

November 7, 2020



75th ANNUAL MEETING
DELEGATE MANUAL
and 2020 Annual Report

massachusetts association of school committees
one mckinley square, boston, ma 02109
www.masc.org

Delegate Manual

The 75th Annual Meeting of the Massachusetts Association of School Committees, Inc.

One McKinley Square, Boston MA 02109 • (617) 523-8454; (800) 392-6023 • www.masc.org

MASC BOARD OF DIRECTORS

President: Deborah Davis, Northeast Metro Tech.

President-Elect: B. Ellen Holmes, Ashburnham-Westminster Reg.

Vice President: Denise Hurst, Springfield

Secretary-Treasurer: Stacey Rizzo, Revere

Immediate Past President: Devin Sheehan, Holyoke

Division I: Beverley Griffin Dunne,
Peabody/Essex North Shore Ag/Tech.

Division II: Diane Baum, Acton-Boxborough Regional

Division III: Jason Fraser, Silver Lake Regional

Division IV: Michelle Bodin-Hettinger, Marlborough

Division V: Lauren Fallon, Northampton

Division VI: Andrea Wadsworth, Lee

Division VII: Nicole Bartlett, Mashpee

Division VIII: Donald Erickson, Bay Path Reg. Voc. Tech.

Division IX: Irene Feliciano-Sims, Holyoke

Minority

Caucus: Mildred Lefebvre, Holyoke

MASC Staff

Executive Director

Glenn Koocher

Communications Director

Jenifer Handy

Field Director

Jim Hardy

Field Director

Kathleen Kelly

Field Director

Elizabeth Lafond

Field Director

Tracy Novick

Field Director

Dorothy Presser

Graphic Designer

Kari MacCormack

Member Services Coordinator

Ann-marie Martin

Operations & Marketing Coordinator

Sam Cheesman

General Counsel

Stephen J. Finnegan

contents

Procedures and Rules.....	2
Agenda	2
Minutes of the 2019 Annual Meeting.....	3
Report on 2020 Legislative Action.....	6
Annual Report of the President.....	7
Annual Report of the Executive Director	8
Annual Report of the Auditor	9
MASC Budget.....	16
Committee Reports Requiring No Action	
Regional Schools Committee	18
Special Education Committee.....	18
Recommended for Life Membership	19
Current MASC Life Member List	21
Committee Reports Requiring Action	
Nominating Committee	23
Resolutions Committee	25
MASC Presidents, 1947-2020	26
MASC By-Laws	31
MASC Division Listing	36
Annual Division Reports.....	38
Amendment Form	40
MASC Board of Directors and Staff	inside front cover

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.

2020 masc annual meeting agenda

Saturday, November 7, 2020 • Location to be announced

1:00pm — Annual Meeting

- Procedures and Rules
- Minutes of the 2019 Annual Meeting
- Annual Reports of the Officers and Committees not Requiring Action by the Delegate Assembly
 - Report on 2020 Legislative Action
 - Annual Report of the President
 - Annual Report of the Executive Director
 - Annual Report of the Auditor
 - 2020-2021 Budget
 - Regional Schools Committee Report
 - Special Education Committee Report
 - Division Reports
- Committee Reports Requiring Action by the Delegate Assembly
 - Recommendations for Life Membership
 - Nominating Committee Report
 - Resolutions Committee Report
 - Other Business
 - Adjournment

Presiding: Deborah Davis, President
Parliamentarian: Stephen Finnegan, Legal Counsel

minutes of the 2019 annual meeting

The 74th annual meeting of the Massachusetts Association of School Committees, Inc. was called to order at 3:15pm on Friday, November 8, 2019 at the Resort and Conference Center, Hyannis. President Devin Sheehan presided. MASC Legal Counsel Stephen Finnegan acted as parliamentarian. There were 107 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 2018 Annual Meeting

It was moved, seconded and voted unanimously to approve the 2017 Annual Meeting minutes as they were printed in the 2019 Delegate Manual.

Recommendations for Life Membership

It was moved, seconded and voted unanimously to elect Catherine Englehardt, Claire Freda, Carolyn "Carrrie" Greene, Suzanne Koehler, Beverley Lord, George Luoto, and Elizabeth Valerio as Life Members of the Association.

Report of the Nominating Committee

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

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

Vice President– Denise Hurst, Springfield

Secretary-Treasurer– Stacey Rizzo, Revere

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 Deborah Davis moved by several motions the adoption of the following resolutions:

RESOLUTION 1: Banning Polystyrene from Schools

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

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.

The resolution passed, as presented, on a voice vote.

RESOLUTION 2: Pertaining to Educator Diversity and Professional Licensure

(Submitted by the Arlington School Committee)

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.

An amendment was submitted to split the resolution into two discrete resolutions.

The first of these (Resolution 2a) would address the MTEL issue:

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;

The second (Resolution 2b) would address the governance/licensure issue:

BE 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.

The motion to split the resolution was adopted.
Resolution 2a passed, as presented, on a vote of 54-24.
Resolution 2b passed, as presented, on a unanimous vote.

RESOLUTION 3: School Transportation

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

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. A friendly amendment was proposed to amend the second BE IT RESOLVED paragraph above to read as follows:

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

The amendment, as proposed, was accepted.

A second amendment was proposed to add additional language to the revised paragraph, as follows:

BE IT FURTHER RESOLVED THAT: In order to promote greater competition for bus service contracts, MASC will file and support legislation to repeal M.G.L. c. 71, § 7C, and authorize a deeper analysis into the lack of bidders on school transportation contracts. And further, that the law be amended so as to not require the selection of the lowest bidder.

The amendment, as proposed, was accepted.
The resolution, as amended, was adopted.

RESOLUTION 4: Climate Change

(Proposed by the Resolutions Committee)

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.

An amendment was proposed to add the following language (in red) to the resolution:

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

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

The resolution, as amended, was adopted.

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

(Submitted by the MASC Board of Directors)

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.

The resolution, as presented, was adopted.

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)

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.

An amendment was proposed to add the following language (in red) to the resolution:

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

The resolution, as amended, was adopted.

RESOLUTION 7: Poverty and Children

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

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.

The resolution, as presented, was adopted.

RESOLUTION 8: Resolution for Access to Menstrual Supplies

(Submitted by the MASC Resolutions Committee)

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.

The resolution, as presented, was adopted.

RESOLUTION 9: Charter School Reform

(Submitted by the MASC Board of Directors)

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:

- Establishment of strict guidelines or regulations to require that charter schools enroll representative cross sections of students residing within the school service areas.
- Reporting of accurate numbers of students who leave charter schools to return to the sending districts or district of residence.
- 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.
- 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.
- 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.

The resolution, as presented, was adopted.

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.

The proposal to amend the By-Laws, as presented, was adopted.

report on 2020 legislative action

Several years ago, the Legislature changed their rules such that the sessions extend for two years and generally bills are filed and receive a hearing during the first year of the two year session. This year (2021) was the second year of the session when some bills are reported out of the pertinent committees for action by the Legislature.



Chapter 70 is the main account that funds public education. In 2020, 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) was designed

to keep education reform in the forefront of Commonwealth decision makers. The approach proved successful with the passage of the Student Opportunity Act (SOA), the most consequential educational reform since 1993. In his 2021 budget, the Governor proposed funds for the first year of the implementation of the SOA.

This is a most unusual year due principally to the COVID-19 crisis that resulted in closures of schools, business entities and many other venues. The Legislature has extended formal sessions through the end of the year due to the ongoing pandemic. This allows the Legislature to address

pending matters. The FY 2020 budget expired on July 1, 2020 and has been extended by enacting a series of 1/12 budgets as necessary. The House and Senate Committees on Ways and Means recommended a three-month budget commencing August 1, 2020 through October 31 with support from the Governor. The interim FY 2021 budget contains \$16.53 billion. Furthermore, Chapter 70, General Aid to Education, includes a provision, supported by MASC, that ensures funding of not less than the FY 2020 amount. The Legislature and the Governor expect to address a final 2021 budget later this Fiscal Year. There is some light at the end of the COVID tunnel due to an unanticipated increase in July 2020 revenues of approximately seven percent over July of 2019. Hopefully, the month of August and into the future will show similar gains in revenues.

The virus also led to a postponement of the state income tax deadline to July 15, 2020, resulting in less timely information as to income tax receipts. In addition, state lawmakers are waiting for the U.S. Congress to appropriate potentially significant monies to state and local governments. More time for crucial budgetary information could allow for more flexibility in the state budget.

report of the president

No one ever ran for their school committee expecting to deal with the problems 2020 has brought. It has been a perfect storm of social, public health, and political crises that have confronted all of us. To the credit of all of you, school committee members have taken on the difficult tasks of working through the COVID-19 pandemic, loss of revenue from related unemployment and business shut-downs, closing of schools for three months at the end of the year, the concurrent emotional strain we have had to endure, and the extraordinary effort to restart the 2020-2021 school year.



The year also brought unprecedented collaborations with our superintendents and the recognition between the state, local government, and stakeholders that people must work for mutual goals and success and take both a short and long term view of how to emerge successful and even stronger going forward.

Great leaders step up and help to show us the way, and great followers and collaborators are just as important. Our state convention has always been about leadership, student success, and collaboration, and the November 2019 convention was among our most successful. When the public health crisis struck, we began to mobilize our division chairs and the membership and to provide information that they would need to prepare and execute back to school plans. MASC took the initiative to explain to our membership and to the public that local decision making was important, and transparency was essential to win the confidence of parents and students.

I call your attention to the reports of our division chairs and look at the work of our Minority Caucus, you will appreciate the efforts across the state to understand the mix of budget and finance, long term planning, thoughtful and effective policy, and student and faculty emotional wellbeing. Along with your officers, these division leaders are volunteers and local leaders who have served with distinction on your behalf.

You will also appreciate the efforts to focus on promoting equity, fostering , maximizing college and career opportunity, and integrating into every element of school life a deliberate effort to recognize the scourge of racism and prejudice.

MASC has also been an active voice with our colleagues across the country. It was our organization that led the effort for an intergenerational agenda to link student concerns with older members of the community. We were ahead of the Supreme Court in eliminating outdated prejudices against students who might be classified in any way, including race, religion, national origin, immigration status, and sexual orientation. Our board members put themselves on the line by challenging their colleagues across the country at NSBA national delegate assemblies to eliminate bigotry.

Closer to home, we have held an unprecedented number of division meetings, introduced the remote professional development program to take the place of a temporary suspension of the state convention, and enjoyed a strong relationship with our legislative leaders in Boston and in Washington.

We are particularly grateful that Senator Edward Markey met with our members to discuss the financial crisis; Congressman Jim McGovern also spoke to our membership on the master strategy for returning to normalcy. It did not go unrecognized at NSBA that two of the most powerful legislators in the United States are on a first-name basis with many of our MASC leaders and have used their energy to help us on the federal front.

As an architect, my job is to build, to redesign, and to see challenges as opportunities to improve people's lives. I have brought this perspective to my work as your association president. We are fortunate to have such a diverse, talented, and dedicated group of 2,400 local leaders who are committed to the well-being of children and their families. I am confident that someday we will look back on 2020, not with fear or skepticism, but with a sense of pride that we tackled difficult work and set an example for years to follow.

Finally, you have been well served by not only the division leaders, but also by our President-Elect Ellen Holmes, a true champion of special education and regional schools; Vice President, Denise Hurst of Springfield who has been among our great leaders for under-represented constituencies; and our Secretary-Treasurer, Stacey Rizzo of Revere who traveled throughout the state to represent us and speak for urban districts. Also, we are grateful to have two members of the NSBA board of directors active with us, Jake Oliveira of Ludlow and Past President Devin Sheehan. NSBA has made fighting prejudice and achieving equity and opportunity for our students a national priority, and we welcome your involvement in addressing these goals with us in our cities, towns and regional districts.

Deborah Davis
MASC President

report of the executive director

This is my 21st report to the members of MASC. And forty-seven years after my first election to the Cambridge School Committee, it is frightening to note the more things change the more they also stay the same – school finance, economic stress, challenges of collective bargaining, and constituent concerns remain before us. As MASC President Davis has explained, our greatest strength has always been our own membership, and, once again our school committees and staff have come forward to take engage in working our way out of the COVID crisis and all it has wrought. Just as we survived the implementation of Proposition 2 ½ that cost thousands



of jobs, many of which never came back, and as we worked through several economic downturns and the “Great Recession” of 2008-2009, so too have we mobilized to work our way out of the confluence of economic, public health, and academic challenges that remains months, if not years, away from resolution.

This was to have been among our most successful years. We benefit from the membership of all but one of the state’s school committees, and the unprecedented collaboration with our superintendents on statewide issues. MASC completed a record volume of policy work with districts, assisted two dozen districts in finding new superintendents, and handled dozens of member calls each week on a range of topics. We continue to do so during the pandemic as our offices never closed, and our staff continued to be accessible to our members throughout the spring.

The pandemic undermined much of the work of our sister state school boards associations, and the National School Boards Association had to cancel all its live meetings through the end of 2020 and possibly beyond. MASC quickly shifted to remote meetings and, surprisingly, actually expanded significantly the volume of service. As our members take advantage of remote school committee meetings, there has been an increase in working meetings and professional development opportunities. Our division leaders immediately went to work organizing their membership to address school finance, remote learning, social and emotional well-being and student safety, and we were able to invite members across the state to join us from their homes.

The Board of Directors has distinguished itself among your colleagues by organizing and leading discussions that are relevant to you now. On the national level, Massachusetts once again leads in bringing important social issues to the debating forum – the first state school boards association to raise the issue of Social Security, Medicare, and Medicaid along side special education, general school funding, and social and economic equity for our children and families.

MASC has also worked collaboratively with the Department of Elementary and Secondary Education as Commissioner Riley has brought a new climate of collegiality and reached out to us for advice and counsel as we take on issues that undermine our work. We are grateful to legislative leaders who have remained accessible and understanding of the importance of public education. Our agenda has included legislation to combat child abuse, improve special education services, generate needed funding, and address safety and security of students in school.

Members have again benefited from the services of our staff including Field Directors Jim Hardy, Dorothy Presser, Kathleen Kelly, Tracy Novick, and Liz Lafond who are the people you most often see in your district or with whom you speak when you call our offices. Sam Cheesman has overseen our key functions in the office operations arena as well as our marketing efforts. Ann-marie Martin leads member services including policy work and superintendent search oversight. Kari MacCormack designs our (and your) materials including publications, search brochures, and promotional materials. Jenifer Handy directs our communications services, writes or edits everything you receive from us, publishes and edits our MA General Laws publication and organizes our state convention. Steve Finnegan, widely recognized as one of the state’s top education attorneys, is now in his 43rd year as our general counsel and chief lobbyist. In August, Carol Grazio retired as our operations director and keeper of the financial data. Carol served as our state president 30 years ago and worked with us in Boston for 23 years.

Glenn Koocher
MASC Executive Director

Independent Auditors' Report

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

Report on Financial Statements

We have audited the accompanying financial statements of the Massachusetts Association of School Committees, Inc. which comprise the statements of financial position as of June 30, 2020 and 2019, 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, 2020 and 2019, 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.



Boston, Massachusetts
August 14, 2020

Massachusetts Association of School Committees, Inc.

Statements of Financial Position

June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Current assets:		
Cash and cash equivalents, including interest-bearing accounts of \$408,706 and \$306,010, respectively	\$ 558,783	\$ 360,971
Investments	1,613,518	1,471,056
Accounts receivable	147,174	56,360
Prepaid expenses	41,288	47,629
Total current assets	<u>2,360,763</u>	<u>1,936,016</u>
Property and equipment, at cost:		
Office condominium	350,059	331,476
Furniture and equipment	137,247	132,225
	<u>487,306</u>	<u>463,701</u>
Less accumulated depreciation	(330,308)	(313,161)
Net property and equipment	<u>156,998</u>	<u>150,540</u>
Total assets	<u>\$ 2,517,761</u>	<u>\$ 2,086,556</u>
Liabilities and Net Assets		
Current liabilities:		
Accrued expenses	\$ 22,708	\$ 25,691
Contract liabilities	48,000	24,500
Note payable, current	63,898	-
Total current liabilities	<u>134,606</u>	<u>50,191</u>
Non-current liabilities:		
Note payable, non-current	100,302	-
Total non-current liabilities	<u>100,302</u>	<u>-</u>
Net assets without donor restrictions	<u>2,282,853</u>	<u>2,036,365</u>
Total liabilities and net assets	<u>\$ 2,517,761</u>	<u>\$ 2,086,556</u>

Massachusetts Association of School Committees, Inc.

Statements of Activities

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Revenues:		
Dues	\$ 1,166,600	\$ 1,149,523
State conference	409,683	397,454
Policy publications	218,700	195,215
Subscriptions	165,760	171,780
MASC search service	148,618	120,702
Publications	146,035	150,465
Management information for school committees	60,400	61,800
Board documents	41,860	59,400
Investment income	142,462	98,871
Plaques and miscellaneous	30,181	31,568
Conferences and workshops	24,540	34,956
Interest income	2,696	2,198
Total revenues	<u>2,557,535</u>	<u>2,473,932</u>
Expenses:		
Programs:		
State conference	594,907	565,214
Conferences and workshops	460,225	496,510
Publications	291,330	282,633
Policy publications	238,020	267,775
MASC search service	68,885	71,622
Board documents	26,060	35,294
District governance support	1,553	2,357
Total program expenses	<u>1,680,980</u>	<u>1,721,405</u>
Administrative	630,067	680,706
Total expenses	<u>2,311,047</u>	<u>2,402,111</u>
Increase in net assets without donor restrictions	246,488	71,821
Net assets without donor restrictions - beginning of year	<u>2,036,365</u>	<u>1,964,544</u>
Net assets without donor restrictions - end of year	<u><u>\$ 2,282,853</u></u>	<u><u>\$ 2,036,365</u></u>

See accompanying notes to financial statements.

Massachusetts Association of School Committees, Inc.

Statements of Cash Flows

Years Ended June 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Cash flows from operating activities:		
Increase in net assets without donor restrictions	\$ 246,488	\$ 71,821
Adjustments to reconcile increase in unrestricted net assets to net cash provided by operating activities:		
Depreciation	17,147	16,048
Changes in operating assets and liabilities:		
Accounts receivable	(90,814)	12,497
Prepaid expenses	6,341	(19,509)
Accrued expenses	(2,983)	(4,163)
Net unrealized gains on investments	(109,826)	(57,898)
Contract liabilities	23,500	17,500
Net cash provided by operating activities	<u>89,853</u>	<u>36,296</u>
Cash flows from investing activities:		
Purchase of property and equipment	(23,605)	(8,235)
Reinvestment of dividends	(32,636)	(37,669)
Net cash used by investing activities	<u>(56,241)</u>	<u>(45,904)</u>
Cash flows from financing activities:		
Proceeds from issuance of note payable	164,200	-
Net cash provided by financing activities	<u>164,200</u>	<u>-</u>
Net increase in cash and cash equivalents	197,812	(9,608)
Cash and cash equivalents at beginning of year	<u>360,971</u>	<u>370,579</u>
Cash and cash equivalents at end of year	<u><u>\$ 558,783</u></u>	<u><u>\$ 360,971</u></u>

See accompanying notes to financial statements.

Years Ended June 30, 2020 and 2019

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

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

Use of Estimates

In preparing financial statements in conformity with accounting principles generally accepted in the United States of America, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities as of the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Concentrations of Credit Risk

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

Cash and Cash Equivalents

Cash and cash equivalents consist of checking, savings and

short-term investments with original maturities of three months or less when purchased.

Accounts Receivable

The Association carries its accounts receivable at the invoiced amount less an allowance for doubtful accounts. On a periodic basis, the Association evaluates its accounts receivable and determines the allowance for doubtful accounts, based on a history of past write-offs and collections and current credit conditions. Management has determined that no allowance for doubtful accounts is necessary at June 30, 2020 and 2019. Accounts receivable are written off when they are deemed uncollectable, with any future recovery recorded as an income when received.

Investment Valuation and Income Recognition

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

Fair Value Hierarchy

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

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

The three levels of the fair value hierarchy are as follows:
Level 1 – Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

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

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

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

Property and Equipment

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

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

The City of Boston has assessed the office condominium at \$1,549,000 as of January 1, 2020.

Revenues from Contracts with Customers

In May 2014, the FASB issued ASU No. 2014-09, *Revenue from Contracts with Customers (Topic 606)*. Topic 606 supersedes the revenue recognition requirements in Topic 605, Revenue Recognition. The Association adopted Topic 606 under the modified retrospective method effective July 1, 2019. In accordance with Topic 606, revenue from exchange transactions is recognized upon transfer of control of promised services to customers in an amount that reflects the consideration the Association expects to receive in exchange for those services. As permitted by Topic 606 transition guidance, the Association applied the new standard only to contracts that were not completed at the date of initial application, and therefore, the Association only evaluated those contracts that were in process and not completed before July 1, 2019. Under Topic 606 there were no changes to the overall pattern and timing of revenue recognition and therefore no adjustments were made upon adoption.

The Association recognizes revenue from exchange transactions using the five step approach outlined in Topic 606 as follows: (1) identify the contract with the customer; (2) identify the performance obligations in the contract; (3) determine

the transaction price; (4) allocate the transaction price to the performance obligations in the contract and (5) recognize revenue when (or as) the Association satisfies the performance obligations.

Membership Dues

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

Member Programs and Services

The Association holds member programs and provides services related to events and superintendent searches throughout the year. The Association defers recognition of revenues and related expenses until the respective activity or event occurs or until the superintendent search is completed. As of June 30, 2020 and 2019, contract liabilities of \$48,000 and \$24,500, respectively, relate to superintendent searches not yet completed.

All contract liabilities, presented as deferred revenue on the statement of financial position, as of June 30, 2020 will be recognized as revenue in fiscal year 2021.

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, 2020 and 2019, 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, 2017.

2. INVESTMENTS

The investments of the Association are reported at fair value and consist of the following as of June 30, 2020 and 2019.

	2020	2019
Mutual Funds	\$ 1,613,518	\$ 1,471,056

The composition of the investment return as reported in the statement of activities for the years ended June 30, 2020 and 2019, are as follows:

	Unrestricted	
	2020	2019
Income on investments, consisting of dividends and interest	\$ 32,636	\$ 40,973
Net unrealized gain on investments	109,826	57,898
Return on investments	142,462	98,871
Interest on cash equivalents and temporary investments	2,696	2,198
Total return on investments	\$145,158	\$101,069

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, 2020 and 2019:

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

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

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

In May 2020, the Association obtained an unsecured loan through a bank in the amount of \$164,200 in connection with the Paycheck Protection Program pursuant to the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"). The loan is guaranteed by the United States Small Business Administration. Interest on the loan balance is at the rate of 1% per year; and repayment of the loan balance commences in December 2020, at which time the balance is payable in 24 monthly installments if not forgiven in accordance with the forgiveness rules under the CARES Act and Paycheck Protection

Program. The Association is using the loan proceeds for payroll and utilities and plans to apply for forgiveness of the loan in the fall of 2020. Future principal maturities of debt, if not forgiven, are as follows for the years ending June 30:

2021	\$ 63,898
2022	100,302
	<u>\$ 164,200</u>

4. COMMITMENTS

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

Years Ended June 30,	
2021	\$ 40,380
2022	28,217
2023	14,647
	<u>\$ 83,244</u>

Lease expense under all operating leases amounted to \$41,406 and \$42,511 for the years ended June 30, 2020 and 2019, respectively.

5. PENSION PLANS

The Association has a defined contribution pension plan in effect for all employees who are at least twenty-one years old and have met the required length of service. Contributions are based on a specified percentage of qualifying compensation (presently 5%) and are funded annually. The Plan also provides for discretionary contributions as determined annually by the Board of Directors (2% for both fiscal years 2020 and 2019). 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, 2020 and 2019 amounted to \$66,665 and \$52,230, respectively.

6. FUNCTIONAL EXPENSE ANALYSIS

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

The following tables represent the functional expenses analysis for the years ended June 30, 2020 and 2019:

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

	2019		
	Program	Support	Total
nsation	\$ 1,037,609	\$ 113,607	\$ 1,151,216
s and professional fees	15,576	220,441	236,017
and technology	-	170,709	170,709
nd memberships	-	42,090	42,090
ences	436,130	-	436,130
tions	194,438	-	194,438
	37,652	133,859	171,511
	<u>\$ 1,721,405</u>	<u>\$ 680,706</u>	<u>\$ 2,402,111</u>

7. LIQUIDITY AND AVAILABILITY OF RESOURCES

The Association's financial assets available for general expenditures within one year of the statement of financial position are as follows at June 30, 2020:

Cash and cash equivalents	\$ 558,783
Accounts receivable	<u>147,174</u>
	<u>\$ 705,957</u>

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

8. SUBSEQUENT EVENTS

Management has evaluated subsequent events through August 14, 2020, which is the date the financial statements were available to be issued. There were no subsequent events, other than noted below, that require adjustment to or disclosure in the financial statements.

The Association is currently evaluating the effects of the recent outbreak of COVID-19 and at this time is uncertain of the impact this event may have on the Association.

MASC Budget and Revenues/Expenditures

RECEIPTS	BUDGET 2020–2021	REVENUES/ EXPENDITURES 2019-2020 (unaudited)
1. Dues (including memberships)	\$1,170,000.00	\$1,188,987.00
2. Subscriptions	168,000.00	165,760.00
3. Policy Updates from Dues	53,550.00	52,850.00
4. General Laws from Dues	145,595.00	141,615.00
5. Council of School Attorneys	35,200.00	31,510.00
6. Publications (non-dues related)	4,420.00	4,420.00
7. Policy Service	150,000.00	173,408.66
8. Annual State Conference (inc. advertisements)	350,000.00	396,997.95
9. Day on the Hill	12,000.00	(75.00)
10. Interest and Dividends	2,500.00	1,972.84
11. Unrealized Gain/Loss/Investment Income	80,000	142,277.72
12. Plaques/Recognition Awards	5000.00	271.40
13. Conferences/Workshops	10,000.00	4,915.00
14. M*I*S*C	61,200.00	60,400.00
15. MASC Search Service	110,000.00	194,650.33
16. Division Income	—	—
17. Offset BOD Expense (Reimbursement)	—	6,328.22
18. BoardDocs Program	34,000.00	53,059.68
Totals	\$2,407,145.00	\$2,557,535.00

EXPENSES

1. Salaries	\$944,861.00	\$955,046.82
2. Payroll Expenses (Paychex)	4,500.00	4,313.65
3. Payroll Tax Expenses (FICA/Medicare)	72,281.487	70,372.81
4. Pension Fund	47,243.00	70,758.48
5. Bank Services Charges	—	—
6. Employee Insurance (reimb.; AD&D; Life)	83,460.00	73,961.84
7. Staff Recruitment/Temp Staff	10,000.00	4,914.24
8. Legislative Counsel	51,000.00	51,000.00
9. Legislative Research	—	—
10. Legislative Reporting Service	4,300.00	6,627.60
11. Legal Counsel	55,000.00	55,000.00
12. Legal Services	12,000.00	1,200.00
13. Auditor	36,000.00	31,825.00
14. Accounting Services	2,800.00	2,500.00
15. Staff Expense	44,000.00	23,765.56
16. Staff Professional Development	2,500.00	3,743.28
17. Board of Directors (State & NSBA related activities)	130,000.00	105,616.97

Expenses, continued

18. Memberships	54,000.00	45,222.40
19. Roberta Doering/Past Presidents Scholarships	3,500.00	4,000.00
20. State Conference	285,000.00	297,243.85
21. Day on the Hill	25,000.00	5,045.00
22. Division/Committee Expense	14,000.00	6,680.88
23. Publications	80,000.00	95,647.82
24. Policy Service	65,000.00	51,988.49
25. Office	40,000.00	38,469.72
26. Equipment Lease	45,000.00	41,406.02
27. Equipment Maintenance	5,000.00	2,657.00
28. Postage	55,000.00	31,567.98
29. Condo fees	36,000.00	34,733.14
30. Custodial service	8,000.00	8,435.02
31. Insurance	12,000.00	10,216.00
32. Unemployment Compensation	1,000.00	—
33. Telephone	14,000.00	11,622.61
34. Electricity	7,500.00	5,434.65
35. Gas	3,250.00	2,110.96
36. Capital Improvements/Depreciation	25,000.00	25,000.00
37. Plaques/Recognition Awards	3,000.00	414.00
38. M*I*S*C	2,500.00	426.79
39. Conferences/Workshops	16,000.00	19,409.42
40. MASC Search Service	30,000.00	10,133.89
41. Council of School Attorneys	26,500.00	25,839.80
42. Technology	18,000.00	33,238.66
43. Bad Debt Expenses	4,000.00	—
44. Other Expenses	—	2,413.16
45. COSCAP (Board Secretaries) Expenses	6,000.00	60.20
46. District Governance	—	1,553.25
47. BoardDocs	34,000.00	18,900.00
48. Special Condo Fee	857.13	4,431.18
Totals	\$2,420,695.87	\$2,311,047.00
Net Income	(\$13,550.87)	246,448.00

recommended for life membership

JOSHUA AMARAL

Joshua Amaral is a 4-term member of the New Bedford School Committee and an advocate for public education and an advocate on a variety of educational, he served as the chair of MASC's Division III and sat as a member of the Board of Directors. On the board, he was an advocate for reducing standardized testing, increasing public school funding, and limiting the growth of charter schools. As a member of the MASC Board of Directors, he served on the Nominating Committee and Resolutions Committee and represented New Bedford at the Delegate Assembly. During his service as division chair, he presided over several important meetings including those dealing with school funding, equity, and social and emotional learning for students. He was a strong advocate for MASC and the role of school committees in public education in Massachusetts.

He was, upon his election in 2013, the youngest elected official in New Bedford's history. Subsequently, he was chosen by his colleagues as Vice-Chairman of the School Committee in 2016. In addition to his work on the School Committee, Amaral works for a local anti-poverty community agency in Downtown New Bedford and volunteers in a variety of community roles, including as an appointed member and Clerk of the New Bedford Commission for Citizens with Disabilities, on the Board of Directors for Citizens for Public Schools, Inc., and with Neighborhoods United.

RICHARD BATH

A two-term member of the Brockton School Committee, Richard Bath has devoted over 40 years to education, having recently retired after 31 years as a Professor at Lasell University.

In their nomination of him for Life Member, Richard Bath's school committee colleagues note that "when Brockton Public Schools needs him, in whatever capacity, he answers the call because it is the right thing to do."

During his years of school committee service, Richard has taken on multiple responsibilities in the district. He was appointed by then-newly hired Superintendent Kathleen Smith to oversee her three-year entry plan as Transition Coordinator and Chair of the Transition Team. He also served on two Superintendent Search Committees. He co-chaired a committee to raise funds for the Community Schools after-school program and served as chair of the Brockton Community School for two years, and was a member for 12. He served on the Mayor's Task Force on Sustainability for After School programs, served for two years as chair of the Citizens Task Force for the New Brockton Schools Initiative, and was an active member of the School Improvement Council at various schools.

Earlier this year, he was appointed by Superintendent Michael Thomas to work on the Student Opportunity Act plan. Prior to that he also served as chair of the Committee that oversaw the rehabilitation of the Marciano Stadium; served several years on the non-certified union negotiations committee, the curriculum and policy committees; and the taskforce on education and athletics.

At MASC, he served two years as chair of Division III was regular attendee at MASC conferences and other professional development programs. He also represented Brockton at the annual Delegate Assembly for five years and helped the Association craft legislation on concussion protocols.

ALFRED (FRED) B. FANTINI

A 37-year member of the Cambridge School Committee, Fred Fantini is the longest serving elected school committee member in the history of Cambridge. His colleagues credit his longevity to his hard work and leadership on multiple fronts: a committed champion of school choice and ensuring that the city's schools were racially balanced, he has also been a forceful proponent of building a diverse teaching staff and a strong supporter of vocational education programs for the students of Cambridge.

Fred has also been an active participant in many MASC programs and events as a conference speaker, session organizer and facilitator on topics ranging from equity and desegregation, school restructuring, and budget and finance. He has also been invaluable as a mentor to new members at both orientation programs and the state and national conferences. He has also been a long-serving member on the MASC resolutions, nominating and legislative committees.

In Cambridge, he has served as chair of nearly every subcommittee and has often been elected to serve as the Committee's vice chair. His professional experience as Deputy Treasurer of the Town of Arlington, and as the local president of his local union and the treasurer at the state level of SEIU 888 put him in a key position to lead during Proposition 2 ½ and to serve as a regular member of the Negotiations Committee.

2016, when the National School Boards Association conference was held in Boston, Fred coordinated a highly regarded field trip enabling attendees to tour the Cambridge schools, and visit the technology program and community laboratory, hosted by district students. He was also instrumental in promoting the diverse strengths and accomplishments of the Cambridge Public Schools on a national level, resulting in the district receiving a Magna Award from the National School Boards Association in 2019

continued on next page

committee reports requiring no action

REPORT OF THE REGIONAL SCHOOLS COMMITTEE

The Regional Committee reorganized this year in an effort to identify ways to be effective in representing our regional schools without duplicating the work of other regional organizations. A general session was held to explore the long-term agenda, financing, structure, and legislative priorities for our regional school districts. More activity is planned for 2020-2021 as we emerge from the COVID-19 pandemic. During this period, MASC remains fully engaged in legislative advocacy, service to and programming for our regional districts, and prioritizing services to small and rural regional school districts across Massachusetts.

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

REPORT OF THE SPECIAL EDUCATION COMMITTEE

The special education committee also reorganized last year before having its plans disrupted by COVID-19. Members discussed full funding for the Special Education Circuit Breaker and updating the training module for new member orientation which was rolled out to the Charting the Course attendees in July and August 2020. The committee has asked that the association conduct a member survey to assess school committee knowledge and understanding of special education and that MASC engage the Congress in fulfilling its unfunded mandate for full funding of the Individuals with Disabilities Educational Improvement Act.

Respectfully submitted,
Charlene McEntee, MASC Life Member, Chair

ELAINE RABBITT

In nominating Elaine Rabbitt for membership in MASC, her colleagues on the Dudley-Charlton School Committee commend her passion and dedication to the students and communities of Charlton and Dudley, as well as her tireless advocacy for education locally and on the state level.

As a frequent and engaged participant in MASC conferences and workshops, Elaine was the conduit for bringing information and resources back to the district. They note that several major initiatives undertaken in the school district over the last several years came about because of the ideas and information she shared from her attendance at these events.

As a member of the MASC Regional Schools Committee, Elaine was an invaluable resources on legislative issues and budget matters impacting regional education in the state, and brought that knowledge back to the district spurring action on issues that affected them locally. She is credited as a passionate communicator who was in frequent contact with state legislators and local officials on matters that were important to students in the district.

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.

MARC TERRY

Currently in his sixth year as a member of the Ashland School Committee, Marc Terry has been an invaluable resource to MASC as a frequent trainer at MASC conferences, new member orientations and other MASC professional development programs.

An attorney by profession, Marc is a partner at Mirick O'Connell where he serves as a principal member of the firm's Labor, Employment and Employee Benefits Group and leads its Public Education practice. He concentrates his practice in the representation of public school districts. He has been the lead negotiator for numerous collective bargaining negotiations, successfully defended clients in labor arbitrations, against unfair labor practice charges and other administrative proceedings. Marc advises school districts regarding school policy, student discipline, student rights, the budget process, professional licensing requirements and non-renewal and discipline of professional staff among other issues.

At MASC, Marc has led sessions on collective bargaining, superintendent contract and negotiations, and labor relations. He is also a long-standing member of the MASC Council of School Attorneys for which he served as President in 2011. Since 2017, he has also been on the Board of Directors of the National School Boards Association's (NSBA) National Council of School Attorneys, and has been a presenter at their annual meeting on several occasions. He has also authored several school law-related articles for the *American School Boards Journal* and the *MASC Bulletin*.

Marc is also a 2004 graduate of the MetroWest Leadership Academy, which is a community leadership program. He subsequently served on the organization's Board of Directors, and was its Chair from 2012 to 2014.

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*

Catherine Englehardt, Hatfield

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.*

Claire Freda, Leominster

Carole Gallagher, Norton

Robert Gass, Randolph*

Christopher Ghilarducci, Berkley

Alana Gilbert, Triton Regional

Michael Gilbert, Whittier Voc. Tech.

Paul Gorden, MASC Executive Director

Richard Grady, King Philip Reg.

Carol Grazio, Pentucket Regional*

Maurice Hancock, Brockton*

George Harvey, North Shore Reg. Voc. Tech.

Frank Hegarty, Avon*

Edward Hill, Greater Fall River Reg. Voc. Tech.

John Hockridge, North Adams

B. Ellen Holmes, Ashburnham-Westminster Reg.

Beverly Hugo, Framingham*

Marjorie Hurst, Springfield

Diane Huster, North Andover

David Irving, Whittier Voc. Tech.

Patricia Jehlen, Somerville

David Katseff, Dighton-Rehoboth

Julianne Kelley, Wachusett Reg.

Mindy Kempner, Southeastern Reg. Voc. Tech.

Suzanne Koehler, Leominster

Elizabeth Lafond, Hatfield

Debra (Bibeau) LaValley, Amesbury*

Carol LePrevost, Lee*

Ronald Levine, Tantasqua Regional

Beverley Lord, Foxborough

Karl Lord, Tri-County Reg. Voc. Tech.

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

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

*MASC Past President

Report of the MASC NOMINATING COMMITTEE-2020

The MASC Nominating Committee met on Tuesday, June 23, 2020. Members in attendance were: Devin Sheehan, MASC Immediate Past President, Chair, Ex Officio; Beverley Griffin Dunne, Peabody/ Essex Tech. (Division I); Natasha Rivera, Maynard (Division II); Josh Amaral, New Bedford (Division III); Katherine Hennessy, Marlborough (Division IV); Dan Hayes, Shutesbury (Division V); William Cameron, Pittsfield (Division VI); Don Erickson, BayPath Reg. Voc. Tech. (Division VIII); Irene Feliciano-Sims, Holyoke (Division IX); LaTonia Naylor, Springfield (Minority Caucus). Absent: Tina Games, Monomoy (Division VII).

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 Saturday, November 7, 2020. Location to be announced.

- President-Elect: no applications were received for this position
- Vice-President: Stacey Rizzo, Revere
- Secretary-Treasurer: Mildred Lefebvre, Holyoke

Any person wishing to run from the floor shall send required notification as outlined in Article VII of the MASC By-Laws (see below) to: Massachusetts Association of School Committees, One McKinley Square, Boston, MA 02109. Attn: Stacey Rizzo, Secretary-Treasurer.

In addition to submitting documents by mail, applicants must also email Secretary-Treasurer Rizzo at mascstacey@gmail.com in order that she can verify that all necessary items have been received. All required notification must be received within 35 days of the mailing date of this report.

Respectfully submitted,
Devin Sheehan, Immediate Past President
Chair, Nominating Committee

NOMINATIONS PUT FORWARD

Nominated for Vice-President STACEY RIZZO, REVERE

A 10-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 7 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 benefited 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 29 years.

Stacey has been married to the very patient John Rizzo for 34 years. They are proud parents to three successful sons and in January became blessed with two sweet and feisty granddaughters and another arriving in January 2021!

Nominated for Secretary-Treasurer MILDRED LEFEBVRE, HOLYOKE

Mildred Lefebvre is a school committee member for the City of Holyoke, MA. Since 2014, she has focused on ensuring equitable education to all students within the District with an emphasis on Special Education. She currently serves as the Northeast Regional Director for the National Hispanic Council of the National School Board Association. She was appointed by the Board Members in November of 2018 and re-elected in 2019. The National Hispanic Council focuses on identifying and addressing the educational needs of the Latino/Hispanic Community, its students and families. Further, Mildred is the Chair of the Minority Caucus for the Massachusetts Association of School Committees where she continues to identify and address the current issues facing our underrepresented voices along with her colleagues.

Beyond her commitment to improving public education, Mildred is an engaged professional in Western Massachusetts. Mildred has served as a Licensed Practical Nurse for the past 23 years. As a LPN, she has held various health care roles which have included management, quality assurance and teaching. She currently works as a Visiting Nurse, caring for clients in the community. Her role as a Visiting Nurse has been educating clients on disease process and medication management to ensure that they continue to live lives productively in the comfort of their homes. She teaches and encourages clients to become self advocates of their health and maintenance. She is currently enrolled at Holyoke Community College and was accepted for this Fall 2020 into the LPN to RN Program. Her focus is on mental health as it is a growing concern for our children.

Mildred is the mother of five children ranging in ages from 14-27. She has learned resiliency, perseverance, and grit as she has worked to support her own children who suffer from mental health illness. She has seen firsthand the years of struggles and barriers placed before them. She has spent countless hours learning about and advocating for the issues that faced her children. Mildred has taken the commitment that she had for her own children's success and worked hard to help other families that were struggling. When she is confronted with a problem or new issue as a school committee member, she works to ensure that students receive the supports they needed in the educational setting. Mildred understands the role of a "Mom" in an IEP meeting and has advocated to ensure that the role of the parent is as important and valuable as that of the professional. Collectively, these experiences and her time on the Holyoke School Committee have helped inform Mildred's personal motto of education: "Our children are our future - Invest in the future and reap the rewards."

President 2020-21 B. ELLEN HOLMES ASHBURNHAM-WESTMINSTER REGIONAL

In her twenty-third 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 President-Elect, 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 ('08;'09;'19;'20;'21). 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 AVRSC Representative on Ashburnham Infrastructure Committee, CAPS Collaborative (Vice Chair) and Keystone Collaborative. Ms. Holmes also serves as President of Oakmont Youth Soccer; Secretary of the Gordon E. Erickson Memorial Fire Rescue Foundation, participant in the Westminster Town Benefit, Church Deacon and Chair of the Investment Financial Advisory Committee and the Yankee Street Fair 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.

SPECIAL MESSAGE FROM THE SECRETARY-TREASURER

Because the Nominating Committee did not receive nomination applications for the position of President-Elect, the membership was solicited for nominees as required in the MASC By-Laws. Two individuals submitted nomination petitions with the required endorsements of five school committees within the required time period. The biographies of these two individuals are printed below.

Stacey Rizzo, MASC Secretary-Treasurer
Revere School Committee

DEBORAH DAVIS

A 24-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 36 years to Eric and they have 4 children, Eric Jr. and his wife Ashleigh, Andy and his Fiancé Colleen, Katie and Courtney. They have one grandson, Hayes who is the apple of their eye!!

ANDREA WADSWORTH

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

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

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

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

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

report of the resolutions committee

The members of the Resolutions Committee met virtually on June 25, 2020 to consider resolutions proposed by member districts and the MASC Board of Directors for consideration at the 2020 Annual Meeting of the Association. Members present were: Ellen Holmes, Chair, Ex-Officio, Ashburnham-Westminster Regional; Deborah Davis, Northeast Metropolitan Voc. Tech.; Barbara Davis, Holbrook; Margaret Hughes, Narragansett Regional; Laura Fallon, Northampton; Irene Feliciano-Sims, Holyoke; William Fonseca, East Longmeadow; Jason Fraser, Silver Lake Regional; Beverly Hugo, Framingham; Mildred Lefebvre, Holyoke; Stacey Rizzo, Revere; Wendy Rua, Agawam; Lynn Ryan Assabet Voc. Tech.; Paul Schlichtman, Arlington; and Robert Swartz, Gardner.

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

RESOLUTION 1: MCAS AND HIGH STAKES TESTING

(Submitted by the MASC Board of Directors)

WHEREAS the MASC Membership and MASC Board of Directors have previously and repeatedly taken the position of opposing high stakes testing including the MCAS; and

WHEREAS the COVID-19 Remote Learning Model has negatively and disproportionately affected students with learning disabilities, students of lower socioeconomic status, ELL students and students who identify as minorities; and

WHEREAS the social and emotional trauma both individually and collectively has yet to be truly realized in the students who have experienced the shutdown of their local school buildings and separations from their peers and supportive adults; and

WHEREAS the students of the Commonwealth have already missed valuable face to face instructional opportunities with their teachers and would benefit from focusing on those important instructional opportunities and social emotional supports;

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

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

RESOLUTION 2: COVID-19 STATE FUNDING

(Submitted by the MASC Board of Directors)

WHEREAS if schools are to re-open this fall in the midst of the COVID-19 pandemic, it is the responsibility of each school district to do so safely and responsibly; and

WHEREAS it is the responsibility of the state to ensure that each school district is able to pay for the enormous additional staffing, transportation and material expenses required to do this; and

WHEREAS the state cannot expect mandatory COVID-19 safety guidelines to be followed without also ensuring that each school district has the funds required to implement these guidelines;

THEREFORE BE IT RESOLVED that the state must guarantee every school district full reimbursement for whatever COVID-19 expenses are required to follow state mandates. We must ensure a statewide school re-opening that is safe, responsible and equitable. There can be no unfunded mandates for COVID-19.

RESOLUTION 3: SCHOOL COMMITTEE ANTI-RACISM RESOLUTION

(Submitted by the MASC Board of Directors)

WHEREAS as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS it is the responsibility that every district provide to all district staff, including School Committee members, annual professional development on diversity, equity and inclusion; and

WHEREAS every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS every district will incorporate into their curriculum the history of racial oppression and works by black authors and works from diverse perspectives; and

WHEREAS we as school district leaders can no longer remain silent to the issues of racism and hate that continue to plague our public and private institutions;

THEREFORE BE IT RESOLVED that all the school districts in the Commonwealth should guarantee that racist practices are eradicated, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

School Committee members should ensure our that school culture and that of every district in the Commonwealth is anti-racist, and that acknowledges that all lives cannot matter until black lives matter.

RESOLUTION 4: LOWERING THE VOTING AGE FOR MUNICIPAL ELECTIONS

(Submitted by the MASC Board of Directors)

WHEREAS the right to vote is elemental to democracy and that right should be protected and guaranteed to all qualified citizen; and

WHEREAS sixteen and seventeen-year-olds possess the same critical analytic intelligence as eighteen-year-olds; and

WHEREAS in Massachusetts, sixteen-year-olds have been deemed able to consent to sexual intercourse, obtain a learner's permit and driver's license, get married with parental consent, work a full-time job and pay taxes, and be tried as an adult in a court of law; and

WHEREAS the 2018 Act to Promote Civics Engagement mandated an increased emphasis on civics education in Massachusetts Public Schools; and

WHEREAS studies conducted in places with a voting age of 16 have demonstrated that, when partnered with a strong civics education, a lowered voting age results in higher overall civic engagement and voter turnout and higher propensity to develop a lifelong voting habit; and

WHEREAS early voter engagement increases civic participation later in life, which is vital to a democracy; and

WHEREAS turnout among all voters in the United States is decreasing, and a push to vote is much needed for younger citizens; and

WHEREAS 16-year-olds may now pre-register to vote in Massachusetts, which may provide a logistical framework for their local participation; and

WHEREAS the rules of local voting should be a local issue; and

WHEREAS Representative Andy Vargas and Senator Harriet Chandler have introduced the EMPOWER Act (H.720/S.389), which would give municipalities the ability to lower their municipal voting age on local authority;

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

RESOLUTION 5: SUPPORTING INCREASED FEDERAL SUPPORT AND STIMULUS FUNDING FOR PUBLIC K-12 EDUCATION

(Submitted by the MASC Board of Directors)

WHEREAS the COVID-19 pandemic is a monumental and unprecedented challenge, emerging quickly and demanding an immediate overhaul of the instructional plans and strategies of school systems across the country; and

WHEREAS the nation's public schools remain committed to delivering high-quality instruction while ensuring the health and safety of our students and staff; and

WHEREAS to date, the employees of the Massachusetts Public Schools have worked around the clock to continue to provide our students and families with access to educational needs such as Chromebooks; and

WHEREAS the Massachusetts Public Schools has maintained payroll for full and part-time district employees, providing stability to our community during economic uncertainty; and

WHEREAS Massachusetts Public Schools have continued to provide daily lunches to students despite a projected shortfall of revenue from the Federal Meals Program; and

WHEREAS these challenges will persist and likely grow as COVID-19 affects our economy and destabilizes funding for public school; and

WHEREAS revenue shortfalls may result in budget cuts and personnel reductions; and

WHEREAS federal legislation has been approved to provide urgently needed funding to underwrite the recovery of the American economy and to support critical public programs, including public education with such examples as American Recovery and Reinvestment Act (ARRA) of 2009, additional funding for the Education Jobs Fund to help school districts retain existing employees, recall former employees, and hire new ones, and the recent Coronavirus Aid, Relief, and Economic Security (CARES) and other measures to stabilize public education and other public programs; and

WHEREAS public education is one of the largest employment bases of any field or industry; and

WHEREAS research has repeatedly found a strong causal relationship between levels of schooling and wages that individuals earn over a lifetime; and

WHEREAS for public schools to thrive and for our students to realize a bright and productive future, the federal government needs to make a substantial new investment in our well-being; and

WHEREAS it is likely that further emergency legislation will be required to underwrite the cost of public safety supplies, technology, and personnel to maintain the status of public schools; and

WHEREAS this level of funding is the minimum needed by the nation's public schools to sustain and accelerate their academic achievement trends over the past decade, including gains in reading and math achievement that outpace the national average; and

WHEREAS the governor and General Court may be able to access additional state revenues through use of accumulated reserves or through the implementation of progressive tax legislation;

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

RESOLUTION 6: RETENTION OF MEDICAID REVENUE

(Submitted by the MASC Board of Directors)

WHEREAS the Affordable Care Act expanded access for health care to millions of Americans, including thousands of Massachusetts families who have been without health insurance; and

WHEREAS through the expansion of the Medicaid program, more families in economic distress gained access to health insurance and, subsequently, affordable health care; and

WHEREAS the Medicaid program reimburses public school districts for certain clinical services provided to students who may be clients of special education or who experience disabilities, and this revenue provides critical support to the districts and municipalities where they are based; and

WHEREAS the restriction of Medicaid eligibility and reduction of funding would require the Commonwealth to choose between extraordinary state budget increases to fill the gap or absorb the cost of caring for families who could lose health insurance;

THEREFORE BE IT RESOLVED that MASC urges the General Court to require that 100% of Medicaid reimbursements to cities and towns be provided in full amount to the public schools of each municipality, through a school district revolving account, to underwrite the cost of providing an adequate education.

RESOLUTION 7: ATTEMPTS BY US DOE TO DIRECT FUNDING TO PRIVATE SCHOOLS

(Submitted by the MASC Board of Directors)

WHEREAS a recent "advisory" issued by the United States Secretary of Education has inappropriately interpreted language in the recently enacted COVID-19 relief legislation to benefit private schools disproportionately in the distribution of federal funding for economically disadvantaged students; and

WHEREAS in recognition of this executive branch attempt to overreach in the interpretation of a federal statute in devising a formula for the distribution of funds under Title I and other provisions of the Elementary and Secondary Education Act as revised and reauthorized; and

WHEREAS the commissioner of Education in Connecticut, in citing the Secretary for such a misrepresentation of the law, has advised officials of that state to follow the language of the law rather than the interpretation issued in the "advisory," and thus save thousands of dollars for economically disadvantaged students in the public schools of that state

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

RESOLUTION 8: MEMBERSHIP OF A SCHOOL COMMITTEE MEMBER ON THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

(Submitted by the MASC Board of Directors)

WHEREAS the Massachusetts Board of Elementary and Secondary Education (BESE) is established to oversee and implement policy related to public education; and

WHEREAS most boards and commissions in Massachusetts appropriately include representatives of constituent groups subject to the jurisdiction of those boards and commission; and

WHEREAS a glaring omission among members of the BESE is a representative of the people elected to oversee public policy making among the many city, town and regional school district school committees;

THEREFORE BE IT RESOLVED that MASC submit to the General Court proposed legislation that MGL Chapter 15, Section 1E be revised as follows:

Section 1E. There shall be in the department a board of elementary and secondary education, in this chapter called the board, which shall consist of the chairman of the student advisory council established under this section, the secretary of education, in this chapter called the secretary, or her designee, and 9 members appointed by the governor. The 9 members appointed by the governor shall consist of 1 representative of a labor organization selected by the governor from a list of 3 nominees provided by the Massachusetts State Labor Council, AFL-CIO; 1 representative of business or industry selected by the governor with a demonstrated

commitment to education; 1 representative of parents of school children selected by the governor from a list of 3 nominees provided by the Massachusetts Parent Teachers Association; 1 representative from a school committee from a list of three nominees provided by the Massachusetts Association of School Committees and 5 additional members.

RESOLUTION 9: PROVIDING EQUITY FOR SEXUAL ORIENTATION - LGBTQ+ STUDENTS, TEACHERS AND STAFF

(Submitted by the MASC Board of Directors)

WHEREAS gender identity is not listed as a protected class in federal laws; and

WHEREAS LGBTQ+ students, teachers and staff are victims of discrimination, harassment, and at-risk behaviors at rates alarmingly higher than non-LGBTQ+ persons;

WHEREAS the social and emotional wellness of our students has a direct relationship with their academic and future success and that schools have the moral and ethical responsibility to address the whole child so that they may experience success in school and in society; and

WHEREAS school districts that respect and support their teachers and staff by providing an inclusive culture where all can thrive, irrespective of gender identity, are more successful and in turn, are supporting a thriving school climate; and

WHEREAS the Commonwealth of Massachusetts currently recognizes in state law LGBTQ+ as a protected class;

THEREFORE BE IT RESOLVED that MASC file legislation and petition our federal legislative delegation to also file legislation which would have the effect of adding sexual orientation and gender identity to the list of protected classes in order to provide equity and support to our LGBTQ+ students, teachers and staff and petition our legislative delegation.

RESOLUTION 10: RELATIVE TO THE MONITORING OF ATTENDANCE OF STUDENTS DURING THE PANDEMIC

(Submitted by the MASC Board of Directors)

WHEREAS districts are required to have special but comprehensive plans for educating students during the pandemic crisis; and

WHEREAS student attendance is an important element of a district plan for returning-to-school, and school committees apply local policies for student attendance; and

WHEREAS the emergency nature of the pandemic requires that students may need to be educated in such venues as schools, home, institutions or other remote locations; and

WHEREAS circumstances may require that students be absent from school for reasons that may include extended illness, exposure to illness including COVID-19, or the judgment of parents or guardians determining that it is not safe for their children to return to a school building or other learning venue;

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

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

MASC presidents, 1947-2020

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

MASC By-laws as amended through November 8, 2019

ARTICLE I - NAME

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

ARTICLE II - PURPOSE & POLICY

The objectives of the Corporation shall include:

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

ARTICLE III - MEMBERSHIP

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

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

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

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

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

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

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

ARTICLE IV - ANNUAL DUES

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

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

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

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

ARTICLE V - DIVISION ORGANIZATION & ADMINISTRATION

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

- Division I — Northeast Division
- Division II — Metropolitan Division
- Division III — Southeast Division
- Division IV — Central Division
- Division V — Connecticut Valley Division
- Division VI — Berkshire Division
- Division VII — Cape and Islands Division
- Division VIII — Vocational Tech. School Districts Division
- Division IX — Urban Division

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. A Past President shall serve as a non-voting chair of the Committee. Five members shall be Division Officers and five shall be members of school committees which

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

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

ARTICLE VIII - BOARD OF DIRECTORS

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

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

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

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

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

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

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

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

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

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

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

ARTICLE IX - MEETINGS OF THE ASSOCIATION

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

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

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

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

5. Voting by Mail—At the direction of the Board any question other than the election of officers may be submitted to the active members for vote by mail. Ballots shall be prepared by the Secretary-Treasurer and mailed, postage prepaid, to all 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

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
Methuen
New Bedford*
Newburyport
Newton
North Adams
Northampton*
Peabody
Pittsfield
Quincy
Randolph
Revere
Salem
Somerville
Springfield*
Taunton
Waltham*
Westfield
Woburn
Worcester*

* Denotes academic district with a vocational-technical school.

MASC division reports

DIVISION I–Northeast

The Division hosted three well-attended Charting the Course orientations for new members as the guests of the Essex North Shore A & T and the Methuen School Committees, and as a special pilot, a Sunday program hosted by the Gloucester School Committee. In addition, a September Division meeting addressed superintendent evaluation in light of the revised state guidelines. In early 2020, the division conducted a workshop on Chapter 70 and school finance that included attendees from Eastern Massachusetts. A presentation sponsored by the Division dealing with budget planning for FY21 in light of the pandemic-related financial concerns was well attended. Networking opportunities were sponsored through the social-distancing zoom-realm. In addition, a presentation on best practices and support with Re-Opening plans was sponsored as well. As have many divisions, Northeastern Massachusetts members joined in co-sponsorship with several topical programs conducted by MASC throughout the year, including on-line Charting the Course in the new format.

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

DIVISION II–Metropolitan

In addition to cosponsoring a division meeting on Superintendent Evaluation, the division hosted a Charting the Course program and orientation session in at Everett High School as guests of the school committee and welcomed 25 newly elected school committee members. The division also collaborated on a budget and finance program and joined with Division 8 to cosponsor a program on school safety and threats. The division leaders have been reaching out to the member districts during the year to identify a program of professional development for the year and continues to welcome recommendations. Among the issues of concern that will be addressed going forward is special education and implementation of dyslexia testing of students.

Respectfully submitted,
Diane Baum, Chair
Acton-Boxborough Regional School Committee

DIVISION III–Southeast

The division has hosted an annual briefing session on resolutions in October, and this year's session also included an explanation of the Student Opportunity Act and Chapter 70 school funding plans for the coming year. Later in the year, the division leaders took advantage of the remote meeting option to host a first-of-its-kind program on collective bargaining in a crisis featuring former Council of School Attorneys President Elizabeth Valerio who identified various strategies and issues to navigate the COVID-19 implications of remote learning and pending contract negotiations. The division joined with the Minority Caucus to cover issues for our underrepresented constituencies. In July 2020 the division organized a statewide meeting on planning back to school strategy with an opportunity for members to share best practices.

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

DIVISION IV–Central

The division hosted a new member orientation at Bay Path Vocational Technical School for 40 new members and joined with our vocational colleagues to address the best strategies for dealing with cyber and other threats to schools at Assabet Vocational High School. Also, the division organized a program on the revised superintendent evaluation program as guests of the CAPS collaborative. During the COVID crisis, the division organized and cohosted with Divisions 2 and 3, a special briefing on collective bargaining during the current climate. Through the remote participation platforms, the division was able to open its programming to others and share topics with a larger audience.

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

DIVISION V–Connecticut Valley

Division V hosted one in-person meeting this year as well as a remote meeting via Zoom. A well-attended "70 Minutes on Chapter 70 - How it works, how it doesn't, and what's being done to change it" workshop was held in Northampton to provide professional development on the topic of state education financing. Senator Jo Comerford (D- Hampshire, Franklin, Worcester district) joined school committee members to share a legislative update and hear

concerns school committee members had regarding state aid. In June, Chair of the powerful House Rules Committee, James McGovern, joined division members virtually to review congressional action to help fund the cost of the COVID-19 pandemic and to look at general legislative priorities. Both division meetings were used as opportunities to solicit ideas for topics to cover in future meetings.

Respectfully submitted,
Laura Fallon, Chair,
Northampton School Committee

DIVISION VI—Berkshires

The division continues to be a sponsoring part of the Berkshire County Education Task Force that is looking at both best practices for sharing resources and ideas for aligning districts. In addition, the task force has initiated a program to expand remote learning effectively as a way to broaden opportunities for students. Division 6 is also a focal point for small and rural district concerns. The division sponsored two important legislative forums, including a session to advocate for what eventually became the Student Opportunity Act and a well-attended forum at Taconic High School on legislative priorities. As has been the case, the entire legislative delegation attended this program. Members also participated in a new member orientation as guests of the Pittsfield School Committee at Taconic.

Respectfully submitted,
Andrea Wadsworth, Chair
Lee School Committee

DIVISION VII—Cape and Islands

The division co-hosted its very successful legislative breakfast in collaboration with the Cape Cod Collaborative in January 2020. Municipal leaders joined school committee members and superintendents to discuss legislative priorities with the House and Senate members. Cape Cod has many issues that are shared with some of the small and rural districts including declining enrollment. The division cosponsored a forum on remote learning that featured Berkshire County Task Force member Dr. Jake Eberwein to share best practices. Because the division is home to a Native American constituency, we have begun to use the resources of the division and MASC to expand interest in the National School Boards Association Alaskan Native and Native American Caucus. Because the caucus is open to any member with an interest in Native Americans, we have encouraged others across Massachusetts to work with us on issues of concern.

Respectfully submitted,
Nicole Bartlett, Chair
Mashpee School Committee

DIVISION VIII—Vocational-Technical

Although the annual Skills-USA competition was not held this year, Division 8 members remained active sharing information and offering guidance to vocational and technical schools in their unique challenges of reopening schools. The division also prepared its annual congressional position paper to promote funding of the Perkins Vocational and Technical Education Act. Also, continuing what has become an annual event, the division's January program on school cyber safety drew over 60 people to Assabet High School to hear from the FBI and local police on the risks and practices for dealing those who issue threats to schools and other buildings. MASC and Division 8 worked closely with DESE on issues dealing with student enrollment and equity in schools operating under Chapter 74.

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

DIVISION IX—Urban

The urban division organized a very popular session on LGBTQ+ students as guests of the Holyoke School Committee at which guest speaker Michael Dodge oriented members on the best strategies for working with student and parents on gender equity and to help the school community create a safe environment for these children and their families. A second session addressed the importance of the 2020 Census. Many division members are also active in other divisions which gave rise to several collaborations including welcoming colleagues across the state to a June forum on helping minority students deal with their social and emotional well-being in difficult times. The division, in collaboration with the Minority Caucus is actively engaged in encouraging its members to participate in some of the NSBA caucuses serving underrepresented constituencies.

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

MINORITY CAUCUS

The Minority Caucus held special division meetings to deal with the unique issues of underrepresented population. As part of its mission the caucus cosponsored the Division 9 program for LGBTQ+ students. We also hosted a pair of sessions on concerns of high risk students and victims of racism and a special "virtual social hour" to probe with our members about future topics in general, but, in particular, to scrutinize the purpose and even the title of the caucus. Our goal is to advance a mission to enlarge the tent under which school committee members can gather to talk about and plan how we can create a more equitable and enlightening venue for public policy makers to come and create a better society through, among other avenues, public schools.

Respectfully submitted,
Mildred Lefebvre, Chair
Holyoke School Committee

Join your colleagues at this special online program!

10:00-11:30am Saturday, November 7, 2020

UNDERSTANDING THE CONNECTION BETWEEN CULTURAL PROFICIENCY AND EQUITY

Presented by: Kalise Wornum, Ed.D, Senior Director of Educational Equity,
Brookline Public Schools/Cultural Proficiency Coach

This session, which Dr. Wornum had presented in various formats in school districts across the state, will give attendees a clear understanding of the definition and theory of cultural proficiency and how that theory plays out in the classroom. Participants will also gain an understanding of the connection between cultural proficiency and developing an equitable school system, as well as what it means to be a culturally proficient school committee member.

Opening remarks by:

**Anna Maria Chaves, Executive Director,
National School Boards Association**

**Charles Wilson, President,
National School Boards Association**

**Deborah Davis, President,
MA Association of School Committees**

The MASC Delegate Assembly will be held at 1:00pm this same day, Saturday, November 7. The format in which the Assembly will be held is still under consideration.

REGISTER NOW! www.masc.org

There is no charge to attend, but we ask that you register so that we can send you the link to the event and materials.

**Massachusetts Association of
School Committees**
One McKinley Square
Boston, MA 02109
www.masc.org

FIRST CLASS
U.S. POSTAGE
PAID
BOSTON, MA
PERMIT NO.
58830

2020 Delegate Manual • 75th Annual Meeting