Employee Insurance (reimb.; AD&D; Life)	77,162.46	72,114.45
7. Staff Recruitment/Temp Staff	10,000.00	6,000.00
8. Legislative Counsel	51,000.00	51,000.00
9. Legislative Research	—	—
10. Legislative Reporting Service	4,300.00	6,627.60
11. Legal Counsel	55,000.00	55,000.00
12. Legal Services	12,000.00	—
13. Auditor	36,000.00	32,475.00
14. Accounting Services	3,500.00	3,000.00
15. Staff Expense	44,000.00	20,278.76
16. Staff Professional Development	2,500.00	—
17. Board of Directors (State & NSBA related activities)	130,000.00	32,357.00

Expenses, continued

RECEIPTS	BUDGET 2021-2022	REVENUES/ EXPENDITURES 2020-2021 (unaudited)
18. Memberships	58,000.00	92,312.00
19. Roberta Doering/Past Presidents Scholarships	3,500.00	3,500.00
20. State Conference	190,000.00	17,632.59
21. Day on the Hill	25,000.00	6,900.00
22. Division/Committee Expense	14,000.00	8,994.87
23. Publications	80,000.00	92,497.38
24. Policy Service	70,000.00	68,525.26
25. Office	40,000.00	15,811.18
26. Equipment Lease	45,000.00	40,929.06
27. Equipment Maintenance	5,000.00	5,228.74
28. Postage	50,000.00	29,100.00
29. Condo fees	46,500.00	37,240.16
30. Insurance	12,000.00	10,393.00
31. Unemployment Compensation	1,000.00	—
32. Telephone	14,000.00	11,640.02
33. Electricity	7,500.00	5,149.79
34. Gas	3,250.00	2,922.50
35. Capital Improvements/Depreciation	25,000.00	25,000.00
36. Plaques/Recognition Awards	3,000.00	—
37. M*S*C	1,500.00	—
38. Conferences/Workshops	16,000.00	860.00
39. MASC Search Service	25,000.00	993.72
40. Council of School Attorneys	26,500.00	17,855.00
41. Technology	30,000.00	34,239.56
42. Bad Debt Expenses	4,000.00	2,000.00
43. Other Expenses	—	1,374.79
44. COSCAP (Board Secretaries) Expenses	6,000.00	1,800.00
45. District Governance	—	730.06
46. BoardDocs	5,000.00	78,900.00
47. Special Condo Fee	857.13	4,431.18
Totals	\$2,347,729.35	\$2,002,536.25
Net Income	163,820.65	\$727,556.35
Net Income Excluding Investments	(\$43,820.65)	\$156,756.67
Net Income (Excluding loan forgiveness)	(\$12,179.35)	

# recommended for life membership

## **BARBARA DAVIS, HOLBROOK**

A 26-year member of the Holbrook School Committee, Barbara Davis has helped guide the district through ed reform, No Child Left Behind, the debate over the Core Curriculum and curriculum standards and, most recently, through the upheaval resulting from the COVID pandemic. During that time, she has served as the Committee's Chair, Vice Chair and Secretary.

She has also served on numerous standing subcommittees, including the Policy subcommittee and has been an active member of the Holbrook Permanent School Building Committee.

Barbara has also been actively involved with MASC and currently serves as the Secretary of Division III. She has also served for several years on both the Nominations and Resolutions subcommittees, and has been a frequent participant at MASC professional development programs and conferences, and has represented Holbrook as a delegate at the Association's Annual Meeting.

Outside of her work on the Holbrook School Committee, Barbara is retired, having spent 38 years in public higher education. In addition, she is a longtime elected Holbrook town meeting member and a member of the Town Scholarship Committee, currently serving as its chair. She has a BA degree in French from the University of Massachusetts Boston.

## **DENISE HURST**

A Springfield native and member of its School Committee since 2009, Denise Hurst has brought new focus and commitment to promoting issues of equity and inclusiveness in educational opportunities and was a driving force behind the Association's recent Summits on Poverty. She has also been a highly effective leader and communicator, organizing the MASC Minority Caucus in 2016 for which she served two years as chair. She subsequently was elected to the MASC Executive Committee where she served as Secretary-Treasurer and as Vice President.

Denise has attended and presented at numerous MASC and NSBA conferences and workshops, and has represented Springfield and the Association at the MASC and NSBA Annual Meetings. She has also been an active participant at NSBA's Federal Relations/Advocacy Institute and Equity Symposium.

On her school committee, she has served in many capacities, including as the Vice Chair and as chair and/or member of numerous subcommittees.

Her commitment to students and families throughout the Pioneer Valley extends well beyond her school committee service. She volunteers and serves on various boards, including the Women's Fund of Western MA; the

Pioneer Valley Planning Commission and the Springfield Regional Chamber of Commerce. She holds the Commissioner Emerita status for the MA Commission on the Status of Women.

Her achievements and contributions to MASC and her community have been recognized on numerous occasions. She was a member of MASC's 2013 All-State School Committee; BusinessWest's 40 Under Forty Class of 2014. In 2015 she was listed among 100 Women of Color in New England and Top 25 Women to Watch in Western MA. In 2019 she was named Woman of the Year by the Greater Springfield Professional Women's Chamber. Denise resides in Springfield with her husband and two sons, both of whom are proud and thriving students in the Springfield Public Schools.

## **PATRICIA MEUSE**

A 26-year member (elected in 1995) and current Chair of the Shawsheen Regional Vocational Technical School Committee, Patricia Meuse's colleagues overwhelmingly recommended her for life membership, citing her unparalleled leadership skills during the ongoing COVID crisis and earlier, when she helped guide the district through the implementation of MCAS and subsequent initiatives to raise student achievement.

A resident of Tewksbury, Patricia also served on the Tewksbury School Committee from 1987-1994, where she served twice as Chair and on many of the district's subcommittees. At Shawsheen, she has chaired the Curriculum Committee and Superintendent Screening Committee, and as a multi-year member of the Budget; Facilities; and Audit subcommittees.

She has also been an active participant at MASC events and professional development programs, representing the district at the Delegate Assembly, at NSBA conferences and is a regular contributor to Divisions 1 and 8 programs. Several years ago, she also represented the Associations on the state's multi-organizational Social and Emotional Learning (SEL) Task Force.

An attorney by profession, Patricia also served as the procurement coordinator for the Tewksbury Public Schools. She is also a former member of the Tewksbury Youth Center, has served as a youth minister and CCD coach, and as a member of the town's Drug and Alcohol and Wellness Committees.

In recommending her for life membership, her Shawsheen colleagues noted "Pat goes out of her way to answer constituent questions and address their concerns. She is always available to members of the Committee, though her top priority has always been the safety and success of all students."

## current MASC life members

**Josephine Almeida**, Taunton  
**Joshua Amaral**, New Bedford  
**Clarence Bachand**, Bay Path Voc. Tech.  
**Joanne Barry**, Billerica  
**Richard Bath**, Brockton  
**Penny Blackwell**, Upper Cape Cod Reg. Voc. Tech.  
**Mitchell Blaustein**, Sharon  
**Arthur Boyle, Jr.**, Pembroke  
**William Brinker**, Berkshire Hills  
**Robert Brousseau**, Wareham  
**Kenneth Buffum**, Shawsheen Valley Reg. Voc. Tech.  
**Ralph Cahoon, III**, Barnstable  
**Linn Caprarella**, Plainville  
**Kim Carman**, Upper Cape Cod Reg. Voc. Tech.  
**Paul Carroll**, Foxborough  
**Michael Case**, Pathfinder Reg. Voc. Tech.  
**Michael Cavanaugh**, Central Berkshire Reg.  
**Marie Christie**, Stoneham  
**William Collamore**, Holyoke  
**John Columbus**, Narragansett  
**Patricia Correia**, Springfield  
**John Creed**, Silver Lake Regional  
**Ann Marie Cugno**, Medford\*  
**Allene Curto**, Springfield  
**Deborah Davis**, Northeast Metro Voc. Tech.  
**Matthew Di Marco**, North Attleboro  
**Ronald Dobrowski**, Brockton  
**Patricia Doherty**, Silver Lake Regional  
**Stratos Dukakis**, Nashoba Regional  
**Francis Elliott**, Quaboag Regional\*  
**Catherine Englehardt**, Hatfield  
**Brenda Ennis**, Oxford  
**Charles Fahey**, Spencer-East Brookfield  
**Alfred Fantini**, Cambridge  
**Winthrop Farwell**, Brockton\*  
**Judith Fitzpatrick**, Millbury  
**Charles Flahive**, Blue Hills Reg. Voc. Tech.  
**William Flannery**, Southeastern Reg. Voc. Tech.  
**Marilyn Foley**, Holden  
**William Fonseca**, East Longmeadow  
**Clifford Fountain**, Quaboag Reg.  
**Patrick Francomano**, King Philip Reg.\*  
**Claire Freda**, Leominster  
**Carole Gallagher**, Norton  
**Robert Gass**, Randolph\*  
**Christopher Ghilarducci**, Berkley  
**Alana Gilbert**, Triton Regional  
**Michael Gilbert**, Whittier Voc. Tech.  
**Paul Gorden**, MASC Executive Director  
**Richard Grady**, King Philip Reg.  
**Carol Grazio**, Pentucket Regional\*  
**Maurice Hancock**, Brockton\*  
**George Harvey**, North Shore Reg. Voc. Tech.  
**Frank Hegarty**, Avon\*  
**Edward Hill**, Greater Fall River Reg. Voc. Tech.  
**John Hockridge**, North Adams  
**B. Ellen Holmes**, Ashburnham-Westminster Reg.  
**Beverly Hugo**, Framingham\*  
**Marjorie Hurst**, Springfield  
**Diane Huster**, North Andover  
**David Irving**, Whittier Voc. Tech.  
**Patricia Jehlen**, Somerville  
**David Katseff**, Dighton-Rehoboth  
**Julianne Kelley**, Wachusett Reg.  
**Mindy Kempner**, Southeastern Reg. Voc. Tech.  
**Suzanne Koehler**, Leominster  
**Elizabeth Lafond**, Hatfield  
**Debra (Bibeau) LaValley**, Amesbury\*  
**Carol LePrevost**, Lee\*  
**Ronald Levine**, Tantasqua Regional  
**Beverley Lord**, Foxborough  
**Karl Lord**, Tri-County Reg. Voc. Tech.  
**Shirley Lundberg**, Northboro-Southboro Regional  
**George Luoto**, Hudson/Assabet Valley Voc.

**Judith Mallette**, Chelmsford  
**Gary McCauley**, Monson  
**Suzanne McAuliffe**, Dennis-Yarmouth  
**Charles McDonald**, Southeastern Reg. Voc. Tech.  
**Scott McDuffy**, Brockton\*  
**Charlene McEntee**, Plainville  
**Deborah Moiles**, Oxford  
**Patrick Murphy**, Barnstable\*  
**Deborah Niswonger**, Hampshire Regional  
**Vincent Nuccio**, Needham  
**Jacob Oliveira**, Ludlow\*  
**Robert Paquette**, Swansea  
**Diane Paradis**, Blackstone Valley Voc. Tech.  
**Arthur Parlin**, Grafton  
**Kenneth Pereira**, Upper Cape Cod Voc. Tech.\*  
**Joan Petersen**, Triton Regional  
**Marc Peterson**, Oxford  
**Carl Peterson**, Salem\*  
**Joyce Phillips**, Gill-Montague  
**Louis Porcelli**, Whitter Reg. Voc. Tech.  
**Samuel Poulten**, Nashoba Valley Voc. Tech.  
**Dorothy Presser**, Lynnfield\*  
**Ruth Provost**, Sandwich  
**Elaine Rabbitt**, Dudley-Charlton  
**Angel Ramirez**, Pittsfield  
**Kathleen Robey**, Marlborough  
**Al Roderick**, Falmouth\*  
**Mary Jo Rossetti**, Somerville\*

**Lynn Ryan**, Assabet Valley\*  
**Joanne Rys**, MASC Associate Director  
**Rosemary Sandlin**, Agawam\*  
**Joseph Santos**, Ludlow\*  
**Paul Schlichtman**, Arlington\*  
**Devin Sheehan**, Holyoke\*  
**John Silva**, Hull\*  
**E. Denise Simmons**, Cambridge  
**Nancy Stinger**, East Longmeadow\*  
**James Stockless**, Framingham  
**Dina Sullivan**, Triton Reg.  
**Lynne Sullivan**, Newton\*  
**Elaine Sweeney**, Minuteman Voc. Tech.  
**Geoffrey Swett**, Wareham  
**Marc Terry**, Ashland  
**Jo-Ann Testaverde**, Georgetown  
**Evelyn Thoren**, Chelmsford  
**Kate Turpie**, East Longmeadow  
**Steven Ultrino**, Malden  
**Maureen Vacca**, North Reading  
**Nancy Walser**, Cambridge  
**Elizabeth Valerio**, Wrentham  
**Paulette Van der Kloot**, Medford  
**Brendan Walsh**, Salem  
**Marjorie Wojcik**, Chicopee

\*MASC Past President

# Report of the MASC NOMINATING COMMITTEE-2021

The MASC Nominating Committee met on Wednesday, June 23, 2021 with MASC Immediate Past President Deborah Davis (Northeast Metro Voc. Tech.) as the chair.

Members in attendance were: James O'Brien, Essex Tech. (Division I); Marc Terry, Ashland (Division II); Joshua Amaral, New Bedford (Division III); Laura Often, Grafton (Division IV); Laura Fallon, Northampton (Division V); Jason St. Peter, Berkshire Hills Reg. (Division VI); Nicole Bartlett, Mashpee (Division VII); Greg St. Laurence, Tri-County Voc. (Division VIII); Devin Sheehan, Holyoke (Division IX).

Also present as an observer were MASC President Ellen Holmes (Ashburnham Westminster) and Alyssia Berghaus, Director of Pupil Personnel Services, Assabet Valley Voc.

What follows is the slate of officers proposed by the Nominating Committee to be voted on by the delegates at the Annual Meeting of the Association which will be held at 9:00am on Saturday, November 6, 2021 at the Resort and Conference in Hyannis.

Respectfully submitted,  
Deborah Davis, Immediate Past President  
Chair, Nominating Committee

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## NOMINATED FOR PRESIDENT-ELECT

### Stacey, Rizzo, Revere

A 12-year member of the Revere School Committee, Stacey Rizzo has been a courageous and relentless champion of equity and inclusiveness for all students, and a forceful advocate for the wide-ranging needs of minority, immigrant and transient students and families.

Describing herself as a life-long learner, Stacey has brought that commitment to her school committee service. She has been a vital contributor to the committee, serving multiple years as vice chair and secretary and on numerous subcommittees and study groups. She was also appointed to represent the district on the Board of Directors of the North Shore Collaborative.

For the past 9 years, she has also been an active member of MASC: as the district's delegate to the Association's annual meeting, as a regular participant at MASC workshops, conferences and training sessions and, since 2016, a member of the Association's Board of Directors, first as Chair of Division IX (Urban), Chair of Division II (Metropolitan) and has continued with the MASC Leadership Team as the 2020 MASC Secretary/Treasurer and currently the 2021 MASC Vice President. She has taken a leading role in hosting Division Meetings and as one of the key players in developing and expanding the MASC Poverty and Equity Institute. She has also been a champion of student leader participation at MASC's Day on the Hill and special student-focused events and represented MASC at the national level, attending NSBA Annual Conferences and as a passionate advocate for students and resources in Congressional meetings during the annual Federal Relations Network and Advocacy Institute.

Her local community has also benefited from her energy and commitment, including her service on numerous neighborhood improvement and safety committees and as an effective promoter

of leadership, parent training initiatives and a strong advocate for students voice. As a former PTA president, paraprofessional and current school committee member, Stacey has been a part of the Revere school community for the past 31 years.

Stacey has been married to the very patient John Rizzo for 35 years. They are proud parents to three successful sons and also blessed with two sweet and feisty 2 year-old granddaughters, 2 adorable infant grandsons, and another princess due in November. Her family is complete with the unconditional love of her golden-doodle, Rudy!

## NOMINATED FOR VICE PRESIDENT

### Mildred Lefebvre, Holyoke

Mildred Lefebvre is a school committee member for the City of Holyoke. Since 2014, she has focused on ensuring equitable education to all students within the district with an emphasis on Special Education. She also currently serves as the Northeast Regional Director for the National Hispanic Council of the National School Board Association. She was appointed by the Board Members in November of 2018 and re-elected again in 2021. The National Hispanic Council focuses on identifying and addressing the educational needs of the Latino/Hispanic community, its students and families. Further, Mildred was the Chair of the Minority Caucus for MASC where she worked to identify and address the issues facing our underrepresented voices along with her colleagues. She currently serves as MASC's Secretary-Treasurer.

Beyond her commitment to improving public education, Mildred is an engaged professional in Western Massachusetts. For the past 24 years, she has served as a Licensed Practical Nurse. As a LPN, she has held various health care roles which have included management, quality assurance and teaching.

Currently she works as a Visiting Nurse, caring for clients in the

community. Her role as a Visiting Nurse has been educating clients on disease process and medication management to ensure that they continue to live lives productively in the comfort of their homes. She teaches and encourages clients to become self-advocates of their health and maintenance. She graduated this year from the Nursing Program at Holyoke Community College. Mildred strives to further her education and is planning to attend American International College to obtain her BSN in Nursing. Her focus is on mental health as it is a growing concern for our children.

Mildred is the mother of five children ranging in ages from 15-28. She has learned resiliency, perseverance, and grit as she has worked to support her own children who suffer from mental health illness. She has seen firsthand the years of struggles and barriers placed before them. She has spent countless hours learning about and advocating for the issues that faced them. Mildred has taken the commitment that she had for her own children's success and worked to help other families that were struggling. When she is confronted with a problem or new issue as a school committee member, she works to ensure that students receive the supports they need in the educational setting. Mildred understands the role of a "Mom" in an IEP meeting and has advocated to ensure that the role of the parent is as important and valuable as that of the professional. Collectively, these experiences and her time on the Holyoke School Committee have helped inform Mildred's personal motto of education: "Our children are our future - Invest in the future and reap the rewards."

## **NOMINATED FOR SECRETARY-TREASURER**

### **Jason Fraser, Plympton**

Jason Fraser is a proud product of public education and he now works as an advocate for the students of our public schools and for local control of our school districts in order to maintain the gains and further improve public education in the Commonwealth.

Mr. Fraser is serving his eighth year as Vice Chair of the Plympton School Committee and is in his seventh year as a member of the Silver Lake Regional School Committee including two terms as Chair. Serving as the Legislative Agent for both Committees, Mr. Fraser has become a frequent champion for public education on Beacon Hill and has become a trusted sounding board for State Representatives and Senators when crafting education policy. His expertise on the Chapter 70 funding formula, Foundation Budget determinations and Local Contribution calculations has made him an invaluable resource for local municipalities. Mr. Fraser has also served on the Board of Directors for the Pilgrim Area Collaborative and was the Chair of the Board for two years. Mr. Fraser's experience in educational leadership is rounded out by nine years of work on School Improvement Councils in the town of Norwell.

Mr. Fraser is a member of the Massachusetts Association of School Committees (MASC) Board of Directors and is the MASC Division III (southeastern) Chair. He is also the Chair of the MASC Regional Schools Committee, Vice Chair of the Legislative Committee and serves on the Resolution Committee and Advocacy Committee.

Additionally Mr. Fraser has taught graduate courses for the Education Leadership Program at the University of Massachusetts-Boston, Keene State College, and Salem State University. He has also worked as an educational consultant and conference presenter both

nationally and internationally.

Mr. Fraser is a graduate of Keene State College where he earned Bachelor degrees in Elementary Education, Counseling Psychology, and an Associate's degree in the Treatment and Prevention of Chemical Dependency. He holds a Master's degree in Elementary Education and Certificate of Advanced Graduate Studies in Educational Leadership, both from Bridgewater State University.

Mr. Fraser was a 2009 nominee for the Massachusetts Teacher of the Year and has been recognized for his dedication to public education on many occasions.

## **PRESIDENT 2022**

### **Andrea Wadsworth, Lee**

Andrea Wadsworth is serving her seventh year on the Lee School Committee; five of those years were as Chair of the Committee. She has served on the Finance, Negotiations, Shared Services, and Policy subcommittee. She is currently serving as MASC President-Elect, having previously served as Chair of MASC's Division VI (Berkshire County). As chair, she organized semi-annual legislative forums, new member orientations, and presentations on school budget and finance. Andrea has served on the MASC Board of Directors for four years. She also sits on the Budget Committee and Regional Schools Committee.

As a school committee member, she has had the unique experience of also serving as the District Business Administrator for Lee. She currently serves as vice chair of the Berkshire County Education Task Force, the DESE Digital Learning Advisory Commission, Berkshire Regional Transportation Authority Town of Lee representative, and as a member of the MA Commission on the Status of Women. She also served as Lee High School Cheerleading Coach and Teen Coordinator for the Lee Youth Association.

A financial professional by training, she is also the owner and operator of A.W. Confections, a custom-made wedding cake and gourmet cookie specialty shop in Berkshire County. Professionally, she has served as Senior Accounting Coordinator and Business Office Accountant for the Berkshire Hills Regional School District; Town Treasurer of Lenox, MA; Assistant Superintendent of the Mt. Greylock Regional School District; and currently works as Vice President of Administration and Finance for Berkshire Community College.

Andrea earned her associates degree at Berkshire Community College, bachelor's degree at Westfield State University, summa cum laude, and followed on with dual masters degrees in business administration (MBA) and public policy (MPP) at UMASS Dartmouth. She also holds a Graduate Certificate in Public Management from UMass Dartmouth. Andrea is a DESE licensed Business Administrator and Superintendent, a Justice of the Peace, and notary public.

Andrea lives in Lee, MA with her husband of 28 years, Kevin, son Airen, and daughter Tori. She enjoys running with her running group, watching her husband and son compete in motocross competition and her daughter compete in national equestrian events. Andrea is an avid animal lover. She owns 5 dogs, 3 cats, 10 goats, and 2 horses.

# report of the resolutions committee

The members of the Resolutions Committee met on June 29, 2021 to consider resolutions proposed by member districts and the MASC Board of Directors for consideration at the 2021 Annual Meeting of the Association. Members present were: Andrea Wadsworth, Chair, Lee; Ellen Holmes, Ashburnham Westminster Reg.; Deborah Davis, Northeast Metro Voc. Tech.; Jennifer Storm, Ashburnham Westminster Reg.; Stacey Rizzo, Revere; Beverly Hugo, Framingham; Irene Feliciano-Sims, Holyoke; William Fonseca, East Longmeadow; Paul Schlichtman, Arlington; Margaret Hughes, Narragansett Reg.; Mildred Lefebvre, Holyoke; Robert Swartz, Gardner; Lynn Ryan, Assabet Valley Voc. Tech.

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

## **RESOLUTION 1: DEDICATED FUNDING FOR SCHOOL-BASED CLINICS AND SERVICES**

*(Sponsored by the Framingham School Committee)*

WHEREAS there are several overall benefits associated with a coordinated school health program including improved student performance, decreased risky behaviors, reduced drop-out rates, less absenteeism, and support teacher teamwork; and

WHEREAS school-based health centers represent cost-effective investments of public resources by reducing inappropriate emergency room use, reducing Medicaid expenditures, preventing mental health issues and suicide attempts, and reducing hospitalizations; and

WHEREAS there is a significant increase in healthcare access by students who used school-based health centers;

THEREFORE BE IT RESOLVED that MASC support proposals that would establish dedicated funding for school-based physical health and mental health clinics and services.

RATIONALE: Maintaining physical, social, and emotional wellness in students translates into establishing an optimal learning environment and sets students up for future excellent health standards, in addition to decreasing absences and school discipline referrals, reduction in Medicaid expenditures, reduced inappropriate emergency room use, decreased pregnancies, and increased overall physical and mental health.

## **RESOLUTION 2: HOMEWORK GAP and WIFI/INTERNET ACCESS**

*(Sponsored by the MASC Board of Directors)*

WHEREAS “the homework gap” is a widely known and documented aspect of the “digital divide” by which students without access to reliable high speed broadband internet at home fall behind their peers academically; and

WHEREAS remote and hybrid learning models exposed the homework gap phenomenon and compounded the deeper learning gap dilemma whereby students without reliable, high speed broadband internet access are unable to engage in meaningful digital learning activities; and

WHEREAS the students who are most likely not to have access to reliable high speed broadband internet are already chronically and systemically underserved, such as low income, minority, and/or rural students making this a critical equity issue; and

WHEREAS Massachusetts Public School Districts continue to invest in digitally rich curriculum materials which provide students with authentic learning opportunities coupled with real work skill development which prepares our students for a digitally rich global economy, the need for reliable high speed broadband internet access will only become more necessary for the students of Massachusetts Public Schools to fully access their curriculum;

BE IT RESOLVED that the Massachusetts Association of School Committees file for and support legislation which seeks to provide free broadband internet to all K-12 students in Massachusetts.

BE IT FURTHER RESOLVED that MASC support Federal initiatives and legislation to improve national high speed broadband internet infrastructure, expansion the FCCs E-rate Program to include homes of K-12 students, or any other steps to expand free access to reliable high speed broadband to the students of our nation.

## **RESOLUTION 3: IDEA FULL FUNDING ACT**

*(Sponsored by the MASC Board of Directors)*

WHEREAS it is the legal responsibility for public schools to provide a free and appropriate education for all students in the least restrictive environment; and

WHEREAS the cost to educate students with disabilities who qualify for special education services can be an extraordinary burden on the finances of our public schools, impacting the resources available to all students; and

WHEREAS federal funding through IDEA is currently only providing approximately 15% of the extra cost to educate students receiving special education services, far less than the 40% promised in IDEA; and

WHEREAS the IDEA Full Funding Act had been proposed to fully fund IDEA through an incremental, seven-year increase in funding which had both bipartisan and bicameral support;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees calls upon the Massachusetts Congressional delegation to reintroduce and promote the passage of the IDEA Full Funding Act.

#### **RESOLUTION 4: RECESS**

*(Sponsored by the MASC Board of Directors)*

WHEREAS due to regulations promulgated by the Massachusetts Education Reform Act of 1993 which excluded recess from time on learning calculations and the federal No Child Left Behind Act which tied funding and local control of schools to standardized test scores, recess in many Massachusetts Elementary Schools has been diminished or eliminated to provide more time for academics; and

WHEREAS the CDC and the Society of Health and Physical Educators have jointly stated that all students should be given at least 20 minutes of recess daily; and

WHEREAS research provided by the US Department of Health and Human Services has shown the benefits of recess to include improved social and emotional development, improved memory, attention and concentration, reductions in disruptive behavior in class and increased levels of physical activity;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees support legislation (current bills: S.383, H.695) calling for at least 20 minutes of uninterrupted, supervised, safe, and unstructured free-play recess per day which cannot be excluded from structured learning time requirements and may not increase the total number of hours required in the school year for Massachusetts elementary school students.

#### **RESOLUTION 5: ZERO-TOLERANCE POLICIES**

*(Sponsored by the MASC Board of Directors)*

WHEREAS "Zero-Tolerance" policies and harsh school discipline policies have been shown by the United State Department of Education's Office for Civil Rights to have a disproportionately negative impact on students of color, students with disabilities, and students who identify as LGBTQ+; and WHEREAS the US Department of Justice and the US Department of Education have jointly called for public elementary and secondary schools to meet their obligation under Federal law to administer student discipline without discrimination on the basis of race color or national origin and urged in guidance for public schools to find alternatives to "zero-tolerance" and harsh discipline policies; and

WHEREAS the majority of suspensions in Massachusetts public schools do not involve violent, criminal or drug related incidents; and

WHEREAS students who have been suspended are three times more likely to be "pushed out" or "drop out" of school and these students are 3.5 times more likely to be arrested than students who complete high school;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees call upon the Legislature to enact or amend legislation (current bills: S.344, H.664) to encourage the use of restorative, therapeutic and educational approaches to incidents whenever possible over the use of "zero-tolerance" policies in order to provide students the best chance to remain in the public school systems of the Commonwealth.

#### **RESOLUTION 6: ALTERNATIVE TO MCAS**

*(Sponsored by the MASC Board of Directors)*

WHEREAS the Massachusetts Association of Schools has taken a firm position opposing high stakes testing; and

WHEREAS MCAS testing is considered a "high stakes" test because it is used to determine students' eligibility to graduate from school regardless of their academic standing in school; and

WHEREAS other states, universities and colleges have shown that project based assessments, authentic assessments, portfolios and other tools can provide students with the opportunities to demonstrate academic achievement as an alternative to "high stakes" testing;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees call upon the Legislature to establish a commission to research and analyze alternative means for students to demonstrate academic achievement which can be used to satisfy graduation requirements for individual students and accountability standards for Massachusetts Public Schools and School Districts.

*(Current Bills: S.293, H.612)*

#### **RESOLUTION 7: SCHOOL COMMITTEES AND RECEIVERSHIP**

*(Submitted by the MASC Board of Directors)*

WHEREAS state receivership includes all powers of the superintendent and school committee (see ((3)) below)

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees file for and support legislation which seeks to preserve the authority of the elected body, the school committee, as provided in MGL Ch. 69, Sec. 1K by deleting the words "and school committee" as noted and by inserting the following: "Nothing in this section shall permit the Board of Elementary and Secondary Education or the Commissioner to remove the authority of the school committee."

BE IT FURTHER RESOLVED that MASC support local initiatives and legislation to restore school committee oversight of the superintendent and/or receiver, including but not limited to goal setting, performance review, and the evaluation process.

RATIONALE:

- Receivership is an equity issue which can be seen in the types of districts that are taken into receivership (high population Latino communities and economically disadvantaged); and
- Receivership strips away the voices of the community that elected school committee members in their communities, this resolution gives the power back to the board; and
- There are no clearly set guidelines on the measures which need to be taken for districts to get back local control with no clear timeframe on the expectation that DESE will turn around a district.

**RESOLUTION 8: ELECTRIC SCHOOL BUSES**

*(Sponsored by the MASC Resolutions Committee)*

WHEREAS transitioning to electric-powered school buses would reduce the level of greenhouse gas emissions and limit the health risks from fumes; and

WHEREAS Congress has been deliberating on strategies to address global warming, including incentivizing low and zero-emission motor vehicles, including school buses; and

WHEREAS advocates for the environment across the country have called for the expenditure of \$30 billion dollars over two years to replace at least half of the nation's school bus fleets with zero-emission electric buses;

THEREFORE BE IT RESOLVED that MASC petition Congress to appropriate \$30 billion dollars for improving the electrical supply infrastructure, and providing electric buses and charging stations.

**RESOLUTION 9: PROHIBITING THE USE OF NATIVE AMERICAN MASCOTS**

*(Sponsored by the MASC Board of Directors)*

WHEREAS the Massachusetts Association of School Committees passed a resolution last year resolving that all school districts in the Commonwealth should guarantee that racist practices be eradicated, and diversity, equity and inclusion be embedded and practiced for our students, families, faculty and staff; and

WHEREAS the U.S. Commission on Civil Rights called for an end to the use of Native American images and team names by non-Native schools in 2001, stating that "the stereotyping of any racial, ethnic, religious or other groups when promoted by our public educational institutions, teach all students that stereotyping of minority groups is acceptable, a dangerous lesson in a diverse society;" and

WHEREAS the American Psychological Association called for the immediate retirement of Native American mascots, logos and nicknames back in 2005, citing research showing that the use of Native American mascots (a) undermines the educational experiences of members of all communities; (b) creates a racially hostile learning environment for all students; (c) has a negative impact on the self-esteem of American Indian children; and (d) undermines the ability of American Indian Nations to portray accurate and respectful images of their culture;

THEREFORE BE IT RESOLVED that the Massachusetts Association of School Committees support legislation calling for regulations prohibiting public schools from using an athletic team name, logo, or mascot which names, refers to, represents, or is associated with Native Americans, including aspects of Native American cultures and specific Native American tribes.\*

Current Bill: S.294

\*Regulations would not prohibit a Native American tribe, as identified by the Commission on Indian Affairs, located within the boundaries of the Commonwealth, from choosing to use a Native-related name or logo for a sports team comprised of its tribal members, including a tribal school or intramural league, or from that tribal nation giving explicit consent for a school to use their particular tribal name.

# MASC presidents, 1947-2021

- 1947-48: **Ethel Troland**, Malden
- 1948-49: **Winston B. Keck**, Shrewsbury
- 1949-50: **Charlotte Roads**, Marblehead
- 1950-51: **George Harper, Jr.**, Williamstown
- 1951-52: **Elmer Poole**, Dartmouth
- 1952-53: **Thomas H. Moriarty**, Fitchburg
- 1953-54: **Honore F. Savaria**, West Springfield
- 1954-55: **Hazel Johnson**, Stoneham
- 1955-56: **Theodore C. Sargent**, Swampscott
- 1956-57: **Charles F. Johnson**, Tyringham
- 1957-58: **Haskell C. Freedman**, Newton
- 1958-59: **John T. McDonough**, Springfield
- 1959-61: **Shirley R. Lewis**, Taunton
- 1961-62: **Philip C. Weissbrod**, Lenox
- 1962-64: **Alton S. Cavicchi**, Plymouth
- 1964-66: **Charles T. Sweeney**, Quincy
- 1966-68: **Edward L. Butler**, Duxbury
- 1968-70: **Helen A. Bowditch**, Worcester
- 1970-71: **Robert L'H. Miller**, Danvers
- 1971-72: **Hugh R. Boyd**, Stoneham
- 1972-73: **John Canavan, Jr.**, Winthrop
- 1973-74: **Margaret Jacques**, Grafton
- 1974-75: **Paul Ambler**, Natick
- 1975-76: **John Silva**, Hull
- 1976-77: **Gertrude Florini**, Beverly
- 1977-78: **Joseph Savery**, Lee
- 1978-79: **Robert Jacobsen**, Williamstown
- 1979-80: **John Raftery**, Hull
- 1980-81: **Charlotte Scott**, Nashoba Valley Voc. Tech.
- 1981-82: **Doris Krensky**, Plymouth Carver Reg.
- 1982-83: **Mary Whitney**, Fitchburg
- 1983-84: **William A. Carey, Jr.**, Arlington
- 1984-85: **Frank Hegarty**, Avon
- 1985-86: **John Coleman**, Beverly
- 1986-87: **Roberta Doering**, Agawam
- 1987-88: **Christopher Kennedy**, Quincy
- 1988-89: **Norman Doyle**, Newburyport
- 1989-90: **Carol Grazio**, Pentucket Reg.
- 1990-91: **Francis Elliott**, Quaboag Reg.
- 1991-92: **Lynne Sullivan**, Newton
- 1992-93: **Winthrop Farwell**, Brockton
- 1994: **Carl Petersen**, Salem
- 1995: **Janice Mills**, Mashpee
- 1996: **Albert Roderick**, Falmouth
- 1997: **Scott McDuffy**, Brockton
- 1998: **Brian O'Connell**, Worcester
- 1999: **Lynn Ryan**, Assabet Valley Voc. Tech.
- 2000: **Nancy Stinger**, East Longmeadow
- 2001: **Robert Gass**, Randolph
- 2002: **Rosemary Sandlin**, Agawam
- 2003: **Carol LePrevost**, Lee
- 2004: **Paul Schlichtman**, Arlington
- 2005: **Kenneth Pereira**, Upper Cape Cod Reg. Voc. Tech.
- 2006: **Maurice Hancock**, Brockton
- 2007: **Joseph Santos**, Ludlow
- 2008: **Ellen Furtado**, Swansea
- 2009: **Debra (Bibeau) LaValley**, Amesbury
- 2010: **Kathleen Robey**, Marlborough
- 2011: **Dorothy Presser**, Lynnfield
- 2012: **Penny Blackwell**, Upper Cape Cod Reg. Voc. Tech.
- 2013: **Mary Jo Rossetti**, Somerville
- 2014: **Ann Marie Cugno**, Medford
- 2015: **Patrick Francomano**, King Philip Reg.
- 2016: **Jacob Oliveria**, Ludlow
- 2017: **Patrick Murphy**, Barnstable
- 2018: **Beverly Hugo**, Framingham
- 2019: **Devin Sheehan**, Holyoke
- 2020: **Deborah Davis**, Northeast Metro Tech.
- 2021: **Ellen Holmes**, Ashburnham Westminster Reg.

# MASC By-laws as amended through November 8, 2019

## ARTICLE I - NAME

The Corporation shall be called the Massachusetts Association of School Committees, Inc., hereinafter referred to as the Association.

## ARTICLE II - PURPOSE & POLICY

The objectives of the Corporation shall include:

1. To provide closer cooperation among all of the school committees of the cities and towns of the Commonwealth.
2. To study the problems of organization, administration and operation of the public schools and to work for the adoption of the best methods, practices and procedures in public school administration.
3. To encourage the enactment of legislation deemed beneficial to the public schools, school children and all of the citizens of the Commonwealth.
4. To sponsor, develop and encourage all projects, programs and matters deemed necessary or desirable to promote better public education in the Commonwealth.
5. To interpret the aims, functions and needs of the schools to the public.

## ARTICLE III - MEMBERSHIP

**1. Active Members**—Active Members shall be those school committees (as used in these by-laws the term “school committee” shall mean a school committee exercising jurisdiction in Massachusetts) which pay annual dues for the then current fiscal year of the Association. The annual dues of active members shall be determined pursuant to Article IV hereof.

**2. Associate Members**—There shall be two classes of associate members: Associate Members Class A and Associate Members Class B. Any individual who has been a member of a school committee may become an Associate Member Class A of the Association upon payment of annual dues. Any entity, group or organization, however constituted, affiliated with education may become an Associate Member Class B of the Association upon election by the Board of Directors and payment of annual dues. The annual dues of each class of associate members are as follows.

Class A (former school committee members): \$100.00 per year (life members will be exempted from the fee).

Class B (Entity, group or organization, however constituted, affiliated with education): dues as follows:

Class B-1 Corporate Partners (Corporations serving the educational community, including for-profit entities providing services and products to the educational community): \$3500.00

**3. Honorary Members**—The Board of Directors may elect Honorary Members of the Association from among persons not serving on a school committee who are distinguished in the field of public education or in other allied fields in which the Association is interested. Honorary members shall be exempt from the payment of dues.

**4. Life Members**—Each president of the Association shall become a Life Member of the Association upon the assumption of office by his successor as President. Other persons who have made an outstanding contribution to the image of the Association and have served at least one full term on a school committee may be elected Life Members of the Association at any annual meeting of the Association upon recommendation of the Board of Directors. Candidates for election as Life Members at any annual meeting may be proposed by any active or associate member of the Association to the Board of Directors not later than July 1 and the names of candidates recommended by the Board of Directors for election as Life Members shall be included in the notice of the annual meeting at which their election shall be proposed. Life members shall be exempt from payment of dues.

## ARTICLE IV - ANNUAL DUES

**1. Active Members and Associate Members**—Active members and associate members of any class shall pay annual dues in such amounts as may be approved by the Delegate Assembly after recommendations by the Board of Directors.

**2. Basis for Dues**—Each active member's annual dues are based on that member's operating expenses for support of all public day schools derived from all sources as last reported to the Department of Education prior to the start of the fiscal year of the Association—July 1. Operating expenses shall be the total of those expenditures reported under accounts 1,000, 2000, 3000, 4000, and 9100, 9200, 9300, 9400.

**3. Dues Payment**—A statement of dues shall be mailed to each active member on or before the first day of the fiscal year. Dues will be due and payable within 90 days after the first day of the fiscal year.

**4. Exceptions**—There shall be no exceptions or adjustments to the membership dues structure for any Active Member except with the approval of the Board of Directors.

## ARTICLE V - DIVISION ORGANIZATION & ADMINISTRATION

**1. Division Designations**—For organizational and administrative purposes the Commonwealth shall be divided into nine divisions to include all school committees, as follows:

- Division I — Northeast Division
  - Division II — Metropolitan Division
  - Division III — Southeast Division
  - Division IV — Central Division
  - Division V — Connecticut Valley Division
  - Division VI — Berkshire Division
  - Division VII — Cape and Islands Division
  - Division VIII — Vocational Tech. School Districts Division
  - Division IX — Urban Division
  - Division X — Diversity, Equity, Inclusion Division
- Committees in Division VIII, Division IX and Division X shall also be members of the appropriate geographical division.

**2. Division By-Laws**—The active members belonging to each Division shall adopt by-laws which shall be consistent with the Association by-laws, for the regulation of the affairs and the conduct of the business of the Division. Upon determination by the Board of Directors that any provision of the by-laws of a Division is inconsistent with any provision of the Association by-laws, the Division by-laws shall be deemed to have been amended in such a manner as the Board of Directors may determine.

**3. Adjustment in Division Assignment**—Active members shall be assigned by the Board of Directors to membership in the various Divisions and the names of the active members in the various Divisions shall be published annually in an official publication of the Association.

**4. Division Officers**—Each Division shall elect such officers as its by-laws provide. The term of office of such officers shall be two years. Division officers shall take office on January 1 following election. The Division Meeting to elect officers shall be held at or in advance of the Annual Meeting of the Association, or, if a quorum cannot be reached, then as soon as is practical. The term of office of any Division chairman shall expire upon the Division Chairman's acceptance of any elected office of the Association. Any Division officer that ceases to be a member of a school committee shall be entitled to serve until the next June 30.

**5. Division Meetings**—Each Division shall hold a minimum of two meetings annually at least one of which must be a Division-wide meeting. At the discretion of the chairman, a series of regional meetings may be scheduled in order to satisfy the requirement for a second meeting. In any event, one of said meetings shall be held prior to January 1 of each school year and a second shall be held after January 1 of each school year. If there is only one Division-wide meeting, it shall be held after January 1 of each school year and shall be designated as the annual meeting for the election of officers.

**6. Duties of Division Chairmen**—Each Division chairman shall:

- (a) be responsible for promoting the aims and purposes of the Association in the Division and shall preside at all Division

- meetings unless the chairman shall have made the appropriate arrangements for the Vice Chairman to preside;
- (b) be a member of the Board of Directors of the Association. Whenever a Division chairman is unable to attend a meeting of the Board of Directors, he/she shall notify the Vice Chairman or such other Division officer as the Division by-laws may provide who may attend and act at such meetings with all the powers of the Division Chairman;
- (c) maintain and file with the Executive Director of the Association a copy of its by-laws with all amendments thereto and a list of the names and addresses of its current officers.

**7. Failure to Discharge Duties**—In the event of the failure or inability of any Division Chairman to discharge the duties required under these by-laws, the Board of Directors shall have the power to call such meetings, to appoint interim officers for the Division, which officers shall serve until their successors are duly elected and qualified, and to perform all acts necessary to effectuate the aims and purposes of the Association within such Division.

## ARTICLE VI - DUTIES OF OFFICERS & COMMITTEES

**1. Association Officers**—The officers of the Association shall be a President, a President-Elect, a Vice President and a Secretary-Treasurer.

**2. President**—The President shall preside at the meetings of the Association and of the Board of Directors and shall appoint (with the advice and consent of the Board of Directors) the several standing committees.

**3. President-Elect**—The President-Elect shall act in the absence or disability of the President. The Board of Directors shall by vote determine when such absence or disability exists. The President-Elect shall succeed to the Presidency provided the President-Elect is a member of a school committee when he or she assumes the Presidency. In the event that the President-Elect ceases to be eligible to succeed to the Presidency, the Vice President shall succeed to the office.

**4. Secretary-Treasurer**—The Secretary-Treasurer, under the direction of the Board of Directors, shall collect, take charge of, and disburse all funds belonging to the Association. The Secretary-Treasurer shall keep proper accounts and, at the annual meeting, and at other times when required by the Board of Directors, shall present a report of the financial condition of the Association. The Secretary-Treasurer shall also keep a record of all the proceedings of the Association and of the Board of Directors, shall give notice to members of the time and place of all meetings of the Association, and shall prepare each year a report of the annual meeting of the Association. All records, officers' reports, committee reports, regional meetings reports and minutes of all meetings of the Association and of the Board of Directors shall be signed by the Secretary and deposited in the office of the Association and the Executive Director shall thereafter be responsible for

their preservation and availability for future reference.

**5. The Role of the Secretary**, formerly described in Article VI, Section 5, was combined with the Treasurer's role in 1994.

**6. Officer Requirements**—Each Association officer, if that officer ceases to be a member of a school committee, shall be entitled to serve until the following January 1 and each Division officer who ceases to be a member of a school committee shall be entitled to serve until the next December 31.

**7. Signature Authorization**—Except as the Board of Directors may generally or in particular cases authorize the execution thereof in some other manner, all deeds, leases, transfers, contracts, bonds, notes, drafts and other obligations made, accepted or endorsed by the Association shall be signed by the President, the Secretary-Treasurer, or the Executive Director. The President, the Secretary-Treasurer, the Executive Director and each other person if any, from time to time so authorized to act shall furnish surety bonds in amounts and by companies approved by the Board of Directors, the premiums for such bonds to be paid by the Association.

## ARTICLE VII - ELECTION OF OFFICERS

**1. Election and Term of Office**—The officers, except for the President, shall be chosen by ballot at the annual meeting of the Association and shall hold office until the next December 31 and until their respective successors are chosen and qualified. Any vacancy in any office may be filled by the Board of Directors subject to any action respecting such vacancy which the members of the Association may take at any meeting called for the purpose. The President, the President-Elect, the Vice President, and the Secretary-Treasurer shall serve for one year. The Nominating Committee, with the concurrence of the Board of Directors, may re-nominate any officer, including the President, for one additional term of one year only under extenuating circumstances. No person may hold more than one office at the same time. Should the Past President be unable to serve for any reason, the next previous Immediate Past President who is still an active school committee member shall be called upon to serve. For the election of officers printed ballots shall be provided which shall contain the name of each candidate nominated pursuant to Section 3 for each office and shall have a marking space opposite the name of each candidate. The officer presiding at the annual meeting shall appoint three tellers who shall have custody of the ballot box and who shall receive and count and report the votes cast for each of the candidates nominated.

**2. Nominating Committee**—A Nominating Committee of ten persons shall be appointed by the President with the advice and consent of the Board of Directors, on or before May 1 of each year. A Past President shall serve as a non-voting chair of the Committee. Five members shall be Division Officers and five shall be members of school committees which are active members of the Association. The five Division

officers and the five others shall be so appointed that each Division of the Association is represented.

**3. Report of Nominations and Timing**—The Nominating Committee shall nominate a candidate or candidates for each office of the Association to be elected by the members and shall file its report with the Secretary-Treasurer not later than the ninetieth day before the date set for the next annual meeting of the Association. The Secretary-Treasurer shall mail a copy of the report of the Nominating Committee to each active member at least eighty-five days before the date set for such meeting. Active members may make additional nominations from the floor at the annual meeting provided that a notice signed by at least five active members giving the names of the persons to be nominated and the offices for which they are to be nominated shall have been filed with the Secretary-Treasurer within thirty-five days after the date the report of the Nominating Committee was mailed. Upon expiration of the period within which such notices may be filed the Secretary-Treasurer shall notify any person proposed to be nominated for more than one office of the offices for which that person is proposed; such person may designate for which of such offices he or she desires to be a candidate by notice filed with the Secretary-Treasurer not later than ten days before the date of the annual meeting; and such persons may then be nominated only for the office so designated. Any person nominated for and elected to two offices shall be deemed elected to neither and the vacancies shall be filled by the Board of Directors as provided in Section 1 hereof.

## ARTICLE VIII - BOARD OF DIRECTORS

**1. Composition and Vacancies**—The Officers, the Immediate Past President and the Division Chairmen and the Chair of the Minority Caucus shall constitute the Board of Directors except that no employee of the Association may serve on the Board of Directors. Should a vacancy occur in the Board of Directors for any reason, the vacancy, if not otherwise filled under the provisions of these by-laws, may be filled by a two-thirds vote of the remaining Directors, such appointee to serve until the next annual meeting or until election by the respective Divisions.

Any member of the MASC Board of Directors serving on the Board of Directors for the National School Board Association (NSBA) shall continue to serve as a voting member of the MASC Board until such time as his/her term on the MASC Board expires in accordance with these by-laws. Any member of MASC serving on the NSBA Board of Directors shall serve as an ex-officio, non-voting member of the MASC Board of Directors for the duration of his/her term on the NSBA Board.

**2. Function**—Except as reserved to the members by law, the agreement of association or these by-laws, the Board of Directors shall have full authority and power to manage and conduct the business and affairs of the Association and to exercise its powers, to control the expenditure of Association funds, to authorize the borrowing of money and the pledge

of its credit by the Association, to make regulations for the conduct of affairs of the Association, to determine its general policies and to act for its interest in any way not inconsistent with the by-laws and the agreement of the Association.

**3. Agents of Association**—The Board of Directors shall have the sole right to appoint and re-appoint an Executive Director and such assistants, agents and servants as it may deem necessary or useful to the Association, and to remove them if it shall think fit, and shall prescribe their respective duties and compensation.

**4. Quorum**—A majority of the members of the Board of Directors or, eight out of fifteen members, shall constitute a quorum. Where the President deems it urgent and necessary, the Board of Directors may hold a special meeting, via conference call, provided that all members of the Board are notified at least 72 hours prior to the call, stating the time of the conference call and the purpose of the special meeting.

For the purposes of achieving a quorum, the President will permit participation by a board member or members via telephone, voiceover internet protocol (VOIP) or other means that allow for distance participation in the meeting as long as all board members are able to hear all other board member comments easily at all times.

**5. Audit**—The Board of Directors shall at the close of each fiscal year, and may at any other time, employ a qualified accountant to audit the books and accounts of the Association and shall present at the annual meeting the written report of such audits; the Board of Directors may also cause to be audited in the same manner the accounts of any agents of the Association.

**6. Committees**—The Board of Directors may create such standing or special committees as it deems wise for carrying on the activities of the Association, may delegate to them such powers as it deems wise and may discontinue any such committee.

**7. Executive Committee**—The President, the President-Elect, the Vice President, the Secretary-Treasurer, and the Immediate Past President shall constitute the Executive Committee, the function of which shall be to meet from time to time and make recommendations for action to the full Board of Directors. The President of the Association shall be the Chairman of the Executive Committee.

During the interim period between meetings of the Board of Directors, the Executive Committee may take such actions on behalf of the Board as it deems prudent on matters that require immediate action and shall report such action immediately to the full membership of the Board of Directors.

## ARTICLE IX - MEETINGS OF THE ASSOCIATION

**1. Annual Meeting**—The annual meeting of the Association, to be known as the Delegate Assembly, shall be held at such

hour on such business day, not earlier than September 20 nor later than November 30, in each year and at such place within Massachusetts as the Board of Directors shall determine. Resolutions and other purposes for which an annual meeting is to be held additional to those proscribed by law, by the agreement of association, and by these by-laws may be specified by the Board of Directors and by written application made to the Secretary-Treasurer not later than June 1 in any year by at least five active members located in at least two Divisions. Resolutions submitted by a single school committee may be presented to the Delegate Assembly upon approval by the Board of Directors on the recommendation of the Resolutions Committee. If an annual meeting is not held within the dates specified above, a special meeting may be held upon call by the Board of Directors with all the force and effect of an annual meeting.

**2. Special Meetings**—Special meetings of the Association may be called by the Board and shall be called by the Secretary-Treasurer or, in the case of the death, absence, incapacity or refusal of the Secretary-Treasurer, by any other officer of the Association, upon written application by at least seven active members located in at least two divisions. Such call shall state the purpose of the meetings, the place and time, which shall not be sooner than forty-five days from the date of the call by the Board of Directors or of such application, as the case may be.

**3. Place and Date**—A written notice of the place, date, and purposes of all meetings of the Association shall be given by the Secretary-Treasurer or, in the case of death, absence, incapacity or refusal of the Secretary-Treasurer, by any other officer of the Association at least thirty days before the meetings to each member of the Association by mailing it postage prepaid and addressed to each member at that member's address as it appears in the records of the Association. The written notice of any meeting at which officers are to be elected shall include the names of the persons proposed by the Nominating Committee and of those persons named in notices filed pursuant to Article VII, section 3 with the office for which each person is proposed.

**4. Quorum**—Twenty active members shall constitute a quorum at all regular and special meetings of the Association. Except where a larger vote is required by law, by agreement of association or by these by-laws, a majority of the votes cast on any question at a meeting at which a quorum is present or in any mail ballot at which at least twenty active members cast ballots shall decide. Quorums at Division meetings shall be set by each Division's by-laws.

**5. Voting by Mail**—At the direction of the Board any question other than the election of officers may be submitted to the active members for vote by mail. Ballots shall be prepared by the Secretary-Treasurer and mailed, postage prepaid, to all active members at their addresses on the Association's records. Each ballot, or an accompanying notice, shall state the date fixed by the Board, which shall not be earlier than thirty days after

the date of the mailing, by which ballots shall be returned to the Secretary-Treasurer. All ballots shall be returned to the Secretary-Treasurer. All ballots shall be opened and counted by the Secretary-Treasurer and two other officers, designated by the President, on the day following the date so fixed. The Secretary-Treasurer shall report the result to the President and the Board.

**6. Voting at Meetings**—All members of the Association and all members of school committees which are active members of the Association may attend and speak at any meeting of the Association. Only active members shall be entitled to vote on the election of officers or on any other matter as to which members of the Association shall have the right to vote and each active member shall have one vote. No later than seven days prior to each meeting of the Association each active member shall by written notice to the Executive Director designate one of its members as its voting delegate. All ballots and other votes cast by an active member at any Association meeting shall be cast by and only by its voting delegate or, if the delegate is absent, by its alternate voting delegate if one shall have been designated. Votes cast by active members on any question submitted by mail as provided in Article IX, section 5 of these by-laws shall be cast by vote of each active member adopted and certified in the manner by which such active member adopts and certifies its official acts.

**7. Superintendents at Meetings**—Any superintendent of schools employed by an active member school committee may attend any meeting of the Association and may speak if, but only if, recognized by the presiding officer.

**8. Parliamentary Procedure**—At all meetings of the Association and the Board of Directors Robert's Rules of Order shall be the authority for determining parliamentary procedure.

#### ARTICLE X - INDEMNIFICATION

The Association shall, to the extent legally permissible, indemnify each of its directors and officers and persons who serve at its request as directors or officers of another Association in which it has an interest, against all liabilities (including expenses) imposed upon or reasonably incurred by him in connection with any action, suit, or other proceeding in which he may be thereafter, by reason of his acts or omissions as such director or officer, unless in any proceeding he shall be finally adjudged not to have acted in good faith in the reasonable belief that his action was in the best interests of the Association; provided, however, that such indemnification shall not cover liabilities in compromise payment by such director or officer pursuant to a consent decree or otherwise, unless such compromise shall be approved as in the best interests of the Association, after notice that it involves such indemnification, (a) by a vote of the directors in which no interested director participates, or (b) by a vote or the written approval

of a majority of the members, not counting any member who is an interested director or officer. Such indemnification may include payment by the Association of expenses incurred in defending a civil or criminal action or proceeding in advance of the final disposition of such action or proceeding, upon receipt of an undertaking by the person indemnified to repay such payment if he shall be adjudicated to be not entitled to indemnification under these provisions. The rights of indemnification hereby provided shall not be exclusive of or affect other rights to which any director or officer may be entitled. As used in this paragraph, the terms "director" and "officer" include their respective heirs, executors, and administrators, and an "interested" director or officer is one against whom as such the proceeding in question or another proceeding on the same or similar grounds is then pending.

Like indemnification of employees and other agents of the Association (including persons who serve at its request as employees or other agents of another organization in which it has an interest) may be provided by the Association to whatever extent shall be authorized by the directors before or after the occurrence of any event as to or in consequence of which indemnification may be sought.

Any indemnification to which a person is entitled under these provisions may be provided although the person to be indemnified is no longer a director, officer, employee, or agent of the Association or of such other organizations.

#### ARTICLE XI - FISCAL YEAR

The fiscal year of the Association shall end on June 30 of each year.

#### ARTICLE XII - SEAL

The Association shall have a seal which consists of a flat-faced die with the Association's name, year of incorporation, and the word "Massachusetts" cut or incised thereon.

#### ARTICLE XIII - AMENDMENTS

**1. Amendments by Members**—These by-laws may be amended by a vote of at least two-thirds of the active members voting at any meeting of the Association called for the purpose, provided the subject matter of the proposed change has been included in the notice of the meeting.

**2. Waiver by Board of Directors**—The Board of Directors by a two-thirds vote of its entire number may from time to time waive any provision of these by-laws except one affecting the notice for meetings of the Association or the vote thereat and in all such instances shall within thirty days thereafter report to the members in writing the provision waived and the action taken pursuant to the waiver. Any action taken by the Board of Directors pursuant to such waiver shall have full force and effect until the next following meeting of the Association.

# MASC Divisions

## DIVISION I NORTHEAST

Amesbury  
Andover  
Beverly  
Billerica  
Boxford  
Chelmsford  
Danvers  
Dracut  
Georgetown  
Gloucester  
Groton-Dunstable Reg.  
Hamilton-Wenham Reg.  
Haverhill  
Ipswich  
Lawrence  
Littleton  
Lowell  
Lynn\*  
Lynnfield  
Manchester-Essex Reg.  
Marblehead  
Masconomet Reg.  
Methuen  
Middleton  
Nahant  
Newburyport  
North Andover  
North Reading  
Peabody  
Pentucket Reg.  
Reading  
Rockport  
Salem  
Saugus  
Tewksbury  
Swampscott  
Topsfield  
Triton Regional  
Tyngsborough  
Wakefield  
Westford  
Wilmington

## DIVISION II METROPOLITAN

Acton-Boxborough  
Arlington  
Ashland  
Bedford  
Belmont  
Boston\*  
Brookline  
Burlington  
Cambridge\*  
Carlisle  
Chelsea  
Concord-Carlisle  
Dedham  
Dover  
Dover-Sherborn  
Everett\*  
Framingham  
Holliston  
Hopkinton  
Lexington  
Lincoln  
Lincoln-Sudbury  
Malden  
Maynard  
Medfield  
Medford  
Medway  
Melrose  
Milton  
Millis  
Natick  
Needham  
Newton  
Norwell  
Norwood  
Revere  
Sherborn  
Somerville  
Stoneham  
Sudbury  
Walpole  
Waltham\*  
Watertown  
Wayland  
Wellesley  
Weston  
Westwood  
Winchester  
Winthrop  
Woburn

## DIVISION III SOUTHEAST

Abington  
Acushnet  
Attleboro\*  
Avon  
Bellingham  
Berkley  
Braintree  
Bridgewater-Raynham  
Reg.  
Bristol-Plymouth  
Brockton\*  
Canton  
Cohasset  
Dartmouth  
Dighton-Rehoboth\*  
Duxbury  
East Bridgewater  
Easton  
Fairhaven  
Fall River\*  
Foxborough  
Franklin  
Freetown  
Freetown-Lakeville  
Halifax  
Hanover  
Hingham  
Holbrook  
Hull  
King Philip Reg.  
Kingston  
Lakeville

Mansfield  
Marshfield  
Marion  
Mattapoissett  
Middleborough  
New Bedford\*  
Norfolk  
North Attleboro  
Norton  
Old Rochester  
Pembroke  
Plainville  
Plymouth\*  
Plympton  
Quincy  
Randolph  
Rochester  
Rockland  
Scituate  
Seekonk  
Sharon  
Silver Lake Reg.  
Somerset  
Somerset-Berkley Reg.  
Stoughton  
Swansea  
Taunton  
West Bridgewater  
Westport  
Weymouth  
Whitman-Hanson  
Wrentham

## DIVISION IV CENTRAL

Ashburnham-  
Westminster Reg.  
Athol-Royalston  
Auburn  
Ayer-Shirley Reg.  
Berlin-Boylston Reg.  
Blackstone-Millville Reg.  
Brimfield  
Brookfield  
Clinton  
Douglas  
Dudley-Charlton  
Fitchburg  
Gardner  
Grafton  
Harvard  
Holland  
Hopedale  
Hudson  
Leicester  
Leominster\*  
Lunenburg  
Marlborough  
Mendon-Upton  
Milford  
Millbury  
Narragansett Reg.  
Nashoba Reg.  
Northborough  
Northborough-  
Southborough  
Northbridge  
North Brookfield  
North Middlesex Reg.  
Oxford  
Quabbin Reg.  
Quaboag Reg.  
Shrewsbury  
Southborough  
Southbridge  
Spencer-East  
Brookfield Reg.  
Sturbridge  
Sutton  
Tantasqua Reg.\*  
Uxbridge  
Wales  
Wachusett Reg.  
Webster  
Westborough  
West Boylston  
Winchendon  
Worcester\*

# MASC Divisions continued

## DIVISION V CONNECTICUT VALLEY

Agawam  
Amherst  
Amherst-Pelham Reg.  
Belchertown  
Chesterfield-Goshen  
Chicopee\*  
Conway  
Deerfield  
Easthampton  
East Longmeadow  
Erving  
Frontier Reg.  
Gateway Reg.  
Gill-Montague Reg.  
Granby  
Granville  
Greenfield  
Greenfield Commonwealth  
Virtual School  
Hadley  
Hampden-Wilbraham Reg.  
Hampshire Reg.  
Hatfield  
Holyoke  
Leverett  
Longmeadow  
Ludlow  
Monson  
New Salem-Wendell Reg.  
Northampton\*  
Orange  
Palmer  
Pelham  
Pioneer Valley  
Ralph Mahar Reg.  
Shutesbury  
South Hadley  
Southampton  
Southwick-Tolland  
Springfield\*  
Sunderland  
Ware  
Westfield  
Westhampton  
West Springfield  
Whately  
Williamsburg  
Worthington

## DIVISION VI BERKSHIRE

Adams-Cheshire Reg.  
Berkshire Hills Reg.  
Central Berkshire Reg.  
Farmington River Reg.  
Hancock  
Lee  
Lenox  
Mohawk Trail Reg.  
Monroe  
Mount Greylock Reg.  
New Ashford  
North Adams  
North Berkshire  
Union #43  
Pittsfield  
Richmond  
Rowe  
Southern Berkshire Reg.  
Tyringham

## DIVISION VII CAPE & ISLANDS

Barnstable  
Bourne  
Brewster  
Carver  
Dennis-Yarmouth Reg.  
Eastham  
Edgartown  
Falmouth  
Gosnold  
Martha's Vineyard  
Mashpee  
Monomoy Reg.  
Nantucket  
Nauset Reg.  
Oak Bluffs  
Orleans  
Provincetown  
Sandwich  
Tisbury  
Truro  
Wareham  
Wellfleet  
Upland

## DIVISION VIII VOCATIONAL-TECHNICAL

*The numbers in parentheses indicate the MASC geographic division that the listed vocational technical school is a member of.*

Assabet Valley (4)  
Blackstone Valley (4)  
Blue Hills (2)  
Bristol County Ag. (3)  
Cape Cod (7)  
Essex Tech. (1)  
Franklin County (4)  
Greater Fall River (3)  
Greater Lawrence (1)  
Greater Lowell (1)  
Greater New Bedford (3)  
Minuteman (2)  
Montachusett (4)  
Nashoba Valley (4)  
Norfolk County Ag. (3)  
Northeast Metropolitan (1)  
Northern Berkshire (6)  
Old Colony (3)  
Pathfinder (5)  
Shawsheen Valley (1)  
Smith Vocational (5)  
Southeastern (3)  
Southern Worcester County (4)  
South Middlesex (2)  
South Shore (3)  
Tri-County (3)  
Upper Cape Cod (7)  
Whittier (1)

## DIVISION X DIVERSITY, EQUITY & INCLUSION

*Division X membership is open to all members with an interest in diversity, equity & inclusion.*

## DIVISION IX URBAN

*Division IX membership is also open to smaller communities that are, in their judgment, "urban in character."*

Attleboro\*  
Beverly  
Boston\*  
Brockton\*  
Brookline  
Cambridge\*  
Chelsea  
Chicopee\*  
Everett\*  
Fall River\*  
Fitchburg  
Framingham  
Gardner  
Gloucester\*  
Haverhill  
Holyoke  
Lawrence  
Leominster\*  
Lowell  
Lynn\*  
Malden  
Marlborough  
Medford  
Methuen  
New Bedford\*  
Newburyport  
Newton  
North Adams  
Northampton\*  
Peabody  
Pittsfield  
Quincy  
Randolph  
Revere  
Salem  
Somerville  
Springfield\*  
Taunton  
Waltham\*  
Westfield  
Woburn  
Worcester\*

\* Denotes academic district with a vocational-technical school.

# MASC division reports

## DIVISION I–Northeast

The division began the year bringing together school committee members to discuss the issues and personal elements of working through a pandemic and addressing growing parent advocacy on reopening schools for in-person learning. The opportunity to gather elected local leaders to build mutual support and encouragement was a model for others during the year. The division also hosted a meeting for a statewide audience on school mascots and heard from members about their challenges to respond for school, team, and district use of Native American and other controversial designs.

Respectfully submitted,  
Beverley Griffin Dunne, Chair  
Peabody and Essex North Shore Ag./Tech.  
School Committees

## DIVISION II–Metropolitan

Prior to her retirement from the school committee, Division Chair Diane Baum raised the profile of the vision with attention to the issues of dyslexia and the emerging strategies to serve students and improve awareness of students with learning disabilities. The division also organized the program for the Day of Professional Development that preceded the Delegate Assembly featuring Dr. Kalise Warnum. The division co-organized key sessions with other divisions at which the Metropolitan area members were well represented including programs that covered anti-bias, equity, social media, and strategies for dealing with remote learning.

Respectfully submitted,  
Marc Terry, Chair  
Ashland School Committee

## DIVISION III–Southeast

Among the meetings sponsored by Division 3 were general forums on school reopening, accountability, fiscal stability in light of uncertainty during the national election and transition. The division also sponsored its well-attended annual meeting to prepare attendees for the Delegate Assembly to which a statewide audience was welcomed.

Respectfully submitted,  
Jason Fraser, Chair  
Plympton School Committee

## DIVISION IV–Central

The division sponsored a successful remote meeting to promote the appropriate use of social media in information sharing and advocacy. The meeting was held in collaboration with Division 5. Among the other priorities discussed were food insecurity, student mental health, appropriate testing, and parent empowerment. Division 4 cosponsored the special program on equity and bias in collaboration with Division 10. Division 4 also organized the special summer institute for all MASC members that was held in Marlborough and which covered Wrap-Around services for students in social and economic need and budget and finance for FY 2022.

Respectfully submitted,  
Michelle Bodin-Hettinger, Chair  
Marlborough School Committee

## DIVISION V–Connecticut Valley

Division V co-sponsored a program on social media with Division 4 that was opened up to the entire statewide membership of MASC and drew a large audience. In addition, they collaborated with Division 8 in hosting a meeting on remote learning for technical education. Division leaders were very active in supporting the Connecticut Valley collaboratives including the Collaborative for Educational Services in Northampton and the Lower Pioneer Valley Education Collaborative in West Springfield. Division members were also involved in developing the initial information on addressing anti-bias and in learning about the emerging issues around critical race theory.

Respectfully submitted,  
Laura Fallon, Chair  
Northampton School Committee

## DIVISION VI–Berkshires

As has been a highly successful tradition in the Berkshires, Division 6 welcomed the legislative delegation from the Western Massachusetts county. Among the issues discussed were anticipated legislative initiatives for 2021, financial issues, student enrollment, and promoting the work of the Berkshire County Task Force (BCTF). The BCTF, which has been supported by MASC, continues to make significant advances in its work to establish the portrait of a graduate, multi-district collaboration, and information sharing. The task force has provided support to districts seeking virtual alternatives to traditional classroom learning.

Respectfully submitted,  
Dr. William Cameron, Chair  
Pittsfield School Committee and

Chair, Berkshire County Task Force

### **DIVISION VII—Cape and Islands**

Division VII is proud to support the effort to gain national recognition for the work of Cape Cod districts in supporting student equity. This year, Mashpee Public Schools was the Grand Prize winner in the under 5K enrollment category for the National School Boards Association's MAGNA Award, in recognition of efforts to address equity and reduce barriers for native students. Two districts in Division VII (Mashpee and Falmouth) have adopted district-wide land acknowledgments as an outgrowth of their work with the Mashpee Wampanoag Tribe. Another highlight was the annual legislative forum with elected state lawmakers from Cape Cod and the Islands. In addition to pending legislation, budgets, and accountability, division leaders discussed the availability of vaccines on Cape Cod and other COVID-related concerns. Immediately after the legislative forum, Division VII hosted a conversation on racial equity with students of color from Barnstable and Mashpee in order to share best practices and discuss how school committees can better amplify student voices.

Respectfully submitted,  
Nicole Bartlett, Chair

Mashpee School Committee and  
Northeast Regional Director for the NSBA American Indian  
and Alaska Native Council

### **DIVISION VIII—Vocational-Technical**

In spite of a difficult COVID year we have come though it using the miracles of technology and internet. The Division sponsored a virtual meeting on April 15, 2021 dealing with several topics main topics. They included how our schools were dealing with COVID in general and with specific detail as to Physical Education, lunch delivery, hybrid/ remote learning, cooperative work, and any innovative solutions resulting from the COVID pandemic. Presenters were from Worcester Vocational High School, Smith Agricultural School, and Northeast Metro Tech. The audience included school committee members from across Massachusetts. Also the division provided updates on Curriculum Frameworks revisions, enrollment criteria, and transportation funding. Since the meeting some normalcy has returned to vocational, technical education but we hope to help lead our districts back to full pre-COVID services in short order.

Respectfully submitted,  
Donald Erickson, Chair

Bay Path Vocational Technical School Committee

### **DIVISION IX—Urban**

Division 9 collaborated with Division 10 to host programming designed to eliminate bias and promote diversity and equity. Because of its commitment to urban issues, the division collaborated with all of the other divisions to incorporate urban issues and content for division meetings. The division also has taken on the issues of school districts in receivership with a goal of returning local governance to elected representatives. Members collaborated with colleagues in Lawrence and Holyoke and also gathered information on the status of the Southbridge receiverships as part of this added element to it's the division's mission. Also, the division addressed the special concerns of immigrant families and those who need translation services and information in order to tackle absenteeism, promote vaccinations, and student health and safety in general.

Respectfully submitted,  
Irene Feliciano-Sims, Chair  
Holyoke School Committee

### **DIVISION 10 - Diversity/Equity/Inclusion**

Before handing off the leadership of the Division, Mildred Lefebvre of Holyoke, was renominated to lead the Northeast US representation at the National Hispanic Caucus where she headed the Chair of the Policy and Resolutions Caucus. In 2021, the division organized a major virtual gathering featuring Dr. Kalise Wornum and focused on strategies for acknowledging and eliminating bias as well as important principles of inclusion. As a result of the response, the division recommended and the Board approved designating Division 10, formerly known as the Minority Caucus, into the caucus for "Diversity, Equity, and Inclusion." Resources were developed and shared with the membership, and an ambitious program has been planned for the 2021-2022 school year. This division made it a priority to draw membership from across the state and to provide professional development for school committees.

Respectfully submitted,  
Virginia Simms George, Chair,  
Assabet Valley Voc. Tech.

