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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.

2019 masc annual meeting agenda

Friday, November 8, 2019 • Hyannis, Massachusetts

1:00am-3:00pm — Registration of Delegates

All delegates must register by 3:00pm at the MASC delegate registration desk.

Delegates not registered by 3:00pm will not be allowed to vote.

3:15pm — Annual Meeting

- Procedures and Rules
- Minutes of the 2018 Annual Meeting
- Annual Reports of the Officers and Committees not Requiring Action by the Delegate Assembly
 - Report on 2019 Legislative Action
 - Annual Report of the President
 - Annual Report of the Executive Director
 - Annual Report of the Auditor
 - 2019-2020 Budget
 - Regional Schools Committee Report
 - Division Reports
- Recommendations for Life Membership
- Committee Reports Requiring Action by the Delegate Assembly
 - Nominating Committee Report
 - Resolutions Committee Report
 - Other Business
 - Adjournment

Presiding: Devin Sheehan, President
Parliamentarian: Stephen Finnegan, Legal Counsel

minutes of the 2018 annual meeting

The 73rd annual meeting of the Massachusetts Association of School Committees, Inc. was called to order at 3:15pm on Wednesday, November 9, 2018 at the Resort and Conference Center, Hyannis. President Beverly Hugo presided. MASC Legal Counsel Stephen Finnegan acted as parliamentarian. There were 99 member school committees present, 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 2017 Annual Meeting

It was moved, seconded and voted unanimously to approve the 2017 Annual Meeting minutes as they were printed in the 2018 Delegate Manual.

Recommendations for Life Membership

It was moved, seconded and voted unanimously to elect Joanne Barry, Linn Caprarella, Marie Christie, David Irving, David Katseff, Dina Sullivan and Geoffrey Swett as Life Members of the Association.

Report of the Nominating Committee

On behalf of the Nominating Committee, Patrick Murphy, chair, reported and made the following nominations for election of officers of the Association, namely:

President-Elect– Deborah Davis, Northeast Metro Voc. Tech.

Vice President– B. Ellen Holmes, Ashburnham-Westminster Reg.

Secretary-Treasurer– Denise Hurst, Springfield

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.

Report of the Resolutions Committee

On behalf of the Resolutions Committee, MASC President-Elect Devin Sheehan moved by several motions the adoption of the following resolutions:

Resolution 1: Rejecting the Arming of Educators

(Submitted by the MASC Board of Directors)

BE IT RESOLVED that the Massachusetts Association of School Committees rejects the notion of providing firearms to any educators.

The resolution was approved on a unanimous voice vote.

Resolution 2: Small and Rural Districts

(Submitted by the MASC Board of Directors)

BE IT RESOLVED that MASC call for the creation of a working group to advise the legislature on the best public policy solutions to support small and rural school districts; and further

That this working group propose modifications to the Foundation Budget and other elements of the Chapter 70 financial assistance program; designate specific instances where excessive regulation interfere with the ability of school leaders to direct the academic improvement of children; identify and advise on eligibility for state and federal programs to support public education; and find strategies to ameliorate the impact of forces that jeopardize the growth, stability and success of these school districts; and further

That MASC oppose legislation or unlegislated regulations that would attempt to undermine the right of any city, town or regional district to have imposed upon it a mandate to restructure, expand, regionalize, or dissolve its school district without its consent.

A motion was made to divide the resolution into two parts, with Part 2A to consist of the above paragraphs one and two reading as follows:

BE IT RESOLVED *that MASC call for the creation of a working group to advise the legislature on the best public policy solutions to support small and rural school districts; and further*

That this working group propose modifications to the Foundation Budget and other elements of the Chapter 70 financial assistance program; designate specific instances where excessive regulation interfere with the ability of school leaders to direct the academic improvement of children; identify and advise on eligibility for state and federal programs to support public education; and find strategies to ameliorate the impact of forces that jeopardize the growth, stability and success of these school districts

and Part 2B to consist of the concluding paragraph:

BE IT RESOLVED that MASC oppose legislation or unlegislated regulations that would attempt to undermine the right of any city, town or regional district to have imposed upon it a mandate to restructure, expand, regionalize, or dissolve its school district without its consent.

The motion to divide the resolution into two parts (2A and 2B) was approved by a show of hands.

A motion was made to adopt the reconfigured Part 2A.

The motion to adopt Part 2A was approved by a show of hands.

A motion was made to adopt the reconfigured Part 2B.

The motion to adopt Part 2B was approved by a show of hands.

The resolution, as amended, was adopted on a voice vote.

Resolution 3: Elimination of the Federal Department of Education

(Submitted by the MASC Board of Directors)

BE IT RESOLVED that: the Massachusetts Association of School Committees works with the federal delegation to reject any notion of combining the U.S. Department of Education with other government departments.

A motion was made for a technical correction to add the words "Rejecting the" to the title of the resolution so as to read:

Resolution 3: *Rejecting the* elimination of the Federal Department of Education

The motion to add the new language was adopted on a voice vote.

The resolution, as amended, was adopted on a voice vote.

Resolution 4: Regional School Transportation

(Submitted by the MASC Board of Directors)

For clarity, the complete text of the resolution as originally submitted appears below.

WHEREAS: Among the transportation cost concerns for **regional** school districts is the lack of competition for bus contracts for regular day ("yellow bus") services, as well as the steadily mounting cost for special education transportation; and

WHEREAS: M.G.L. c. 71, § 7C prohibits certain uses of **regional** transportation authorities to provide school district transportation services; and

WHEREAS: Elimination of M.G.L. c. 71, § 7C would free the **regional** school districts and Regional Transportation Authorities to collaborate on plans to provide safe and efficient transportation alternatives that lessen the financial impact on the both the districts and the Commonwealth; and

WHEREAS: The lack of bidders on school transportation contracts requires a deeper analysis by the appropriate state officials;

THEREFORE BE IT RESOLVED that: To promote greater competition for bus service contracts, the Legislature should eliminate M.G.L. c. 71, § 7C, and authorize a deeper analysis of the lack of bidders on school transportation contracts. An amendment was proposed to remove the word "regional" from the language of the resolution (***see the four instances above in bold-face italics***).

The amendment failed to pass on a voice vote.

An amendment was proposed to include the following language (*italics*) at the end of the resolution such that the final paragraph would read:

THEREFORE BE IT RESOLVED that: To promote greater competition for bus service contracts, the Legislature should eliminate M.G.L. c. 71, § 7C, and authorize a deeper analysis of the lack of bidders on school transportation contracts *and that reimbursements will be provided to communities greater than 20 square miles in area.*

The amendment failed to pass on a voice vote.

A motion was made to refer the resolution back to the original sponsor for further work.

The motion to refer the resolution back to the sponsor was approved on a vote of 62-37.

Resolution 5: Reporting and Accountability Standards

(Submitted by the MASC Board of Directors)

BE IT RESOLVED that: the Massachusetts Association of School Committees works with the legislature and Board of Elementary and Secondary Education to ensure that all students or persons in schools that receive public funds under the authority of the MA Department of Elementary and Secondary Education or a local public school district are held to the same standards and requirements in the Commonwealth of Massachusetts.

The resolution passed, as written, with one abstention.

Resolution 6: Reproductive Health Education

(Submitted by the MASC Board of Directors)

BE IT RESOLVED that: the Massachusetts Association of School Committees supports evidence-based reproductive health curricula. Further, we call upon the U.S Department of Education and the Executive Branch to stop their support of abstinence-only education.

A motion was to divide the resolution into two parts, with Part 6A to consist of the first sentence of the paragraph above reading as follows:

BE IT RESOLVED that: the Massachusetts Association of School Committees supports evidence-based reproductive health curricula.

and Part 6B to consist of the second sentence of the paragraph above:

We call upon the U.S Department of Education and the Executive Branch to stop their support of abstinence-only education.

The motion to divide the resolution into two parts (6A and 6B) was approved by a show of hands, with one abstention.

A motion was made to adopt the reconfigured Part 6A.

The motion to adopt Part 6A was approved by a show of hands.

A motion was made to adopt the reconfigured Part 6B.

The motion to adopt Part 6B was approved by a show of hands.

Resolution 7: Gender Identity Inclusive Athletic Participation Policy (Submitted by the Framingham School Committee)

BE IT RESOLVED that: MASC help file legislation which would have the effect of protecting LGBTQ students from discrimination, harassment and bullying by that schools should treat students based on their gender identify, protecting their privacy, providing access to **gender-neutral** restrooms, locker rooms and private stall showers, using their **preferred** pronouns, embedding sensitivity training in professional development and providing uniform accommodations.

A motion was made to amend the language of the resolution by removing the phrase "gender-neutral" in the above paragraph.

The motion to remove the phrase passed on a voice vote.

A motion was made to amend the language of the resolution by removing the word "preferred" in the above paragraph.

The motion to remove the word "preferred" failed on a voice vote.

A motion was made to add the following language at the end of the resolution so as to read:

BE IT RESOLVED that: MASC help file legislation which would have the effect of protecting LGBTQ students from discrimination, harassment and bullying by that schools should treat students based on their gender identify, protecting their privacy, providing access to restrooms, locker rooms and private stall showers, using their preferred pronouns, embedding sensitivity training in professional development and providing uniform accommodations *and to support accountability standards be put in place by MIAA to ensure that the standards of protection are adhered to.*

The motion to amend the resolution by adding the above italicized language was adopted on a voice vote.

A motion was made to amend the final paragraph to read as follows (revised language in bold face italics):

THEREFORE BE IT RESOLVED that: MASC help file legislation which would have the effect of protecting LGBTQ students from discrimination, harassment and bullying by that schools should treat students based on their gender identify, by protecting their privacy, providing access to restrooms, **instituting reasonable accommodations to provide** locker rooms and private stall showers, using their preferred pronouns, embedding sensitivity training in professional development and providing **necessary** uniform accommodations.

The motion to amend the language of the resolution as indicated in the paragraph above failed on a voice vote.

The motion to pass the resolution, as otherwise amended, passed on a voice vote with two abstentions.

Resolution 8: Sports Wagering (Submitted by the MASC Board of Directors)

BE IT RESOLVED that: the Massachusetts Association of School Committees requests that, should the General Court enact legislation to legalize wagering on sporting events, the General Court, shall commit a portion of the revenues generated from sports wagering to public education.

The resolution passed, as presented, on a vote of 52-44.

Resolution 9: Access to Information for Parents and Students Who Are Clients of Special Education (Submitted by the MASC Board of Directors)

BE IT RESOLVED that: MASC urges the legislature to amend state law to require that parents and students be provided with a copy via email or mail of all the assessments that are performed for students in the families' preferred language, at least five days prior to any meeting at which parents and students will review a proposed Individual Education Plan (IEP).

A friendly amendment was proposed to add the word "school" to the above language to read as follows: at least five **school** days prior to any meeting at which parents and students will review a proposed Individual Education Plan (IEP).

The friendly amendment was accepted by the sponsor.

An amendment was proposed to replace the word "school" with the word "business" to read as follows:

at least five **business** days prior to any meeting at which parents and students will review a proposed Individual Education Plan (IEP).

The amendment, as proposed, was passed on a voice vote.

An amendment to replace the language of the resolution in whole was proposed. The proposed language follows:

BE IT RESOLVED that: MASC urges the legislature to amend state regulation 603 CMR 28.04(2)(c) to require that:

(a) parents, guardians, educational surrogate parents, court-appointed resources and students receive completed reports meeting the requirements of 603 CMR et al. and related federal regulations, as well as the assessments and evaluations, and all supporting documentation; and
(b) documents will be received at a minimum of five business days prior to any meeting at which parents, guardians, educational surrogate parents, court-appointed resources and students will determine eligibility and/or propose an Individual Educational Plan (IEP); and

(c) documents will be made available in the preferred and/or native language of the parents, guardians, educational surrogate parents, and students; and

(d) all documents listed in (a) will be provided to the parents, guardians, educational surrogate parents, court-appointed resources and student and not require that such be requested; and

(e) the items specified above will be provided to the parent in hard copy and/or electronically free of charge.

The motion to substitute the above language for the original language of the resolution failed to pass on a vote of 57-28, with 1 abstention.

The resolution, as otherwise amended, was adopted on a voice vote.

PROPOSAL TO AMEND THE MASC BY-LAWS

The Board of Directors of the Association has recommended to members that the by-laws of the Association be amended as follows:

The following change to Article IX—Meetings of the Association, Subsection 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 the 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 July 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.

The Board asks to amend the by-law by changing the July 1 date (noted in the text in bold face) to no later than June 1.

The request to amend the by-law as indicated above was approved on a voice vote.

A motion was made to reconsider Resolution 4.

The motion to reconsider was not approved by the Assembly.

report on 2019 legislative action

Several years ago the Legislature changed their rules so that the sessions extend for two years and bills are filed and receive a hearing during the first year of the two-year session. This year (2019) is the first year of the new session and pertinent Committees began to schedule hearings in the second



quarter of the year. Thereafter, the Legislature considers matters which have been reported by the various committees of the Legislature. Very few bills have been reported out of Committees at the time of this report.

EDUCATION REFORM RESOLUTIONS

MASC has been directed by the past few Delegate Assemblies to support annual robust funding of Chapter 70 in the area of several hundred million dollars in additional funding per year. To that end, we have met with the Legislative Leadership to put forward our position. Also, in the first half of 2019, MASC joined with many other educational associations to file a lawsuit challenging the adequacy of the Chapter 70 funding. This two-pronged approach (legislative and judicial) is designed to keep education reform in the forefront of Commonwealth decision makers. However, the more immediate venue remains the Legislature.

The following material contains a synopsis of recent MASC testimony concerning Education Reform.

MASC supports both a recalibration of the Foundation Budget to reflect what we estimate to be a 20% gap in current levels versus what is appropriate.

We note that additional Chapter 70 funding in future years will always be subject to the economic conditions that affect state revenues. Therefore, we know the legislature will, as it always has, work to provide as much support as it can. We have cautioned our membership not to be overconfident for funding of fixed dollar aid in this or any future years.

We also urge our members to be cautious about accepting or endorsing policy and regulatory changes that could be implemented immediately and likely last long into the future without regard to funding.

In addition, MASC supports the following elements for any Foundation Budget legislation:

- Incorporating changes to reflect real costs for employee and retiree health insurance;
- Correct the method of calculating the number of economically disadvantaged students so that all students in the district are counted in each appropriate category, including those dually counted as English Language Learners or low income or who fit those categories, and the base allocation for these children is adjusted appropriately to reflect the actual costs of education children in economic distress.
- In the absence of a recalibration or the adoption of comprehensive reform of the entire foundation budget, we support an additional \$100 per student for all school districts.
- Additional funding to supplement Chapter 70 that will be targeted to the districts and students in greatest academic need. We support reasonable standards of accountability but warn against more rigid and punitive language as is embedded throughout the educational regulatory code.
- Incorporating into the Chapter 70 formula an allocation for targeted assistance or a supplemental rural assistance earmark to support small and rural districts.
- We support provisions to protect the Chapter 70 funding that is expropriated and diverted to charter schools from those districts who have, historically, lost large portions of their state financial aid, particularly in light of the significant underfunding of the charter school mitigation account over the past few years.
- Establishing a special commission on data to propose model policies, data gathering strategies, appropriate use of information, and other recommendations as needed to ensure that data gathered is not used for punitive intents.
- MASC urges that any legislation include provisions to protect the civil rights of students and families and their right to privacy by prescribing appropriate safeguards on data gathering, use of data, sharing of data, and identification of students. MASC looks forward to a successful legislative conclusion incorporating many of our enumerated Education Reform recommendations.

Stephen J. Finnegan
General Counsel

report of the president

Having laid out an aggressive agenda for MASC at the 2018 conference, I am proud to say that we have made progress in those goals. This year, we worked to have a new Chapter 70 funding formula. We will continue to make this a high priority in 2020.



We have a commitment to advocate for the safety of all students. As an organization we will continue to advocate for additional supports for students in crisis, driven by the belief that every student should be able to go to school every day without the fear that they may not go home. We need additional training for School Resource Officers and foster collaborations in our communities to end tragic events in our schools and to secure them for not only our students, but also our faculty and staff.

Rural districts and communities that have a declining population are struggling financially and we must continue to work together to find a legislative solution to this.

MASC has been working for many years with the Berkshire County Education Task Force to create a plan that positions Berkshire County for educational success in the future and that will serve as a model for other areas including Barnstable and Franklin Counties that are losing students. We have even seen one district partnering with a community in Vermont to provide a financially sound education for their students.

MASC has been extremely busy this year. We have had Division Meetings that have focused on cyber security, governance, supporting LGBT students, later start times and legislative priorities. Your Division Chairs work extremely hard throughout the year to provide high quality programming that is relevant to our members.

I have been fortunate to take my passion for public education and local governance to a much larger stage.

In April, I was elected to join the Board of Directors of the National School Board Association to represent the Northeast Region. It is truly an honor to advocate on behalf of the thousands of School Committee/Board Members across the Northeast.

As an organization we are especially lucky to have such a well informed and dynamic staff. They are always available and ready to answer questions for any School Committee member. We have excellent training that is always focused on doing what is best for our communities. The staff members have also worked hard this year to implement the new MASC branding and communication strategy. If you have not seen one of our new videos or documents, I encourage you to visit masc.org.

I want to thank Past President Beverly Hugo for her hard work and passion as a public education advocate. Bev is a tireless advocate who is always willing to fight for what is right. She is a strong voice at the Local Government Advisory Committee, and I know she will continue to be one of our greatest allies.

This past year I was also fortunate to work with three great officers and I know that President-Elect Deb Davis, Vice-President Ellen Holmes and Secretary-Treasurer Denise Hurst are ready for their new roles and will continue the vision of this great organization. We are also fortunate to have President Emeritus Jake Oliveira ready to assist us with policy and advocacy on the local, state, and federal level.

I have been fortunate enough to work with many great School Committee members and am optimistic that we will be able to continue to keep Massachusetts as #1 in the nation. I want to thank my family and my partner, Michael, for supporting me in this role over the year. If it were not for him, I would not have been able to attend the many meetings, trainings and events. I look forward to seeing many of you in Hyannis.

Devin M. Sheehan
MASC President

report of the executive director

The past year has been one of opportunity, initiative, and advocacy for MASC. The presence of a new Commissioner of Elementary and Secondary Education brought the chance to reach out and establish a collaborative relationship with a statewide leader who spoke of working with stakeholders, hearing concerns, and visioning a climate where student-centered issues might outweigh the traditional regulation and punishment culture of state government. We look ahead to more collaboration on planning, executing strategies, and finding success in a positive climate where the best interests of children outweigh the need to control from a distant office how local policy



makers set goals, teachers work, students learn successfully.

MASC worked aggressively on an initiative to “brand” the school committee member as an important and essential player in the democratic process. By giving the association a standard “look,” producing training materials and programs that are interrelated to other elements of professional development, mobilizing our ability to advocate and use social media to message to the members and to residents at large, and to encourage member engagement, it is our goal to make MASC an even more influential voice in both public policy and student achievement. We hope members will see our work through our web site (www.masc.org) and by participating more broadly in division meetings, conferences, the state convention, and on-line.

MASC continues to work to be a thought leader in many key areas of advocacy in education. During the year, we embarked on research to create a more relevant assessment system and to build on the concept of the “community school” that would bring to reality our long-articulated vision of a children’s services safety net mobilizing the resources of the community and state to serve children.

On the public policy front, MASC has provided to every legislator a summary of our goals for 2019 and 2020 that include enacting the provisions of the Foundation Budget Review Commission, and also going further to recalibrate the basic definition of “adequacy” in budgeting by a full recalibration to represent a realistic financial plan. We also called out the flaws in the advocacy around empowerment or enterprise zones that could usurp the ability of community members and leaders to manage their own schools and districts. MASC was the first to identify the importance of protecting the privacy rights of students and families as an issue of equity and has prioritized the fair distribution of not only money, but also capital, access to academic resources, and rights to protect information and other academic data from being sold or shared inappropriately. Next year we will be mobilizing membership to encourage broad participating in the 2020 Census.

We are grateful to our members for their loyalty and support by your record attendance at MASC sponsored events. Our Day on the Hill, Summer Institute and Equity Summit,

and the Joint Convention with the superintendents, as well as our division meetings were well attended and allowed members to network and grow professionally.

We are primarily a Massachusetts-focused organization, but it is important to recognize that MASC has been a significant voice and advocate for our students. Two Bay State school committee members, Past President Jake Oliveira of Holyoke and our current President, Devin Sheehan have been elected to the National School Boards Association Board of Directors. They join Minority Caucus Chair Mildred Lefebvre of Holyoke who is a member of the National Hispanic Caucus Board of Directors. Over the past two years, the advocacy of MASC Delegates, including Deborah Davis of Northeast Metro Tech, Denise Hurst of Springfield, Ellen Holmes of Ashburnham-Westminster, and Beverly Hugo of Framingham were the leaders of efforts to establish a national organizational policy of advocacy for LGBTQ students to follow on to their advocacy in Massachusetts. Their advocacy, parliamentary skill, and persistence as a group overcame significant obstacles to change national policy in support of students who have long lacked the widespread advocacy and protection they need. Their action, and the unmodulated support of the MASC board of directors and our membership as courageous leaders and courageous followers as well has made a significant difference at no small risk to themselves as advocates and colleagues on the national level.

MASC has also been among those initiating a revival of the legal campaign to increase state education funding by reconstituting the Council for Fair School Finance to pursue the original goals of the successful McDuffy suit that led to the education reform legislation of 1993 and the unsuccessful Hancock suit of 2005. We believe it is time to generate legislative action to make major strides forward in the level and fair distribution of financial assistance to our overregulated and underfunded school districts. More action will follow in the years ahead as the litigation moves along.

Throughout the year, our members benefited from the active and diligent service of our Board of Directors who drove all over the state to represent their regions and students at-large. It has become a standard practice for our board members to meet with others and to attend functions locally and across Massachusetts.

We are fortunate to have a uniquely qualified staff who serve you. Operations Coordinator Sam Cheesman oversees our data, organizes our meetings, and oversees registrations and marketing strategies. Communications Director Jenifer Handy is responsible for the material you receive, our public presence, and directing our state convention, summer institute and overall messaging. She is ably assisted by our longtime graphic designer and editor, Kari MacCormack. Our policy program and superintendent search coordination has been directed flawlessly by Ann-marie Martin. Carol Grazio manages operations, finance, and internal oversight. Our field directors include Tracy Novick who directs so-

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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, 2019 and 2018, 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 auditors' 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, 2019 and 2018, 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 12, 2019

Massachusetts Association of School Committees, Inc.

Statements of Financial Position

June 30, 2019 and 2018

Assets	<u>2019</u>	<u>2018</u>
Current assets:		
Cash and cash equivalents, including interest-bearing accounts of \$306,010 and \$302,696, respectively	\$ 360,971	\$ 370,579
Investments	1,471,056	1,375,489
Accounts receivable	56,360	68,857
Prepaid expenses	47,629	28,120
Total current assets	<u>1,936,016</u>	<u>1,843,045</u>
Property and equipment, at cost:		
Office condominium	331,476	331,476
Furniture and equipment	132,225	140,374
	<u>463,701</u>	<u>471,850</u>
Less accumulated depreciation	(313,161)	(313,497)
Net property and equipment	<u>150,540</u>	<u>158,353</u>
Total assets	<u><u>\$ 2,086,556</u></u>	<u><u>\$ 2,001,398</u></u>
Liabilities and Net Assets		
Current liabilities:		
Accrued expenses	\$ 25,691	\$ 29,854
Deferred revenue	24,500	7,000
Total current liabilities	<u>50,191</u>	<u>36,854</u>
Net assets without donor restrictions	<u>2,036,365</u>	<u>1,964,544</u>
Total liabilities and net assets	<u><u>\$ 2,086,556</u></u>	<u><u>\$ 2,001,398</u></u>

See accompanying notes to financial statements.

Massachusetts Association of School Committees, Inc.

Statements of Activities

Years Ended June 30, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Revenues:		
Dues	\$ 1,149,523	\$ 1,103,435
State conference	397,454	387,846
Publications	150,465	132,230
Policy publications	195,215	173,457
Subscriptions	171,780	164,990
MASC search service	120,702	120,665
Conferences and workshops	34,956	34,336
Board Docs	59,400	15,400
Plaques and miscellaneous	31,568	32,800
Net unrealized gain on investments	57,898	109,523
Investment income	40,973	24,061
Interest income	2,198	2,322
Management information for school committees	61,800	59,800
Total revenues	<u>2,473,932</u>	<u>2,360,865</u>
Expenses:		
Programs:		
State conference	565,214	538,072
Publications	282,633	263,388
Policy publications	267,775	247,414
MASC search service	71,622	74,933
Conferences and workshops	496,510	509,216
Board Docs	35,294	12,200
Management information for school committees	-	346
District governance support	2,357	1,371
Total program expenses	<u>1,721,405</u>	<u>1,646,940</u>
Administrative	680,706	643,248
Total expenses	<u>2,402,111</u>	<u>2,290,188</u>
Increase in net assets without donor restrictions	71,821	70,677
Net assets - beginning of year	<u>1,964,544</u>	<u>1,893,867</u>
Net assets - end of year	<u>\$ 2,036,365</u>	<u>\$ 1,964,544</u>

See accompanying notes to financial statements.

Massachusetts Association of School Committees, Inc.

Statements of Cash Flows

Years Ended June 30, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Cash flows from operating activities:		
Increase in net assets without donor restrictions	\$ 71,821	\$ 70,677
Adjustments to reconcile increase in net assets without donor restrictions to net cash provided (used) by operating activities:		
Depreciation	16,048	16,795
Net unrealized gains on investments	(57,898)	(109,523)
Changes in operating assets and liabilities:		
Accounts receivable	12,497	(14,741)
Prepaid expenses	(19,509)	(3,337)
Accrued expenses	(4,163)	254
Deferred revenue	17,500	(15,500)
Net cash provided (used) by operating activities	<u>36,296</u>	<u>(55,375)</u>
Cash flows from investing activities:		
Purchase of property and equipment	(8,235)	(1,000)
Reinvestment of dividends	(37,669)	(23,361)
Purchase of investments	-	(100,000)
Net cash used by investing activities	<u>(45,904)</u>	<u>(124,361)</u>
Net decrease in cash and cash equivalents	(9,608)	(179,736)
Cash and cash equivalents at beginning of year	<u>370,579</u>	<u>550,315</u>
Cash and cash equivalents at end of year	<u>\$ 360,971</u>	<u>\$ 370,579</u>

See accompanying notes to financial statements.

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.

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

Effective July 1, 2018, the Association adopted Accounting Standards Update ("ASU") No. 2016-14 – Not-for-Profit Entities (Topic 958): Presentation of Financial Statements of Not-for-Profit Entities. This ASU amends the current reporting model for not-for-profit organizations and enhances required disclosures. Major changes include:

- Net assets presentation into two categories – net assets without donor restrictions and net assets with donor restrictions;
- Analysis of expenses by both natural and functional classification;
- Quantitative and qualitative information regarding liquidity and availability of resources;
- Presentation of investment return (loss) net of investment expenses.

As a result of adoption, 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. 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.

All of the Association's net assets are net assets without donor restrictions, therefore all financial assets are available for general expenditure when needed.

See Note 5 for the disclosure of expenses by both natural and functional classification.

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, 2019 and 2018. 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. 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.

The Association recognizes transfers between levels at the end of the reporting period as if the transfer occurred on the last day of the reporting period. There were no transfers during the years ended June 30, 2019 and 2018.

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 \$1,440,500 as of January 1, 2019.

Revenues and Deferred Revenue

Dues revenue is recognized ratably over the applicable membership period. Program revenues and grant income are recognized as the related services are provided. Superintendent search services are recognized upon completion of the search. Deferred revenue at June 30, 2019 consisted of amounts received for policy publications for which the service had not yet been provided.

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, 2019 and 2018, 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, 2016.

2. INVESTMENTS

The investments of the Association are reported at fair value and consist of the following as of June 30, 2019 and 2018.

The composition of the investment return as reported in the statement of activities for the years ended June 30, 2019 and 2018, are as follows:

	2019	2018
Mutual Funds	\$ 1,471,056	\$ 1,375,489

The composition of the investment return as reported in the statement of activities for the years ended June 30, 2019 and 2018, are as follows:

	Unrestricted	
	2019	2018
Income on investments, consisting of		
dividends and interest	\$ 40,973	\$ 24,061
Net unrealized gain on investments	57,898	109,523
Return on investments	98,871	133,584
Interest on cash equivalents and temporary investments	2,198	2,322
Total return on investments	\$ 101,069	\$ 135,906

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, 2019 and 2018:

Description	June 30, 2019			Fair Value
	Level 1	Level 2	Level 3	
Mutual funds:				
Fixed income	\$ 370,231	\$ -	\$ -	\$ 370,231
Domestic equity	855,052	-	-	855,052
International equity	245,773	-	-	245,773
Total	\$ 1,471,056	\$ -	\$ -	\$ 1,471,056

Description	June 30, 2018			Fair Value
	Level 1	Level 2	Level 3	
Mutual funds:				
Fixed income	\$ 344,221	\$ -	\$ -	\$ 344,221
Domestic equity	784,510	-	-	784,510
International equity	246,758	-	-	246,758
Total	\$ 1,375,489	\$ -	\$ -	\$ 1,375,489

3. 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,	
2020	\$ 35,472
2021	20,851
2022	8,688
	<u>\$ 65,011</u>

Lease expense under all operating leases amounted to \$42,551 and \$39,115 for the years ended June 30, 2019 and 2018, respectively.

4. 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 (1% and 2% for fiscal years 2019 and 2018, respectively). 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, 2019 and 2018 amounted to \$52,230 and \$62,573, respectively.

5. FUNCTIONAL EXPENSE ANALYSIS

As discussed in Note 1, ASU No. 2016-14 requires the Association to provide 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 were 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.

In the year of adoption, the Association is not required to present a comparative functional expense analysis, therefore, 2018 has not been presented. The below table represents the functional expense analysis for the year ended June 30 2019:

	Program	Support	Total
Compensation	\$ 1,037,609	\$ 113,607	\$ 1,151,216
Services and professional fees	15,576	220,441	236,017
Office and technology	-	170,709	170,709
Dues and memberships	-	42,090	42,090
Conferences	436,130	-	436,130
Publications	194,438	-	194,438
Other	37,652	133,859	171,511
	<u>\$ 1,721,405</u>	<u>\$ 680,706</u>	<u>\$ 2,402,111</u>

6. SUBSEQUENT EVENTS

Management has evaluated subsequent events through August 12, 2019, which is the date the financial statements were available to be issued. There were no subsequent events that require adjustment to or disclosure in the financial statements.

MASC Budget and Revenues/Expenditures

RECEIPTS	BUDGET 2019–2020	REVENUES/ EXPENDITURES 2018-2019 (unaudited)
1. Dues (including memberships)	\$1,170,000.00	\$1,149,523.00
2. Subscriptions	171,390.00	171,780.00
3. Policy Updates from Dues	53,000.00	54,075.00
4. General Laws from Dues	145,395.00	145,840.00
5. Council of School Attorneys	34,000.00	30,685.00
6. Publications (non-dues related)	4,000.00	4,178.00
7. Policy Service	130,000.00	142,135.00
8. Annual State Conference (inc. advertisements)	410,000.00	397,454.25
9. Day on the Hill	12,000.00	10,256.00
10. Interest and Dividends	3,500.00	2,198.19
11. Unrealized Gain/Loss/Investment Income	JPH	133,584.45
12. Plaques/Recognition Awards	500.00	831.80
13. Conferences/Workshops	10,000.00	6,110.00
14. M*I*S*C	61,000.00	61,800.00
15. MASC Search Service	107,000.00	120,704.00
16. Division Income	—	(150.40)
17. Offset BOD Expense (Reimbursement)	—	1,410.30
18. BoardDocs Program	34,000.00	59,400.00
Totals	\$2,444,785.00	\$2,473,932.00

EXPENSES

1. Salaries	\$944,861.00	\$922,802.12
2. Payroll Expenses (Paychex)	4,500.00	4,005.42
3. Payroll Tax Expenses (FICA/Medicare)	78,234.49	56,393.83
4. Pension Fund	47,243.05	63,668.42
5. Bank Services Charges	—	—
6. Employee Insurance (reimb.; AD&D; Life)	78,000.00	73,090.69
7. Staff Recruitment/Temp Staff	10,000.00	65,680.64
8. Legislative Counsel	51,000.00	51,000.00
9. Legislative Research	—	—
10. Legislative Reporting Service	4,300.00	2,392.00
11. Legal Counsel	55,000.00	52,000.00
12. Legal Services	12,000.00	—
13. Auditor	36,000.00	30,800.00
14. Accounting Services	2,800.00	2,500.00
15. Staff Expense	44,000.00	27,568.12
16. Staff Professional Development	2,500.00	619.72
17. Board of Directors (State & NSBA related activities)	130,000.00	145,245.00

Expenses, continued

18. Memberships	53,000.00	42,090.00
19. Roberta Doering/Past Presidents Scholarships	3,500.00	4,000.00
20. State Conference	285,000.00	278,924.80
21. Day on the Hill	25,000.00	22,534.01
22. Division/Committee Expense	14,000.00	12,642.68
23. Publications	80,000.00	108,195.28
24. Policy Service	65,000.00	88,459.35
25. Office	40,000.00	42,659.64
26. Equipment Lease	45,000.00	42,550.99
27. Equipment Maintenance	5,000.00	5,137.00
28. Postage	65,000.00	26,163.79
29. Condo fees	34,278.00	31,878.00
30. Custodial service	8,000.00	6,199.00
31. Insurance	12,000.00	9,838.00
32. Unemployment Compensation	1,000.00	450.00
33. Telephone	14,000.00	11,097.23
34. Electricity	7,500.00	6,161.63
35. Gas	3,250.00	2,679.52
36. Capital Improvements/Depreciation	25,000.00	18,000.00
37. Plaques/Recognition Awards	3,000.00	2,911.40
38. M*I*S*C	2,500.00	—
39. Conferences/Workshops	16,000.00	13,590.21
40. MASC Search Service	35,000.00	16,690.96
41. Council of School Attorneys	22,000.00	21,064.61
42. Technology	18,000.00	24,098.00
43. Bad Debt Expenses	4,000.00	—
44. Other Expenses	—	4,567.66
45. COSCAP (Board Secretaries) Expenses	6,000.00	795.69
46. District Governance	—	2,356.73
47. BoardDocs	34,200.00	35,293.70
48. Special Condo Fee	857.13	3,091.33
Totals	\$2,430,166.54	\$2,402,111
Net Income	50,763.08	71,821.00

committee reports requiring no action

REPORT OF THE REGIONAL SCHOOLS COMMITTEE

This year the Regional Schools Committee focused on connecting with regional school members from across the state. In the fall an email list was compiled and used to distribute a brief survey to 103 members focusing on the need for more specific training beyond "Charting the Course" for regional district members. Of the 48 respondees, most had been on their committee for 1-5 years, attended "Charting the Course" and requested further training on the budget process for regional districts as well as help with understanding town finances.

The recommendations from the Regional Schools Committee members include offering a "Charting the Course for Regionals" to cover financial audits, negotia-

tions for contracts and the district budget process and its implications on town budgets. Participants in the course would be encouraged to bring their district's documents to the course to facilitate discussion.

Thank you to all members who contributed to this process. In the coming year the Regional Schools Committee hopes to continue its outreach to members from across the state and to develop training for the needs identified and to identify key issues to make our regional districts, many of which are small and rural, places that promote student achievement and well-being.

Respectfully submitted, Dina Sullivan
Triton Regional School Committee, Chair, 2019

report of executive director

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cial media, Dorothy Presser who created and presents our District Governance work, Jim Hardy who oversees training and professional development and Liz Lafond who covers Western Massachusetts. They were joined this year by Kathleen Kelly who oversees policy, and all of them double as resources to members whenever you call or need assistance at a meeting. As always, we are represented by General Counsel Stephen J. Finnegan who is now in his 42nd year handling both our legal and lobbying efforts.

And in conclusion, this year we also bid farewell to two of MASC's longtime field directors: Mike Gilbert, who guided members on the North Shore to their better selves, and

who also served as MASC's inhouse policy and legislative tracking director; and Patricia Correia, who advised Connecticut Valley and Berkshire Division district members on their roles and responsibilities and how to maintain focus on student achievement. Between their staff years at MASC and their years of school committee service (Mike on the Holliston and Whittier Voc. Tec. School Committees and Pat on the Springfield School Committee) they have given 70 years of their lives to MASC. Adios amigos.

Glenn Koocher
Executive Director

recommended for life membership

CATHERINE ENGLEHARDT

Cathy Englehardt served on the Hatfield School Committee for 18 years, after winning her first election in 2001. Over the years she served as a mentor for many newly elected members of the Committee. She served several terms as both the Vice Chair and Chair, and showed leadership on many critical issues, including the building of the new Hatfield Elementary School, hiring four superintendents and participating in discussions with local leaders around issues of potential areas for consolidation so that school district funds could be more effectively used to provide students with the best educational experience possible.

She served on every subcommittee of the Hatfield School Committee, including Finance, Maintenance, Policy, and Negotiations and as the Committee's representative on the Town's Capital Planning Committee. Cathy was honored with the Smith Academy Homecoming Award in 2016. Cathy also served as Hatfield's representative to the Hampshire Educational Collaborative for over a decade and was a longtime Division V officer on the MASC Board of Directors.

She also served as a volunteer in the Hatfield Public Schools for 28 years, volunteering in PreK and K classrooms, in the library and office, chaperoning field trips, and assisting with the annual school musical where she worked with costuming and served as the ticket-master, running the box office for many years.

Cathy has been a CCD teacher and Vacation Bible School teacher in Hatfield, and with her husband has been very active in the Cub and Eagle Scouts.

CLAIRE FREDA

Claire M. Freda had her first association with MASC in 1987 as a newly elected Leominster school committee member serving eight years before moving on to the city council where she remains today. As a member of the Local Government Advisory Commission for most of the past 20 years, she has advocated for municipalities and fostered a close working relationship with MASC, often mentoring new officers as they come onto the statewide issues forum. In her leadership and high profile role she has advocated strongly for public education and for local control, joining with school officials to work on superintendent selection committees, special education, military families and community action for children and their parents and guardians. A former president of the MA Municipal Association, she has been one of MASC's best friends and partners in statewide advocacy. She is recognized for Life Membership for her commitment to public schools going back to her days as a parent advocate.

CAROLYN "CARRIE" GREENE

Carrie Greene served for almost a decade as a Williamstown member of the Mt. Greylock Regional School Committee and was among those instrumental in the transition of her district into a larger unified regional district before retiring from the board earlier this year. Five of those years were spent as the chair. During her public service, her colleagues paid tribute to her intelligence, grace, endless patience, and attention to detail in part because of her successful efforts to secure a new high school for the district. She was an influential member of the Berkshire County Education Task Force.

Carrie served as Division VI Vice Chair and Chair and was awarded MASC's Lifetime Achievement Award in 2016. She is currently the Director of Commencement and Academic Events at her alma mater, Williams College.

SUZANNE KOEHLER

A 25-year member of the Leominster School Committee, Suzanne Koehler's colleagues extol her many contributions to the school and local community. They note her many efforts on behalf of ensuring quality education for every student, with particular dedication to supporting students with special needs.

Her background as an accountant was instrumental in formulating the school budget over the course of many years when financial resources were strained. She also served as Chair of the Finance Committee for the CAPS Collaborative, and was a member of numerous school district committees including the Transportation and Time and Learning Committee. A highly respected member of the Leominster community, Mrs. Koehler also spearheaded a lawsuit to avoid closure of programs for special needs students due to lack of space.

As the Chair of MASC's Special Education Committee, she has been a strong voice for the unique needs of these students. She also carried that message as a long-serving member of MASC's Legislative Committee.

BEVERLEY LORD

A member of the Foxborough School Committee since 2004, Beverley Lord's enthusiasm and passion for education is praised by her colleagues and community members alike. Her dedication to the work of the School Committee and her focus on the best interests of students is unparalleled as is her extensive historical knowledge of the school community and school committee policies, procedures and rules of operation.

Elected to serve as Chair for three terms, she is also the second-longest serving school committee member in Foxborough. She has participated twice in the district's Strategic Planning Working Group to which she provided critical input to the district's strategic plans. She has

continued on next page

also been a longstanding member of the Policy Subcommittee and the school committee liaison to the Recreation Department Board.

A retired longtime educator (French language teacher), Mrs. Lord is also a passionate cultural advocate for programs in the school and community. In 2015, she was honored with the American Association of Community Theater (AACT) Fellow award, a tribute presented to individuals over 65 who have volunteered for community theaters for more than 25 years and who have contributed significantly to the idea and ideal of Community Theater. She also served several years on the Foxborough Arts Council and on the Committee for Public Education for the Arts in Boston.

GEORGE LUOTO

Hudson resident George Luoto could write the book on school committee service and the changing role and responsibilities of school committee members over more than three decades. A 34-year school committee member (19 years on the Hudson School Committee and currently in his 15th year on the Assabet Valley Reg. Vocational School Committee), Mr. Luoto will retire from the school committee this year.

As a member of the Hudson School Committee, Mr. Luoto served multiple terms as Chair and Vice Chair and on nearly every subcommittee during his tenure. On the Assabet School Committee, he also served numerous terms as Vice Chair and was a member of key committees including Superintendent Search, Five-Year Planning, and Contract Negotiations.

Mr. Luoto has also been an active member in the MASC family, serving as a valued resource to Division VIII members and as a frequent participant at MASC events, including many years as the delegate to the Association's Annual Meeting. In recommending him for Life Membership, his colleagues expressed their appreciation for his knowledge and problem-solving skills.

His commitment to Massachusetts students extends beyond the school committee meeting room to the classroom and the athletic fields. Mr. Luoto retired in 2007 from his position as Director/Principal for Career Technical Education in the Leominster Public Schools. A graduate of West Virginia Wesleyan and Antioch University, he

taught English and Accounting in the Peace Corps in Panama. While working at Keefe Technical in Framingham, he was President of the Framingham Spanish Center, a Guidance Counselor and Coordinator of Adult Training Programs. He has also served as a Dean at Massachusetts Bay Community College and as Continuing Education and Career Technical Education Director at Massachusetts Bay Community College.

In his Hudson community, he is a member of the Community Preservation Committee, the Jaycees and a volunteer at the Food Pantry. He has served the United Way in Hudson and is a former member of the Hudson Board of Health and Drug Preservation Task Force. He is the former chairman of Hudson Refugee Committee and the Assabet Valley Refugee Committee. He also volunteered as a youth soccer and basketball coach and as a youth leader from a local church rebuilding homes in Florida after Hurricane Andrew.

ELIZABETH VALERIO

A former member of the Wrentham School Committee (1991-1997), Elizabeth Valerio has been a member of the MASC family for almost 30 years. After working as a teacher and serving on her school committee, she completed her legal education and began the practice of education and employment law. One of the founders of the MA Council of School Attorneys, she offered her services pro-bono as a member of the new member orientation team to educate newly elected members on labor relations and collective bargaining issues. Since 2003, she has trained hundreds of new members, provided guidance and leadership as past president of the Council of School Attorneys and collaborated with MASC in presenting special sessions at our events and conferences. Ms. Valerio has been a frequent and familiar trainer with MASC at new member training programs, special Division meetings and at the Joint Conference, especially around issues of collective bargaining. She also regularly trains management personnel on subjects including interest-based bargaining, civil service law, social media, unlawful discrimination and harassment, and employee issues such as hiring, evaluation, discipline, and discharge.

current MASC life members

Josephine Almeida, Taunton
Clarence Bachand, Bay Path Voc. Tech.
Joanne Barry, Billerica
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
Matthew Di Marco, North Attleboro
Ronald Dobrowski, Brockton
Patricia Doherty, Silver Lake Regional
Stratos Dukakis, Nashoba Regional
Francis Elliott, Quaboag Regional*
Brenda Ennis, Oxford
Charles Fahey, Spencer-East Brookfield
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.*
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.
Elizabeth Lafond, Hatfield
Debra (Bibeau) LaValley, Amesbury*
Carol LePrevost, Lee*
Ronald Levine, Tantasqua Regional
Karl Lord, Tri-County Reg. Voc. Tech.
Shirley Lundberg, Northboro-Southboro Regional
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
Brian O'Connell, Worcester*
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
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*
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
Jo-Ann Testaverde, Georgetown
Evelyn Thoren, Chelmsford
Kate Turpie, East Longmeadow
Steven Ultrino, Malden
Maureen Vacca, North Reading
Nancy Walser, Cambridge
Liz Valerio, Wrentham
Paulette Van der Kloot, Medford
Brendan Walsh, Salem
Marjorie Wojcik, Chicopee

*MASC Past President

Report of the MASC NOMINATING COMMITTEE-2019

The Nominating Committee met on Wednesday, June 18, 2019. Members in attendance were: Beverly Hugo, MASC Immediate Past President, Chair, Ex Officio; Beverley Griffin Dunne, Peabody/Essex Tech. (Division I); Diane Baum, Acton-Boxborough Reg. (Division II); Barbara Davis, Holbrook (Division III); Katherine Hennessy, Marlborough (Division IV); Mildred Lefebvre, Holyoke (Division V); Andrea Wadsworth, Lee (Division VI); Patrick Murphy, Barnstable (Division VII); Don Erickson, BayPath Reg. Voc. Tech. (Division VIII); Joshua Amaral, New Bedford (Division IX); Virginia Simms-George, Assabet Reg. Voc. Tech. (Minority Caucus)

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 on Friday, November 8, 2019 at the Resort and Conference Center in Hyannis.

Respectfully submitted,
Beverly Hugo, Chair, Ex Officio

Nominated for President-Elect

B. ELLEN HOLMES, ASHBURNHAM-WESTMINSTER REG.

In her twenty-second year as a member of the Ashburnham-Westminster Regional School Committee, Ellen Holmes has been in the forefront of MASC's drive to advocate for regional school issues, including concerns surrounding transportation, funding and governance. As MASC's Vice President, she has been a strong proponent for MASC positions on several pivotal Department of Education commissions and working groups, including the Safe & Supportive Schools Commission, Committee of Practitioners, Education Stakeholders Working Group, Adolescent Literacy Task Force and Pilot Schools Conference. Ms. Holmes has also been a forceful advocate on several MASC subcommittees, including Student Assessment; Legislative; Special Education; Advocacy; MIAA-Lacrosse (Boys & Girls); and Regional Schools, for which she served as chair 2004-2018. She has also represented MASC at the State House as a member of the Local Government Advisory Council ('09; '10; '19). In Boston, she has lobbied the legislature for adequate education funding, charter school reforms and regional school district needs.

A frequent participant at MASC events, Ms. Holmes has appeared on a number of Joint Conference Panels on topics including Superintendent Searches, Special Education-Autism, Regional School governance, budgeting and transportation, Rural Schools, Budget Oversight. Previously as Division IV chair, Ms. Holmes organized critical issue panels on the Opiate Crisis, the Foundation Budget Review Commission recommendations, and MSBA & MA DOER as well as MASC Delegate Assembly and Resolutions Clinic, Special Education Legal Issues, Charter School Funding, Special Education Transportation, GIC, PARCC and "What's Driving Education – Access/New Ideas to Fuel Transportation Fleets. She has also served as a Techspo Judge at the Massachusetts Skills USA competition for eleven years.

On her local committee, she has served as Secretary; chair of the following Committees: Superintendent Search (and Administrator '03 & '15), Legal Services ('01-present), Sick Leave Bank ('09-present), Technology (1999 – '02), Superintendent Evaluation (1999 & 2003) and Investment ('17-). She has also been a member of Sick Leave Bank, Technology, Transportation, Legislative Liaison,

Interscholastic Athletic, Budget, Full Day K, Policy Sub, School Committee Handbook, District Wellness Committee, and AWRSC Representative on Ashburnham Infrastructure Committee, CAPS Collaborative (Vice Chair) and FLLAC Collaborative. Ms. Holmes also serves as President of Oakmont Youth Soccer, Secretary of the Gordon E. Erickson Memorial Fire Rescue Foundation, participant in the Yankee Street Fair and Westminster Town Benefit and Investment Financial Advisory Committee Chair in addition to her role as Church Moderator of the First Congregational Church of Westminster.

A proud graduate of Seekonk High School, Wheaton College (BA) and Providence College (MA), Ms. Holmes and her husband, Roger Hoyt, are parents to three children, two of whom are on the autism spectrum and are civil engineering college graduates.

Nominated for Vice President

DENISE HURST, SPRINGFIELD

A Springfield native and member of the Springfield 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, prior to joining the MASC Executive Committee in January 2019 as Secretary-Treasurer.

Ms. Hurst has attended and presented at numerous MASC workshops, including as a presenter at the Joint Conference on sessions on school breakfast programs and creating inclusive schools and as a moderator at the 2018 Poverty Summit. She has also attended and presented at multiple NSBA Annual Conferences, including where for several years she has represented MASC at the National Delegate Assembly. She has been an active participant at NSBA's Federal Relations/Advocacy Institute and the newly formed NSBA Equity Symposium. She has served as a delegate to MASC's annual meeting (2010-present) and as Secretary-Treasurer of Division V from 2014-2017.

On her school committee she has served in numerous capacities, including as the Committee's vice chair; chair of the Curriculum & Programs, and Legislative & Contracts subcom-

mittees, and as a member of the Budget & Finance, Vocational Education, Technology, and Parent Concerns committees.

Ms. Hurst's commitment to students and families throughout the Pioneer Valley extends well beyond her school committee service. She volunteers and serves on various boards. She holds Commissioner Emerita status for the Massachusetts Commission on the Status of Women, serves on the board of the Women's Fund of Western Mass, Pioneer Valley Planning Commission and the Springfield Regional Chamber of Commerce. Ms. Hurst is an inaugural graduate of Leadership Institute for Political and Public Impact, Women's Fund of Western Massachusetts, a member of the League of Women Voters, and a graduate of the 62nd Citizens' Legislative Seminar, Massachusetts Senate.

In her professional capacity she served as the Site Director for the Massachusetts Department of Mental Health, as well as the Assistant Director/Regional Manager of the Massachusetts State Lottery Commission. In December 2018, Denise was appointed by President Dr. John B Cook to Vice President of Advancement and External Affairs at Springfield Technical Community College.

A graduate of UMass-Amherst with a B.A. in psychology, she also received an MSW from Springfield College. Her achievements and contributions to Springfield and Pioneer Valley communities have been honored on numerous occasions including recognition as the 2013 MASC All-State School Committee member; BusinessWest's 40 under Forty Class of 2014; 2015 was listed among 100 Women of Color in New England and Top 25 Women to Watch in Western Massachusetts and most recently in 2019 named Woman of The Year by Greater Springfield Professional Women's Chamber. Denise resides in Springfield with her husband, Springfield City Council President Attorney Justin J. Hurst, Sr. and their two sons, Justin Jr. and Jackson Douglas, both whom are students in the Springfield Public School System.

Nominated for Secretary-Treasurer

STACEY RIZZO, REVERE

A nine-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 five 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) and most recently as Chair of Division II (Metropolitan). 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 benefitted from her energy and commitment, including her service on numerous neighborhood improvement and safety committees and as an effective promoter of leadership and parent training initiatives. As a former PTA president, paraprofessional and current school committee member, Stacey has been a part of the Revere school community for the past 28 years.

Stacey has been married to the very patient John Rizzo for 33 years. They are proud parents to three successful sons and in January became blessed with two sweet and feisty granddaughters.

President 2020

DEBORAH DAVIS, NORTHEAST METROPOLITAN VOC. TECH.

A 23-year member of the Northeast Metropolitan Vocational Technical School Committee, Deb Davis has been a stalwart and effective champion for high quality 21st century vocational programs for all students. She has been a member of the MASC Board of Directors since 2009, when she was elected chair of the vocational division (Division VIII), having previously served as its vice chair and secretary. She has also served on a number of MASC Committees including Resolutions and Nominations, and served as a representative to NSBA's Federal Relations Network and the MA Interscholastic Athletic Association. She is currently serving on the Board Of Directors of the MIAA.

Ms. Davis has also attended and presented at numerous MASC conferences, serving as Northeast Metro's Tech's representative to the Delegate Assembly, and chaired sessions on vocational education best practices at the annual joint conference. She has also attended multiple NSBA Annual Conferences, the Federal Relations/Advocacy Institute and, earlier this summer, the NSBA Equity Symposium.

On her school committee, she is currently serving as Chairperson and has also served as secretary and as well as chair of its Negotiation, Budget and Hall of Fame Committees. She is currently serving on the School Building Committee as Northeast looks to build a state of the art Vocational School in the near future.

She has been an active member of the Woburn Little League Board of Directors and has chaired the Woburn High School All-Night graduation party for the past 13 years.

A graduate of Northeast Metro Tech. (Drafting and Design), Davis received a degree in Architectural Engineering from Wentworth Institute of Technology. Professionally, she has been a designer for In/Ex Design Group and is the owner of the Deborah P. Davis Architectural Design firm. She also works in guest relations at TD Garden and as a gate agent/trainer for Delta Airlines.

Deb has been married for 35 years to Eric and they have 4 children, Eric Jr. and his wife Ashleigh, Andy and his Fiancé Colleen, Katie and Courtney. They recently welcomed their first grandchild, Hayes, to the family and look forward to their new roles as Noni and Gumpy.

report of the resolutions committee

The members of the Resolutions Committee met on June 27, 2019 to consider resolutions proposed by member districts and the MASC Board of Directors for consideration at the 2019 Annual Meeting of the Association. Members present were: Margaret Hughes, Narragansett Regional; Denise Hurst, Springfield/MASC Secretary-Treasurer; Laura Fallon, Northampton; Irene Feliciano-Sims, Holyoke; Mildred Lefebvre, Holyoke/MASC Minority Caucus Chair; Barbara Davis, Holbrook; Kim Hunt, Plymouth; Wendy Rua, Agawam; Bill Fonseca, East Longmeadow/MASC Division V Chair; Denise Schultz, Franklin; Jake Oliveira, Ludlow/ MASC President-Emeritus; Beverly Hugo, Framingham/MASC Past President; Paul Schlichtman, Arlington/ MASC Past President; Devin Sheehan, Holyoke/MASC President; Deborah Davis, Northeast Metro Voc. Tech./ MASC President-Elect and Chair of the Resolutions Committee

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

RESOLUTION 1: Banning Polystyrene from Schools

(Submitted by the Silver Lake Regional School District, including the School Committees of Kingston, Plympton, and Halifax)

WHEREAS: The United States Department of Education Green Ribbon Schools was created in 2011 to recognize schools efforts to reduce environmental impact and cost, improve the health and wellness of schools students, and staff, and provide effective environmental and sustainability education; and

WHEREAS The Commonwealth of Massachusetts in conjunction with twenty other states joined together to form the United States Climate Alliance to support the Paris Agreement and through continued legislative and executive actions has demonstrated the Commonwealth's commitment to environmental protection; and

WHEREAS: Expanded polystyrene foam manufacturing process releases pollution into the atmosphere, expanded polystyrene foam has been shown to be non-biodegradable and has the ability to be persistent in the environment for thousands of years, expanded polystyrene foam breaks down into "pearls" which are often ingested by marine life and introduced into the food chain; and

WHEREAS: Expanded polystyrene foam is made with styrene, a chemical the Department of Health and Human Services has deemed as reasonably anticipated to be a human carcinogen, and the use of expanded polystyrene foam in food and beverage containers, especially containers holding hot or acidic food, have been shown to leach styrene into food and beverages;

THEREFORE BE IT RESOLVED THAT: MASC urge the Commonwealth of Massachusetts to ban the use of expanded polystyrene foam cups, bowls, plates and trays from Massachusetts Public Schools by the 2022-2023 school year.

RATIONALE Proponents cite the presence of toxins, including carcinogens in polystyrene and note that containers manufactured with this substance can be found in food and beverage containers that might pose a risk to students and others.

RESOLUTION 2: Pertaining to Educator Diversity and Professional Licensure

(Submitted by the Arlington School Committee)

WHEREAS: Current research clearly demonstrates that public school students benefit from a diverse teaching staff; and

WHEREAS: Massachusetts districts are challenged to attract a diverse teaching staff; and

WHEREAS: Attracting diverse candidates often involves recruiting candidates from outside Massachusetts; and

WHEREAS: Massachusetts licensure requirements, including the Massachusetts Tests for Educator Licensure (MTEL) requirements, serve as a disincentive for candidates looking to relocate to take a teaching position; and

WHEREAS: Test administration is conducted in centers that are often inaccessible without a car; and

WHEREAS: The cost of testing can be a barrier to potential applicants; and

WHEREAS: There is no evidence the MTEL is a reliable or valid measure of successful practice as an educator; and

WHEREAS: School districts are capable of selecting qualified candidates for teaching positions, as well as supervising, evaluating, and deciding on whether to retain the services of probationary candidates; and

WHEREAS: The Board of Elementary and Secondary Education governs educator licensure in Massachusetts; and

WHEREAS: Practicing educators and school committee members are prohibited from serving on the Board of Elementary and Secondary Education; and

WHEREAS: The teaching profession is the only profession or trade in Massachusetts where the holders of a license are prohibited from serving on its governing board;

THEREFORE BE IT RESOLVED: that the Massachusetts Association of School Committees calls for the elimination of the MTEL and the MA Performance Assessment for Leaders (MaPAL) as licensing requirements for educators; and

BE IT FURTHER RESOLVED: that the Massachusetts Association of School Committees calls for the governance and licensure of professional educators to be vested in a board comprised of licensed educators.

RATIONALE: The licensure of Massachusetts educators is governed by the Board of Elementary and Secondary Education. The oversight of licensure by non-educators has resulted in a complex, difficult licensure system that discourages qualified candidates from applying for licensure and employment in Massachusetts. Recruiting a diverse, qualified cohort of new educators will be enhanced if the barriers presented by MTEL are removed, and if licensure regulations and standards are placed in the hands of a committee of educators. An expanded explanation in support of this resolution can be found on the MASC web site.

RESOLUTION 3: School Transportation

(Submitted by the Hudson School Committee and revised by the Resolutions Committee)

WHEREAS: Among the transportation cost concerns for school districts is the lack of competition for bus contracts for regular day ("yellow bus") services, as well as costs for special education transportation; and

WHEREAS: Competition for transportation contracts has decreased over the years; and

WHEREAS: The transportation industry has been contracting and now has fewer competitors; and

WHEREAS: M.G.L. c. 71, § 7C prohibits certain uses of regional transportation authorities to provide school district transportation services, and

WHEREAS: M.G.L. c. 30B § 5 requires acceptance of the lowest cost bid; and

WHEREAS: Other factors beyond cost, such as past performance, cannot be considered when accepting a bid; and

WHEREAS: Many smaller districts only receive 1 bid when soliciting transportation contract proposals; and

WHEREAS: No action on this subject has been taken to increase competition; and

WHEREAS: Elimination of M.G.L. c. 71, § 7C would free the school districts and Regional Transportation Authorities to collaborate on plans to provide safe and efficient transportation alternatives that lessen the financial impact on both the districts and the Commonwealth, and

WHEREAS: The lack of bidders on school transportation contracts requires a deeper analysis by the appropriate state officials;

THEREFORE BE IT RESOLVED THAT: In order to promote greater competition for bus service contracts and improve performance, MASC calls for the creation of a working group to advise the Legislature on the best solutions to support greater competition and higher performance from transportation companies.

BE IT FURTHER RESOLVED THAT: In order to promote greater competition for bus service contracts, the Legislature should eliminate M.G.L. c. 71, § 7C, and authorize a deeper analysis into the lack of bidders on school transportation contracts.

RATIONALE: Additional information can be found on the MASC web site.

RESOLUTION 4: Climate Change

(Proposed by the Resolutions Committee)

WHEREAS: We believe America is a great nation and has a proud heritage of addressing humanity's most pressing problems;

WHEREAS: We believe it is important to advocate for climate action leading to climate restoration to curtail one of the greatest threats facing communities throughout the world; and,

WHEREAS: We believe that climate change is not a partisan issue and that local, state, and national policies should be guided by the best available science; and,

WHEREAS: There is a broad scientific consensus among climate scientists that human activities, contributing to increases in greenhouse gas emissions, are the dominant cause of climate change;

WHEREAS: Children represent a particularly vulnerable group because greenhouse gases emitted into the atmosphere will continue to accumulate over the coming decades and will profoundly impact our current students throughout their lives, as well as the lives of future generations; and,

WHEREAS: MASC recognizes climate change as a generational justice and human rights issue; and,

WHEREAS: Climate change is a social justice and equity issue. While climate change impacts all people and disproportionately impacts all young people and future generations, it disproportionately affects people of color and people in poverty, thereby exacerbating existing inequities and limiting equality of opportunity which is a foundational aspiration for modern America;

WHEREAS: The global impact, urgency, and magnitude of the challenge of addressing climate change calls for leadership in all sectors of society, all institutions and all elected leaders; and,

WHEREAS: National and state elected leaders working in a bipartisan fashion to enact carbon pricing policies could quickly and substantially reduce human-made greenhouse gas emissions; and,

WHEREAS: MASC recognizes and understands the significant negative impact that rapid and ongoing climate change has on America's schools, students, and their communities.

THEREFORE BE IT RESOLVED THAT: MASC calls on Congress to take swift and effective action on climate change to protect current and future students.

BE IT FURTHER RESOLVED THAT: MASC advocates for funding for school infrastructure need and emergency funding for disaster relief caused by natural catastrophes and extreme weather events.

RATIONALE: This resolution represents a call by advocates for action on climate change at the federal level and for state funding to anticipate the climatological implications and the emergencies they might cause.

RESOLUTION 5: Full Funding of Transportation Costs for Students in Foster Care And State Care

(Submitted by the MASC Board of Directors)

WHEREAS: FY18 was the first year Massachusetts added the category of transportation for foster children educated in the school or district of origin and subject to transportation to its reporting of education expenses by district, and the reported total was over \$3.2 million; and

WHEREAS: Federal and state law require the ability for students in foster or state care to stay not just in their districts of origin but also in their schools of origin; and

WHEREAS: The nature of foster care and state care placements has changed significantly within the past several decades; and

WHEREAS: School districts do not have control over whether a foster care student is placed into or removed from the district; and

WHEREAS: Section 7 of Chapter 76 of the Massachusetts General Laws, established over a century ago, obligates the Commonwealth to reimburse districts for the cost of educating students in foster care and state care;

THEREFORE BE IT RESOLVED THAT: the Commonwealth should fully reimburse transportation funding for children in foster care and state care. DCF and DESE must complete the process to provide proper documentation for the Commonwealth to receive reimbursement for transportation expenses under Title IV-E of the Social Security Act.

BE IT FURTHER RESOLVED THAT: MASC advocate the Massachusetts General Court to properly calculate and assume the full expense of providing educational services to

students in foster care and state care including the costs of assessments, regular day and special education services as well as out-of-district placements, transportation and mental health services.

RATIONALE: Because the foster care population is fluid, it is difficult for a school district to budget properly for unexpected transportation costs of students in foster care or state custody. Direct and full funding of transportation will remedy these problems while equitably and accurately allocating costs. The State Auditor notes the Commonwealth's failure to provide funding for the transportation of foster care students may be an unfunded mandate under the Local Mandate Law, G.L. c. 29, § 27c. This is a similar situation to that of the McKinney Vento finding by Auditor Bump in 2011-2012. As the requirement is tied to federal funding under Title I, the need to provide transit to these students means this could potentially be a requirement passed by the state to local districts without offsetting funding. Massachusetts received over \$220 million in Title I, Part A grants in each of the fiscal years 2016, 2017, and 2018.

While the reimbursement only offers a portion of the funds expended, it could help offset some of the expenses incurred by school districts to comply with state and federal laws. We applaud DCF and DESE for the effort underway to modify the federal plan to allow for reimbursement to Massachusetts for expenses incurred by school districts.

This resolution explicitly recognizes that "education expenses" include all education-related costs associated with the imposition of federal requirements and the decision-making of the Department of Children and Families (DCF) regarding each foster child's residential situation. Direct state funding of these services will allow for a more accurate allocation of funds to affected communities. Funding from the state will also lessen the administrative time lost by central office staff trying to determine the district financially responsible for each student and seeking reimbursements after the fact. Estimated total costs less the estimated existing payments would net to approximately \$56 million annually. More accurate data on student placements would sharpen this estimate.

RESOLUTION 6: Universal Quality Pre-Kindergarten Access in Massachusetts

(NOTE: This Resolution is a reaffirmation of a 2014 Resolution, submitted by the Framingham School Committee)

WHEREAS: In Massachusetts as many as four out of ten students lack access to a formal, early education and care program; and

WHEREAS: Advocates have cited as many as 25,000 low income children are in need of financial assistance for early education and care; and

WHEREAS: Low income students who participate in quality early education and care programs are 40% less likely to be held back a grade or need Special Education, and 30%

more likely to graduate high school twice as likely to attend college; and

WHEREAS: Better language, social and behavioral skills are obtained by attending a quality pre-school; and

WHEREAS: Children that attend pre-schools are shown to demonstrate tangible lifelong results for future success;

THEREFORE BE IT RESOLVED THAT: MASC file or support legislation that will provide a sufficient appropriation for universal pre-K in Massachusetts and will achieve the actions necessary to provide access to good, quality universal pre-K for all children in Massachusetts.

RATIONALE: This resolution would help ensure that our underserved population of 3 and 4-year-olds will be provided with the supports and services necessary for school readiness and lasting success in the classroom and for future success. Knowing that these strategies are documented in increasing student success, our resolution will level the playing field by helping to ensure equity and beginning the process of closing the achievement gap for this vulnerable cohort of children.

RESOLUTION 7: Poverty and Children

(Note: This Resolution is a reaffirmation of a 2015 Resolution. Submitted by the Framingham School Committee.)

WHEREAS: One third of the children in Massachusetts are living in or near poverty; and

WHEREAS: The perils of poverty include putting students and families at risk for health, social and emotional and educational disadvantage; and

WHEREAS: Students in poverty and at social and emotional risk face obstacles and impediments to their success that other students do not confront; and

WHEREAS: There is a direct link between poverty and student and district academic performance, demanding our attention and our diligent efforts to address them; and

WHEREAS: The eradication of poverty among children is essential to generating a strong economy and vibrant society;

THEREFORE BE IT RESOLVED THAT: The Massachusetts Association of School Committee will prioritize, as a matter of its public policy agenda, and file for and support legislation to support the eradication of poverty among children in Massachusetts and advocate for social and economic justice for students and their families that will include:

- Support for a revenue stream that supports social and economic priorities for children and families.
- Support for state program and services that serve children at greatest social and emotional risk which are easily accessible to students and families.

- Advocacy for nutrition programs that eradicate hunger among children.

- Advocacy for healthcare including vision, hearing, dental and mental health through accessible service providers.

- Support for pre-kindergarten programs for all children.

- Advocacy for increasing educational opportunities for children to grow both inside and outside of school.

RATIONALE: This resolution would help ensure that our underserved population of school children will be provided with the supports and services necessary for lasting success in the classroom and in their future. Knowing that by eliminating the ravages of poverty, these strategies have been proven to increase positive student outcomes, this resolution will level the playing field by helping to ensure equity and to close the achievement gap for this vulnerable cohort of children.

RESOLUTION 8: Resolution for Access to Menstrual Supplies

(Submitted by the MASC Resolutions Committee)

WHEREAS: Schools have an obligation to serve all students equitably. Every student deserves the reassurance that their school restrooms are outfitted with necessities to accommodate their biological needs. Yet, for roughly half the US student population, there is a glaring exception to this commitment: menstrual hygiene products; and

WHEREAS: Menstrual hygiene products are basic necessities, and the inability to access them affects a student's freedom to study, be healthy, and participate in society with dignity. Studies have shown that when students lack access to menstrual hygiene products they skip or miss class, face embarrassment or objectification because of period stains, and are limited both academically and socially; and

WHEREAS: Access to menstrual products could be cost prohibitive to many students and menstruating is not a luxury but a biological process that necessitates the use of costly products; and

WHEREAS: No student should miss a day of school because they feel ashamed or they do not have access to menstrual products; and

THEREFORE BE IT RESOLVED THAT: MASC work with state and federal legislatures to provide additional funding to provide free access to menstrual products from the school nurse and in restrooms and locker rooms.

RATIONAL: Proponents assert that menstrual supplies are basic necessities which some students may not have on hand in school at any particular moment or may not be able to afford in general. They view these items, similar to other products found in nurses' offices or in restrooms, as basic, essential commodities for everyday use that should be available to all students without charge.

RESOLUTION 9: Charter School Reform

(Submitted by the MASC Board of Directors)

WHEREAS: In many cities and towns, Commonwealth charter schools are imposed upon communities or subject to expansion over their objections, without local representative oversight, and without regard to the impact such a charter school would have on the education of children in the public schools; and

WHEREAS: Charter schools are always fully funded by the sending districts enrolling students there while the charter school mitigation fund is subject to appropriation and has not been fully funded in years; and

WHEREAS: Charter schools may retain up to 20 percent of their operating budget and capital costs in reserve funds, regional schools may retain only 5 percent of any surplus funds in reserve, while district schools must return 100 percent of any unspent funds to their municipality; and

WHEREAS: Without substantial reform of Commonwealth charter school financing, recruitment of students, equitable charter school enrollment of representative segments of the population of economically disadvantaged, special education, and disabled students remediation of the adverse impact of charter schools cannot be addressed;

THEREFORE BE IT RESOLVED THAT: the Massachusetts Association of School Committees seek legislative action to both address the deleterious effects of charter school funding on certain municipalities and school districts across the state and approve a comprehensive set of reforms that includes:

1. Establishment of strict guidelines or regulations to require that charter schools enroll representative cross sections of students residing within the school service areas.

2. Reporting of accurate numbers of students who leave charter schools to return to the sending districts or district of residence.

3. Requiring the MA Department of Elementary and Secondary Education to retain and report accurate data on enrollment of students with learning disabilities, physical disabilities, economic disadvantage, emotional disability and status as racial and linguistic minorities.

4. State requirements that all charter schools be funded in full by the Commonwealth rather than by expropriation of Chapter 70 education aid from the sending cities, towns and regions.

5. State funding in full of any mitigation funds created to offset the loss of state funding for students who become students in charter schools.

RATIONAL: 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.

proposal to amend the masc by-laws

The Board of Directors of the Association has recommended to members that the by-laws of the Association be amended as follows:

It is proposed that Article VII (Election of Officers), subsection 2 (Nominating Committee) be updated to reflect the addition of the Minority Caucus representative on the Board of Directors and as a representative on the Nominating Committee.

Current language reads as follows:

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. One of such persons shall be a past President, who shall serve as Chairman of the Nominating Committee, four shall be Division Officers and five shall be members of school committees which are

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

Proposed language reads as follows (new language in bold face)

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.

MASC presidents, 1947-2019

- 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**, Tyngham
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

MASC By-laws as amended through November 9, 2018

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

Minority Caucus

Committees in Division VIII and Division IX shall be members of the appropriate geographical division as well as the Vocational Technical Schools Division and/or the Urban 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. One of such persons shall be a past President, who shall serve as Chairman of the Nominating Committee, four shall be Division Officers and five shall be

members of school committees which are active members of the Association. The four 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 ac-

tive 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 indemni-

fication, (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
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
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

Abington
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 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
Melrose
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

Division 1, in collaboration with the Metropolitan Division, held a special forum on school safety and addressing critical incident reports as guests of the Revere School Committee. A panel of experts spoke about emerging trends and steps districts should take around emergencies and situations that jeopardize student safety. The Division sponsored a well-attended new member orientation as guests of Essex Tech and welcomed over 50 new members to the Association. In addition, division members brought cohorts of students to Day on the Hill and joined their school committee mentors to lobby representatives and senators at the State House.

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

DIVISION II–Metropolitan

In addition to the forum on school safety at Revere High School, the Division co-sponsored a leadership program for student representatives and a New Member Orientation hosted by the Everett Public Schools and a second orientation program as guests of the Minuteman School Committee in Lexington. Division members also focused on the new and evolving state accountability and assessment standards and were among those helping to plan the Equity Forum as part of the highly successful MASC Summer Institute.

Respectfully submitted,
Stacey Rizzo, Chair
Revere School Committee

DIVISION III–Southeast

Division III continued its tradition of meeting to brief members on pending conference resolutions. In addition, a second meeting brought together representatives from 18 member school committees to review progress on state funding, the foundation budget, and pending litigation to seek a constitutional basis for expanded school budgets. Two state legislators joined the members for a full briefing on pending bills. A New Member Orientation were held at Southeastern Vocational Technical School as guests of the school committee and at Whitman Hanson Regional High School. Members look forward to working with Franklin's Denise Schultz who will take over as Chair of MASC's Legislative Committee for the 2019-2020 year.

Respectfully submitted,
Jason Fraser, Chair
Silver Lake Regional School Committee

DIVISION IV–Central

Division IV brought together representatives from 30 districts for a forum on school start times that was held in Marlborough and welcomed members from the CT Valley, Metropolitan, and NE Massachusetts school committees for a briefing and interactive discussion on the best scheduling strategies for older students. In addition, the Division organized a new member orientation as guests of the Assabet Valley Regional Technical School Committee. Concurrently, and following a practice that is gaining in popularity, the Division officers hosted a student leaders program to bring student school committee members together for a brainstorming and public policy discussion.

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

DIVISION V–Connecticut Valley

Division V collaborated with the Minority Caucus for an October briefing on Delegate Assembly resolutions, legislative issues and student concerns. In addition, the Division held a special briefing on Chapter 70 as guests of the Pioneer Valley Regional School Committee in Northfield. New Member Orientations were held in Northampton to piggyback on a well-covered press conference that addressed school funding and priorities for the new legislative year. Another multi-region meeting was held in collaboration with Montachusett Tech to look at new programs in technical education.

Respectfully submitted,
William Fonseca, Chair
East Longmeadow School Committee

DIVISION VI–Berkshires

Division VI continues to facilitate the work of the Berkshire County Education Task Force that has been wrestling with the confluence of declining enrollment, economic concerns, and fiscal challenges. The task force met regularly throughout the year to study issues that are similar to those in the state's rural districts, Cape Cod, and Franklin County. In October, the Division hosted a special summit on finance at which the basics of Chapter 70 and the advocacy strategies for funding were presented to a large gathering of Berkshire, Franklin, Hamden and Hampshire County school committee members and municipal budget makers. State Representatives Smitty Pignatelli, and Tricia Farley-Bouvier joined Senator Adam Hinds to lead the discussion on pending legislation. Later in the year, the division leadership team met in Boston with ranking legislators to pursue revisions to the Foundation Budget and overall funding for small and rural districts.

Respectfully submitted,
Andrea Wadsworth, Chair
Lee School Committee

DIVISION VII—Cape and Islands

Division VII joined with the Cape Cod Collaborative to host a division-wide legislative forum in Barnstable at which the full legislative delegation was present including Representatives Sara Peake, Randy Hunt, William Crocker, Timothy Whelan, David Vierra and Senator Julian Cyr spoke to school committee members and administrators on school funding, regional transportation, small district concerns, and the unique economic facets of Cape Cod. Also, division leaders welcomed members to a September orientation as guests of the Upper Cape Tech school committee.

Respectfully submitted,
Phillip Morris, Chair
Dennis-Yarmouth Regional School Committee

DIVISION VIII—Vocational-Technical

Division VIII hosted or co-hosted orientations for members at Assabet Valley, Upper Cape Tech, Essex Tech, Baypath Vocational Technical School, and Cape Cod Technical School. More than 200 new school committee members learned of their roles and responsibilities as guests of these vocational technical schools. In addition, in January, the Division sponsored a meeting outlining the process that Montachusett Vocational School followed to add a new program in veterinary technology. Division leaders also identified pending changes to Chapter 70 that might divert funds away from technical schools and prepared a working paper for Congress on the Perkins Vocational Education Act. Division VIII continued its active presence with the Skills USA program serving as statisticians, facilitators and judges in the statewide competition. Massachusetts can boast 18 national gold medal winners and over two hundred competitors in the national skills competition in Louisville, KY.

Respectfully submitted,
Donald Erickson, Chair
Bay Path Vocational Technical School Committee

DIVISION IX—Urban

Division IX, our Urban Division, co-sponsored several orientations and division meetings, encouraging urban district members to focus on programs on school start times, vocation and technical education, foundation budget adjustments, and the pending litigation to increase funding for public education. The Division was part of the Equity Summit and was well represented among the members who participated in Day on the Hill in May. The Division also drove attendance at new member orientations where urban districts, acting as co-sponsors, provided more than 30% of the attendee base.

Respectfully submitted,
Joshua Amaral, Chair
New Bedford School Committee

MINORITY CAUCUS

In addition to sponsoring several division meetings and new member orientations, the Minority Caucus members were active on the state front and with the National School Boards Association with membership on the National Hispanic Caucus board of directors. The division sponsored the development of a promotional video that will be used as part of an effort to identify potential members and expand the base of the group. A special area of focus, identified in early 2019, but expected to increase in action over the fall is the coming 2020 Census. Outreach was made to the Office of the Secretary of State to maximize participation of families in the census based on the large undercount of children from birth to age 5 and the potential to generate enough population growth to protect the size of the state congressional delegation. A Fall 2019 meeting addresses community engagement, leadership, and LGBTQ students.

Respectfully submitted,
Mildred Lefebvre, Chair
Holyoke School Committee

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