



Blue Hills Regional District School Committee  
Fifty-Ninth District Committee

**District School Committee Meeting**  
**November 19, 2024**  
**Approved Meeting Minutes**

**A. Pledge of Allegiance**

**B. Call to Order: Time: 7:05 PM**

**Members in Attendance:** Eric Erskine – Braintree, Mark Driscoll (Vice Chair) – Canton, Taryn Mohan (Secretary) – Holbrook, Marybeth Joyce - Milton, Kevin Connolly (Chair) – Norwood, Karen Graves – Randolph, Sheila Vazquez – Westwood, Tom Polito – Dedham, and Chuck Gisoni – DSC Treasurer

**Members not in Attendance: Carl Walker – Avon**

**Administration in Attendance:** Jill Rossetti – Superintendent-Director, Jill Brillhante – Business Manager, Geoff Zini – Principal, and Ed Catabia – Athletic Director

Chair Connolly took a couple minutes to introduce out new DSC Member Marybeth Joyce representing the town of Milton. Ms. Joyce is not new to the school. She retired from Blue Hills two years ago and follows in her father's (Fess Joyce) footsteps.

**C. Public Comment: Joseph Burke, Randolph**

Mr. Burke stated that he has been attending these DSC meetings regularly and has become slowly more critical of the unnecessary back and forth exchanges between the DSC members with each other or personality conflicts during school committee time. He further stated that this belongs in Executive session or in the Sub-Committees. He does not want it going on during open session.

**D. Student Representative Report: Kabirah Azeez**

Kabirah provided a slide show to present her report. She presented the football teams win over Lynn Tech and how that worked into upcoming games. She then reported on other activities, planned and upcoming including Open House, Girls in Trades, the Halloween contest in Cosmo, and the Boosters Holiday Fair coming up in December. She concluded her presentation wishing everyone an amazing weekend.

**E. Treasurer's Report and Warrant: Chuck Gisoni**

Vote Required for the following Warrants:

Warrant # 7 for \$ 926,414.41 Voucher numbers 1023 - 1025

Warrant # 8 for \$2,344,455.38 Voucher numbers 1026 – 1033

**Motion to approve warrant numbers 7 and 8:** Taryn Mohan, Holbrook

**Second:** Mark Driscoll, Canton

**Discussion:** None

**Vote:** Motion to approve Warrant numbers 7 and 8 carries unanimously by those members in attendance.

**F. Fall Sports Report:** Ed Catabia, Athletic Director

Mr. Catabia started his presentation thanking the Facilities staff for always having the fields prepared and ready for games/meets.

He then submitted a sports calendar that had all team schedules both home and away games. The schedules included the Championship games as well. One hundred and eighty-five student athletes participated in Fall sports. He reviewed highlights from Football, Golf, Volleyball and Soccer.

Mr. Catabia then reminded the Committee that this year's Thanksgiving Day Football game is actually on Thanksgiving, at Blue Hills and will start at 10:00 AM inviting them to join them. He also told the group the Hockey team will be using the MDC ice rink rather than the Ice House saving the school approximately \$2,500. /YR.

**G. Minutes Approval:** (Vote Required)

October 15, 2024

**Motion to approve the minutes for the DSC October 15, 2024 meeting:** Tom Polito, Dedham

**Second:** Taryn Mohan, Holbrook

**Discussion:** None

**Vote:** Motion to approve the October 2024 minutes carries with a 6 yes, 0 no, and 2 abstention (Milton and Canton)

**H. Superintendent's Report:** Jill Rossetti, Superintendent-Director (see attachment for presentation)

- Decommission out of date and other materials of little/ no value from the Vocational and LPN program

The Superintendent directed the committee to refer to the items listed for decommission from both the Vocational programs and the old LPN program. Most items were out of date and had little or no value. Those items that may have value will go to an auction site for possible purchase. After some discussion about the auction site, the Chair asked for a motion.

**Motion to approve the decommission of the identified equipment:** Mark Driscoll, Canton

**Second:** Eric Erskine, Braintree

**Discussion:** None

**Vote:** Motion to approve the decommission of identified items carries unanimously by those members in attendance.

- Out-of-State travel request for Superintendent

- The Superintendent asked the committee to approve out-of-state travel to participate in Spring 2025 Leading Now conference in Nashville, TN. The conference will take place January 28 – 29, 2025. There is no cost to the District.

**Motion to approve out-of-State travel for the Superintendent:** Mark Driscoll, Canton

**Second:** Karen Graves, Randolph

**Discussion:** None

**Vote:** Motion to approve out-of-State travel for the Superintendent carries unanimously by those members in attendance.

- Canton Police, body cam

The Superintendent let the Committee know that our SRO will not be wearing one in the school for privacy reasons. Please see the attached printout to view the paragraph the Canton Police released on the issue.

- Chamber Talk

The Superintendent participated in Chamber Talks 2024 on October 24<sup>th</sup> as a panelist. She reported that it was a fulfilling experience. Some of the topics discussed included Local impact of migrants, cost of housing and the need for skilled trades workers.

- Superintendent Goals (See attachment)

The superintendent then reviewed her goals and progress made thus far. Everything is on track and on time.

**I. DSC Chair Report:** Kevin Connolly, Norwood

- Sub-Committee Assignments/Discussion (see attachment)

The chair asked the Committee to look at the subcommittee assignment chart from their package and review recommendations and assignments for this upcoming year. After a brief discussion, the Committee approved the subcommittees as written. (see attachment)

- Job Description: DSC Recording Secretary (see attachment)

The Chair asked the Committee to look at the job description provided for the last recording secretary. This was a job description for a 27/Hr./week position. He noted that it did not include preparing mileage for committee members and that he prepares his own mileage. Member Polito then said that the caveat at the end allows it. (Perform other duties as assigned by the DSC members and Superintendent-Director.) A short discussion outlining pros and cons began. The Vice Chair then made a motion to move this discussion into the Policy sub-committee for further discussion.

**Motion to move Mileage discussion into the Policy Sub-Committee:** Mark Driscoll, Canton

**Second:** Eric Erskine

**Discussion:** None

**Vote:** Motion to move mileage discussion to the Policy Sub-Committee carries unanimously by those members in attendance.

- Update on the MASC/MASS Joint Conference. (Eric Erskine, Braintree)

Mr. Erskine reported that the meeting was much better than he anticipated and he will forward the results to all members when the official report is released. He also informed the committee that he voted as directed and it was primarily with MASC organizational recommendations.

- Unofficial voting results for the District (Official numbers will be forwarded when available.)

The results of the November election are as follows

Avon: Carl Walker  
Holbrook: Taryn Mohan  
Milton: Marybeth Joyce  
Norwood: Kevin Connolly  
Randolph: Karen Graves  
Westwood: Sheila Vazquez

**J. DSC Sub-Committee Reports:**

**- Personnel and Negotiations Sub-Committee**

Superintendent's Compensation

The Sub-Committee recommends to the full committee that they approve a salary increase for the Superintendent-Director; bringing her annual salary more in line with area Superintendents. Further, they recommend approving a salary increase for the Business Manager for the same reason. Both are doing an outstanding job. The recommendation for this was secured in the Personnel and Negotiations Sub-Committee with a 2 to 1 vote.

Member Polito said that he voted no in the subcommittee meeting because he felt it was too high. This opened a short discussion.

The Chair asked for a motion to approve the recommended salary increases.

**Motion to approve the salary increase for the Superintendent-Director** and agree with the salary increase for the Business Manager: Mark Driscoll, Canton

**Second: Eric Erskine, Braintree**

**Discussion: None**

**Vote:** Motion to approve salary increases carries with the following (7/1/0 vote)

**Yes Votes: 7**

**No Votes: 1 (Dedham)**

**Abstain: 0**

**Finance/Administration Sub-Committee:**

Budget Goals (See attached)

The goals for the Budget process were reviewed in the Finance Sub-Committee. The Sub-Committee having gone over the "draft" recommends that the full Committee approve the Budget Goals as written.

**Motion to approve the Budget Goals:** Mark Driscoll, Canton

**Second:** Eric Erskine, Braintree

**Discussion:** None

**Vote:** Motion to approve Budget Goals carries unanimously by those members in attendance

**K. Administration Reports:**

**1. Principal's Report:** Geoff Zini

- Open House, Showcase, Thanksgiving Day Game

Mr. Zini began his presentation by thanking the administration, facilities, staff and volunteers. Everyone did a great job representing the school and helping to make the event a success. BH collected 397 applications during the event and it was well attended. During the Showcase next week, BH expects 475 District 8<sup>th</sup> grade students to attend. To date, 425 applications have been submitted for next September's Freshman class.

**2. Business Manager Report: Jill Brillhante**

- FY25, First Quarter Report (See Attached)

Ms. Brillhante asked the Committee to refer to the reports she had submitted prior to this meeting. (There is also a copy available for each member in their package.) She then reviewed the salary lines and Expense lines and reported that there are no immediate concerns on any line. These lines include District Leadership, Instructional, Student Service, plant Operation, Fixed costs, Capital and Debt Service.

- Transfer of Funds (See attached)

Ms. Brillhante reported that when building the FY25 budget the district placed funds aside for anticipated raises. She went on to outline requested increases and decreases in lines to meet the needs of the district and to accommodate the salary changes approved in the Negotiation process. She then asked the Committee to approve the transfer of funds.

**Motion to approve the transfer of funds as stated:** Tom Polito, Dedham

**Second:** Mark Driscoll, Canton

**Discussion:** None

**Vote:** Motion to approve the transfer of funds as stated carries unanimously by those members in attendance

- Budget Goals (See Attached) (See Finance Sub-Committee Report above.)

**L. Executive Session: No**

**M. Future Business:**

The next DSC meeting is Tuesday, December 17, 2024

**N. Adjournment: (Vote Required) 8:50 PM**

**Motion to adjourn:** Mark Driscoll, Canton

**Second:** Karen Graves, Randolph

**Discussion:** None

**Vote:** Motion to adjourn carries unanimously by members in attendance

Minutes Prepared by: Pamela Donnellan, Administrative Secretary to the Superintendent-Director  
and DSC Recording Secretary

Approved by the DSC on: January 21, 2025

Home Games MDC Rink metrop on 138

Hockey 2024 2025					
Sport					
Hockey					
Date	Opponent	Location	GM Time	Bus Tme	Rink
12/12/2024	Keefe Tech	Ponky	6:00		
12/13/2024	Quincy	Ponky	5:00		
<b>12/14/2024</b>	<b>Abington</b>	<b>Abington</b>	<b>7:50</b>	<b>No Bus</b>	<b>Rockland</b>
12/18/2024	E.Bost	Ponky	7:00		
12/23/2024	Diman	Ponky	4:00		
1/1/2025	E. Bridge	Pokny	12:00		
<b>1/4/2025</b>	<b>UCT</b>	<b>Bourne</b>	<b>8:30</b>	<b>6:45</b>	<b>Galo Rink</b>
1/8/2025	SSVT	Ponky	4:00		
1/11/2025	SER	Ponky	8:40		
<b>1/15/2025</b>	<b>TC</b>	<b>Pirelli ice</b>	<b>4:00</b>	<b>2:30</b>	<b>Pirelli ice</b>
<b>1/18/2025</b>	<b>MM</b>	<b>Gallo</b>	<b>4:00</b>	<b>2:00</b>	<b>Gallo</b>
<b>1/19/2025</b>	<b>UCT/Gr Low</b>	<b>Gallo</b>	<b>5 or 7:00</b>	<b>TBA</b>	<b>Gallo</b>
1/22/2025	UCT	Ponky	7:00		
<b>1/25/2025</b>	<b>SSVT</b>	<b>Rockland</b>	<b>7:50</b>	<b>No Bus</b>	<b>Rockland</b>
<b>1/29/2025</b>	<b>SER</b>	<b>Easton</b>	<b>7:00</b>	<b>No Bus</b>	<b>Easton</b>
2/1/2025	TC	Ponky	6:40		
<b>2/5/2025</b>	<b>East Bost</b>	<b>TBA</b>	<b>TBA</b>	<b>TBA</b>	<b>TBA</b>
<b>2/12/2025</b>	<b>Diman</b>	<b>Driscol Aren</b>	<b>4:00</b>	<b>2:00</b>	<b>Driscol</b>
<b>2/15/2025</b>	<b>East Bridg</b>	<b>Bridg Ice Arena</b>	<b>6:00</b>	<b>4:00</b>	<b>Br Ice Aren</b>
2/17/2025	Lynn	Ponky	3:00		

2024	25		Boys Basketball		
<b>Varsity and JV</b>					
<b>Date</b>	<b>Team</b>	<b>Location</b>	<b>GM Time</b>	<b>Bus Time</b>	
12/5/2024	SVT	SSVT	3:00	No Bus	SCRIMM
12/6/2024	Holbrokk	Holbrook	2:30	No Bus	SCRIMM
12/10/2024	Dedham	Dedham	4:00	No Bus	SCRIMM
12/12/2024	Carver	BHR	4:30		SCRIMM
<b>Game Schedule</b>					
<b>12/16/2024</b>	<b>WB</b>	<b>WB</b>	<b>3:30/5:00</b>	<b>2:00</b>	
12/19/2024	Keefe	BHR	3:30/5:00		
<b>12/28/2024</b>		<b>Uxbridge</b>	<b>4:00</b>	<b>2:00</b>	No JV
12/30/2024		<b>Uxbridge</b>	<b>5:00/7:00</b>	<b>3:00</b>	No JV
1/2/2025	<b>Norton</b>	<b>Norton</b>	<b>5:00/6:30</b>	<b>3:00</b>	
1/6/2025	<b>WP</b>	<b>WP</b>	<b>3:30/5:00</b>	<b>1:15</b>	
<b>1/8/2025</b>	<b>TC</b>	<b>TC</b>	<b>5:00/6:30</b>	<b>3:30</b>	
1/10/2025	Diman	BHR	5:00/6:30		
<b>1/14/2025</b>	<b>UCT</b>	<b>UCT</b>	<b>3:30/5:00</b>	<b>2:00</b>	
1/17/2025	Norton	BHR	5:00/6:30		
1/21/2025	BP	BHR	5:00/6:30		
1/24/2025	TC	BHR	5:00/6:30		
1/27/2025	Ashland	BHR	5:00/6:30		
<b>1/28/2025</b>	<b>Diman</b>	<b>Diman</b>	<b>5:00/6:30</b>	<b>3:00</b>	
1/30/2025	UCT	BHR	3:30/5:00		
3-Feb	WP	BHR	3:30/5:00		
2/5/2025	Hull	BHR	5:00/6:30		
<b>2/7/2025</b>	<b>BP</b>	<b>BP</b>	<b>5:00/6:30</b>	<b>3:30</b>	
2/10/2025	WB	BHR	3:30/5:00		
<b>Boys Freshman BB</b>					
<b>Date</b>	<b>Team</b>	<b>Location</b>	<b>Fresh Time</b>	<b>Fresh Bus</b>	
<b>12/17/2024</b>	<b>WP</b>	<b>WP</b>	<b>3:30</b>	<b>1:15</b>	
<b>12/19/2024</b>	<b>SSVT</b>	<b>SSVT</b>	<b>3:30</b>	<b>2:00</b>	
<b>1/2/2025</b>	<b>Norton</b>	<b>Norton</b>	<b>3:30</b>	<b>2:00</b>	
<b>1/8/2025</b>	<b>TC</b>	<b>TC</b>	<b>3:30</b>	<b>2:00</b>	
1/10/2025	Diman	BHR	3:30		
1/13/2024	<b>SSVT</b>	<b>BHR</b>	3:30		
1/15/2025	<b>UCT</b>	<b>UCT</b>	<b>4:00</b>	<b>2:30</b>	
1/17/2025	Norton	BHR	3:30		
1/21/2025	BP	BHR	3:30		
1/24/2025	TC	BHR	3:30		
1/27/2025	Ashland	BHR	3:30		
<b>1/28/2025</b>	<b>Diman</b>	<b>Diman</b>	<b>3:30</b>	<b>2:00</b>	
1/29/2025	WP	BHR	3:30		
1/31/2025	UCT	BHR	4:00		
2/5/2025	Hull	BHR	3:30		
<b>2/7/2025</b>	<b>BP</b>	<b>BP</b>	<b>3:30</b>	<b>2:00</b>	

Winter 24/25 Girls Basketball

JV Notes

<b>Varsity</b>			<b>JV</b>		
<b>Date</b>	<b>Team</b>	<b>Location</b>	<b>GM Time</b>	<b>Bus Time</b>	
12/5/2024	BA	BHR SCRIM	3:00 Varsity		
12/9/2024	Avon	BHR SCRIM	3:00 Varsity		
12/13/2024	UCT	BHR	3:30/5:00		
<b>12/16/2024</b>	<b>NFA</b>	<b>NFA</b>	<b>3:30/5:00</b>	<b>2:30</b>	
12/18/2024	Wareham	BHR	3:30/5:00		
<b>1/3/2025</b>	<b>SSVT</b>	<b>SSVT</b>	<b>3:30/5:00</b>	<b>2:00</b>	
1/6/2025	NFA	BHR	3:30/5:00		
1/8/2025	TC	BHR	3:30/5:00		
<b>1/10/2025</b>	<b>Diman</b>	<b>Diman</b>	<b>5:00/6:30</b>	<b>3:30</b>	
1/14/2025	SER	BHR	5:00/6:30		
<b>1/17/2025</b>	<b>UCT</b>	<b>UCT</b>	<b>3:30/5:00</b>	<b>2:00</b>	
<b>1/21/2025</b>	<b>BP</b>	<b>BP</b>	<b>5:00/6:30</b>	<b>4:00</b>	
1/22/2025	SSVT	BHR	3:30/5:00		
<b>1/24/2025</b>	<b>TC</b>	<b>TC</b>	<b>3:30/5:00</b>	<b>2:00</b>	
1/28/2025	Diman	BHR	5:00/6:30		
<b>1/30/2025</b>	<b>SER</b>	<b>SER</b>	<b>5:00/6:30</b>	<b>4:00</b>	
<b>2/3/2025</b>	<b>WP</b>	<b>WP</b>	<b>3:30/5:00</b>	<b>1:15</b>	
<b>2/5/2025</b>	<b>Rand</b>	<b>Rand</b>	<b>4:00/6:15</b>		
2/7/2025	BP	BHR	5:00/6:30		
2/11/2025	WP	BHR	3:30/5:00		
2/12/2025	Rand	BHR	4:00/6:15	3:30	
2/13/2025	Wareham	Wareham	5:00/6:30	2:45	

**Freshman Girls BB**

<b>Date</b>	<b>Team</b>	<b>Location</b>	<b>Fresh Time</b>	<b>Bus Time</b>	
12/19/2024	Keefe Tech	Keefe Tech	4:00	2:00	
<b>1/10/2025</b>	<b>Diman</b>	<b>Diman</b>	<b>3:30</b>	<b>2:00</b>	
1/14/2025	SER	BHR	3:30		
<b>1/21/2025</b>	<b>BP</b>	<b>BP</b>	<b>3:30</b>	<b>2:00</b>	
1/28/2025	Diman	BHR	3:30		
<b>1/30/2025</b>	<b>SER</b>	<b>SER</b>	<b>3:30</b>	<b>2:30</b>	
2/7/2025	BP	BHR	3:30		



Swimming 24/25

Date	Opponent	H/A	Time	Bus	Location
12/13/2024	Shawsheen	A	3:00	1:00	Shawsheen
3-Jan	Mystic Valley	A	3:45	1:45	MV Athletic Complex Bayrd Natatorium
18-Jan	Minute Man	H	3:00		
1/10/2025	INN/LC//Nash	A	TBA	TBA	TBA
15-Jan	Greater Law	A	3:00	1:00	Greater Law
17-Jan	Lynn Tech	H	3:00	1:00	
22-Jan	Greater Lowell	A	3:00	1:00	Greater Lowell
24-Jan	North East Regional	H	4:30	1:00	
<b>Note: Warmup 3:00 Start time 3:30</b>					
29-Jan	Shawsheen Championship	A	3:00	1:00	Shawsheen
30-Jan	TBA Championship	A	TBA	12:30	TBA
2/1/2025	MVADA Championship	Tenative	Saturday	TBA	TBA
<b>Away Meets</b>					
Please note The coach will know what swimming location					

**DSC Sub-Committee Choices for 24 - 25**

<b>Sub-Committee</b>	<b>Sub-Committee Chair</b>						
Curriculum and Advisory		Sheila Vazquez	Karen Graves	Marybeth Joyce	Kevin Connolly		
Finance and Administration		Taryn Mohan	Tom Polito	Mark Driscoll	Kevin Connolly		
Personnel and Negotiations		Tom Polito	Eric Erskine	Marybeth Joyce	Kevin Connolly		
Policy		Tom Polito	Karen Graves	Mark Driscoll	Kevin Connolly		
Athletics and Extracurricular		Karen Graves	Sheila Vazquez	Carl Walker	Kevin Connolly		
Evaluation		Mark Driscoll	Eric Erskine	Taryn Mohan	Kevin Connolly		
Warrant	Taryn Mohan	Taryn Mohan	Mark Driscoll	Eric Erskine	Kevin Connolly		
Building, Facilities, Safety, and Security		Karen Graves	Carl Walker	Eric Erskine	Kevin Connolly		
Website and Technology		Carl Walker	Sheila Vazquez	Marybeth Joyce	Kevin Connolly		

Revised: November 19, 2024: for the 24-25 school year  
(KC/pd)

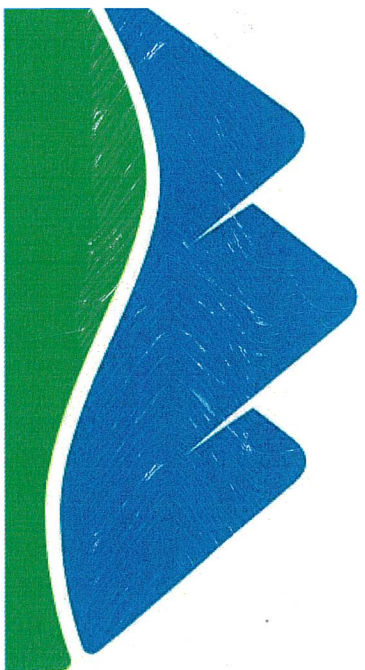
ATTACHMENT "A"

**Duties & Responsibilities**

**Recording Secretary to the District School Committee**

- Record and transcribe minutes of the School Committee meetings
- Prepare related agendas, correspondence and notices
- Communicate and respond to inquiries
- Switchboard/Reception area relief, when needed
- Maintain records and files
- Maintain policy manual
- Coordinate School Committee functions
- Perform other duties as assigned by the District School Committee members and the Superintendent-Director

*pd*  
*27 hours per week*



# **BLUE HILLS**

## **REGIONAL TECHNICAL SCHOOL**

November 19, 2024  
Superintendent-Director Report  
Jill Rossetti

# Superintendent-Director: Out-of-State Travel Request

Leading Now's Spring 2025 Learning Cohort 15 <https://leadingnow.org/>

Competitive application process

January 28-29, 2025

Nashville, TN

No Cost to the District

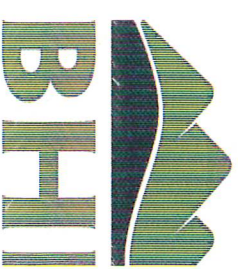
Strategic Communications

Help superintendents navigate politically charged environments and stay the course on their commitment to all students

Diffuse tension and seize the opportunity to build public trust across lines of difference



**Leading Now**

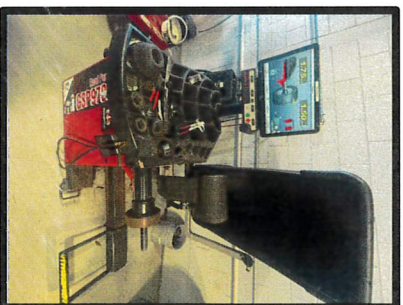


# Decommission Vocational Equipment Fall 2024 Vote Requested.

Culinary: Hobart Mixer, 20-22 years old. Good condition, value range \$4500.00 to \$66500.00 Gear Selector and Transmission are broken, unusable.



Auto Repair: (2) Tire Machines, 25 years old, Value: \$2,000.00



GSP 9700




TCX550

# Decommission LPN Equipment (Vote Requested)

(Handout in your packet)

Link [here](#)

# Canton PD Body Worn Camera (BWC)

- SRO will **not** be wearing one in the school for privacy issues of students, but will have one available if necessary
- Here is the paragraph that addresses the SRO's in the Canton Police Department Policy 
  - Have their assigned BWC with them in the field and ensure it is ready for utilization.
  - Wear and activate the BWC when involved in high-risk activities and when supporting patrol operations that the CPD policy requires BWC device activation.
  - Detectives/School Resource Officers or other officers working in covert, plain clothes assignments (with the approval of the Chief of Police or their designee), are permitted to engage in conversation and perform police functions without the use of their BWC.
  - Officers assigned detectives/school resource officers have full discretion to activate their BWCs for any incident they deem necessary as defined in this policy.
- Examples:
  - If you had an unauthorized party/parent enter the school, by being let in a different door rather than the main entrance, and caused a disturbance (happened at a local school).
  - The redaction software is unbelievable so even if we did get the image/audio of a student we can redact if circumstances warranted it



# Chamber Talks: Mass Exodus?

Thursday, October 24, 2024

5:00-7:00 PM

Grazina Event Space, Norwood, MA

Topics:

Outmigration

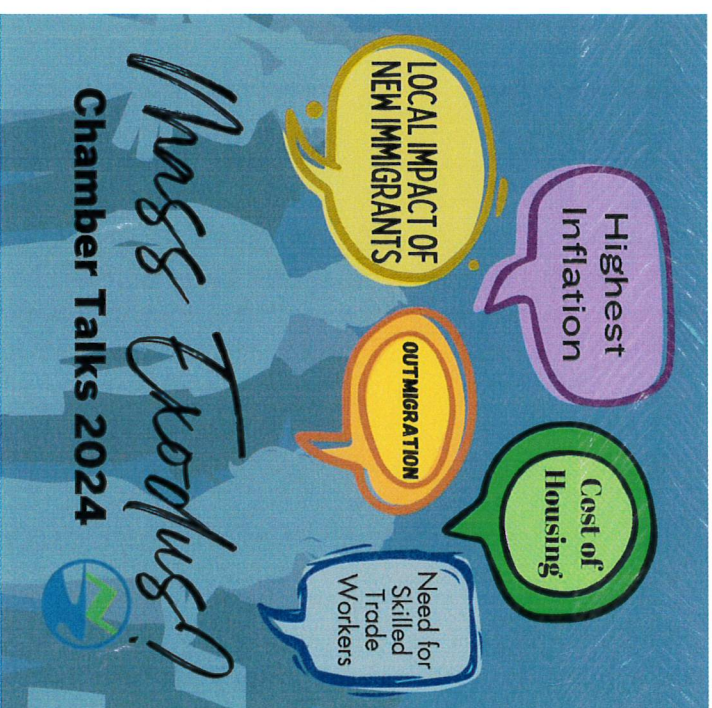
Local impact of migrants

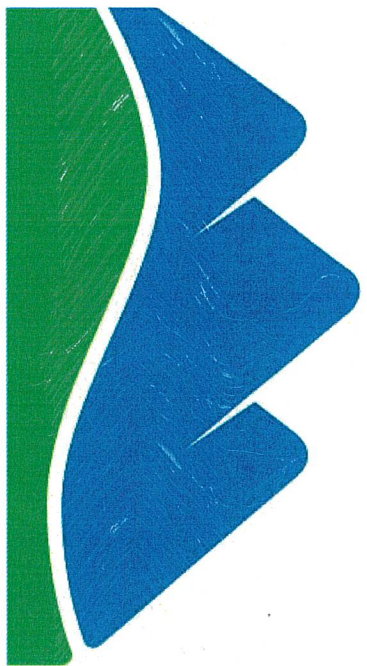
Cost of housing (\$950,000 median single family)

Highest inflation in the country

Changing education/work demographics

Need for skilled trades workers

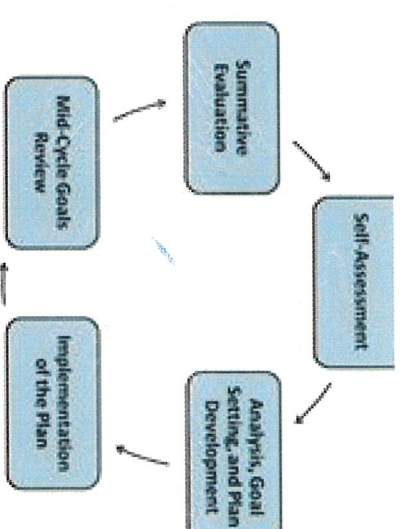




**BLUE HILLS**  
**REGIONAL TECHNICAL SCHOOL**

Superintendent-Director Goals 2024-2025

# Evaluation Cycle



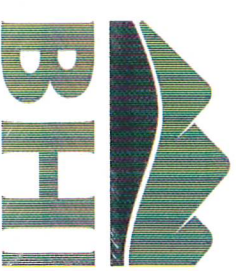
Superintendent-Director Self-Assessment

Analysis, Goal Setting, Plan Development (public meeting)

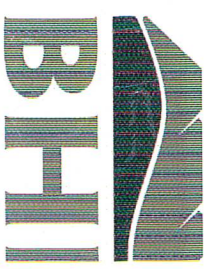
Superintendent-Director Plan Implementation and Collection of Evidence

Mid-Cycle Goals (Public Meeting)

End-of-Cycle and Summative Evaluation Report (June/July 2025-Public Meeting)



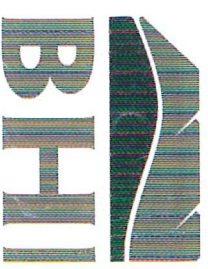
# Blue Hills Belief Statements



Mission: To continue Blue Hills' history of academic achievement, technical training, and character development through a curriculum which emphasizes the integration of cutting-edge technical programs and challenging academic courses; enabling its students to become competent, caring and productive people in a diverse and changing world.

Vision: To be the premier secondary-level technical training and college-preparatory institution in the state of Massachusetts. In keeping with industry standards and emerging technologies, we aim to increase our leadership in the development of world-class Career and Technical graduates who are highly sought for both employment and higher education.

# Blue Hills Core Values and Theory of Action



## Core Values

Blue Hills is committed to:

### Community

- Creating an atmosphere of mutual respect through collaboration, inclusion, and relationships.

### Opportunity

- Offering various diverse opportunities where ALL students can reach their full potential both in and out of the classroom.

### Relevance

- Providing a relevant, high quality, cutting-edge, and innovative education that promotes individual growth for the future.

### Employability

- Uniquely preparing our students for the many possible college and career pathways.

## Theory of Action

If we ensure that teaching and learning is challenging and future focused, foster a positive and supportive climate and culture, encourage meaningful community engagement, and effectively recruit and retain caring and talented staff, **then** students at Blue Hills will become competent, caring, and productive people in a diverse and changing world.

<p>Future Focused Teaching &amp; Learning</p>	<p>Positive &amp; Supportive Climate &amp; Culture</p>	<p>Meaningful Community Engagement</p>	<p>Effective Recruitment and Retention of Staff</p>
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**Strategic Objectives**

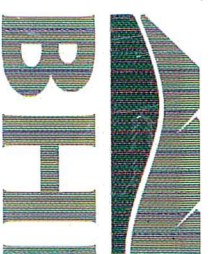
<p>Provide all students a challenging college and career ready curriculum.</p>	<p>Foster an environment that promotes positive and respectful relationships in a safe and secure environment.</p>	<p>Develop a new and nurture existing partnerships and connections with Blue Hills community.</p>	<p>Build a caring, talented and professional community to work and grow at Blue Hills.</p>
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**Strategic Initiatives**

<p>1.1 Ensure that all school curriculum undergoes a comprehensive review, which includes a school wide curriculum bias tool.</p> <p>1.2 Reactivate and prioritize the data team that reviews, analyzes and informs using MCAS, Admissions, ACCESS, CTE, Special Education and other data to help decision-making.</p>	<p>2.1 Develop and implement a "Vision of a Blue Hills Graduate"</p> <p>2.5 Reconvene and empower the district DEIB task force with a clear purpose and goals for their work.</p>	<p>3.2 Evaluate our post-secondary and after school offerings to the community.</p>	<p>4.3 Establish committees to review evaluation tools for teachers and clerical</p>
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# District Improvement Goal #1



Goal: Develop and implement a comprehensive "Vision of a Blue Hills Employee" along with an infographic to support staff growth and retention by June 2025.

*(Alignment to MA DESE Superintendent Rubric Indicators of Practice: Standard IV: Professional Culture Indicator: IV-A Commitment to High Standards. Alignment to BHR Strategy Plan: Pillar 4 Effective Recruitment and Retention of Staff, 4.2 Develop and Implement a Vision of a Blue Hills Employee)*

## **Action Steps:**

- By October 2024: Establish a diverse committee representing various staff roles to develop the "Vision of a Blue Hills Employee."
- By December 2024: Complete the first draft of the "Vision of a Blue Hills Employee" and circulate for feedback.
- By February 2025: Form joint committees to review and revise infographic
- By April 2025: Finalize the "Vision of a Blue Hills Employee" and share it in May
- By June 2025: Conduct training for all staff on the new vision and evaluation process.

## **Evidence:**

- Committee meeting minutes and attendance records
- Draft and final versions of the "Vision of a Blue Hills Employee" document
- Feedback collected from staff on the vision
- Training materials and attendance records for vision and evaluation process training
- Pre- and post-surveys measuring staff understanding and acceptance of the new Vision of a Blue Hills Employee

# District Improvement Goal # 2

**Goal:** The Superintendent-Director will collaborate with the clerical staff to **develop and implement a 21st century clerical evaluation tool** by June 2025, ensuring alignment with current best practices, digital competencies and professional standards.

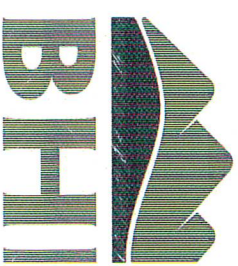
*(Alignment to MA DESE Superintendent Rubric Indicators of Practice: Instructional Leadership (1-D-1: Educator Goals), Management and Operations (1.A.2: Operational Systems), Family and Community Engagement (11. B.1: Student Support), Professional Culture (V-E-1 Shared Vision): BHR Strategy Plan: Pillar 4: Effective Recruitment and Retention of Staff 4.3: Establish committees to review evaluation tools for teachers and clerical staff.*

## **Action Steps:**

- Conduct focus groups with clerical staff to gather input on current evaluation practices and desired improvements
- Review existing clerical evaluation tools and research modern clerical skills and competencies
- Identify key performance indicators, including digital literacy, communication and organizational skills
- Form a working group of clerical staff, HR personnel and administrators to draft the new evaluation tool
- Integrate feedback on core competencies such as digital proficiency, customer services, problem-solving and adaptability
- **April to May: Feedback and Revision:** Pilot the tool with a small group of clerical staff for feedback. Hold revision meetings to address any gaps or improvements based on pilot results.
- Final approval and training June 2025: Present the final version of the evaluation tool to the administrative team for approval. Develop and implement a training session for clerical staff and supervisors on how to effectively use the tool.
- Rollout the evaluation tool school-wide for use in clerical evaluations 2025-2026 school year.\*
- Set up a review cycle to ensure continuous improvement of the tool based on feedback.

## **Evidence:**

- Focus meeting group notes, research summaries and draft list of key competencies
- Draft evaluation tool and documented feedback from the working group
- Communication to clerical staff, rollout plan, and feedback mechanism.





# Professional Practice Goal

**Goal:** By June 2025, the Superintendent-Director will participate in Artificial Intelligence professional development to understand opportunities to improve District practices.

**Alignment to MA DESE Superintendent Rubric Indicators of Practice:**Standard I: Instructional Leadership, Indicator I-D Evaluation, Standard II Management and Operations, Indicator II-B Human Resources Management and Development, Standard III Family and Community Engagement, Indicator III C. Communication, Standard IV Professional Culture, Indicator IV-C Continuous Learning, Indicator IV-E Shared Vision

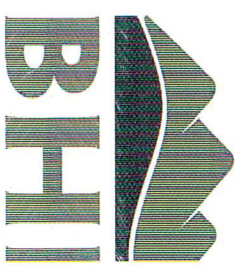
**Alignment to the BHR Strategic Plan:** Pillar 1: Future Focused Teaching and Learning 1.1, 1.3, Pillar 2 Positive and Supportive Climate, 2.3, Pillar 4 Effective Recruitment and Retention of Staff 4.4, Pillar 3: Meaningful Community Engagement, 3.3

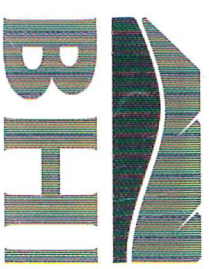
## Action Steps:

- Attend Workshops on AI such as MassCUE on October 16 and 17 at Gillette Stadium
- Model use of tools at Administrative meetings to improve efficiency
- Participate and support in Blue Hills professional development on AI
- Read "Idjafalsdkfjaldsfsja:sf"
- Start an AI Taskforce

## Evidence

- Attendance logs and workshop handouts or certificates
- Superintendent-Director Updates





# Student Learning Goal

**Goal:** By June 2025, ensure all students at Blue Hills Regional Technical School receive a rigorous and inclusive education, integrating updated academic and vocational curricula aligned with MA state framework, **culturally responsive practices and industry-recognized credentials** to prepare students for diverse career and college pathways.

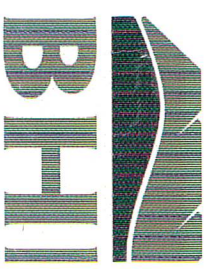
*(Alignment to MA DESE Superintendent Rubric Indicators: Instructional Leadership Standard I-A: Curriculum, ILS I-B: Instruction, ILS I-D: Evaluation, Family and Community Engagement Standard III-C: Communication, Professional Culture Standard IV-D: Continuous Learning) BHR Strategy Plan: Pillar 1: Future Focused Teaching and Learning: 1.1, 1.2, 1.3*

## Action Steps:

- Review at leadership team meetings the school-wide curriculum review by analyzing the curriculum bias toll dashboard to ensure all instructional materials and practices reflect cultural inclusivity and meet MA state frameworks. (I-A)
- Instructional walkthroughs with the high school administration team at least four times per year with various topics to look for.
- Industry-Recognized Credentials (I-B) Ensure that Career and Technical (CTE) programs are updated to include at least two to four new industry-recognized credentials, enhancing students' employability
- Culturally Responsive Instructional Strategies (I-D) Provide professional development on culturally responsive instructional strategies for all staff, ensuring that these strategies are implemented across academic and vocational programs

## Evidence:

- Completion of bias tool integration by June 2025
- Addition of new credentials by May 2026
- 80-90% of staff articulate and implement culturally responsive strategies by June 2025



# DESE Indicators of Practice

## I.E. Instructional Leadership

Uses multiple sources of evidence related to student learning, including state, district, and school assessment results and growth data, to inform school and district goals and improve organizational performance, educator effectiveness, and student learning.

## II.E. Management and Operations

Develops a budget that supports the district's vision, mission and goal; allocates and manages expenditures consistent with district and school level goals and available resources.

## III.B. Community Engagement

Collaborates with families and community stakeholders to support student learning and development at home, school and in the community.

## IV.A. Professional Culture

Fosters a shared commitment to high standards of service, teaching, and learning with high expectations for achievement for all.



OFFICE OF BUSINESS AND PERSONNEL ADMINISTRATION

TO: Finance and Administration Subcommittee  
District School Committee  
Jill Rossetti, Superintendent-Director

FROM: Jill Brilhante, Business Manager

DATE: November 13, 2024

SUBJECTS: 2025 Budget Update – Q1  
Request for Transfer of Funds

Attached is the FY25 Budget Report, summarizing financial activity through November 13, 2024. The Q1 report was delayed to allow additional time for accurate salary expenditure projections following the settlement and approval of contracts by the DSC.

**Salary Lines**

To address the FY25 contract settlements with BHEA, BHAA, SEIU, and Blue Hills Clerical and Cafeteria Employees, we request the allocation of reserved funds within the relevant expense accounts. This transfer will ensure that all salary lines are adequately funded in accordance with the new agreements. Additional transfer requests may be brought before the Committee to address outstanding agreements for SEIU Maintenance and Custodial Employees and individual contracts.

**Expense Lines**

All expense accounts are trending normally for this time of year. Q1 budget report raises no immediate concerns.

**1000 District Leadership Expense**

The majority of the unencumbered / unexpended funds are for ongoing services (legal and payroll), contracted service and membership payments that are currently not due, public relations / recruitment activities, and software licenses fees that are not yet due.

**2000 Instructional Expense**

Typically, these accounts carry a high remaining balance into the third quarter. Expenses trending as expected for this time of year.

### **3000 Student Services Expense**

The majority of the unencumbered funds are for athletic related transportation, officials and materials and other student activities (i.e. café monitoring, Skills USA, advisors).

### **4000 Plant Operation and Maintenance Expense**

The majority of the unencumbered funds relate to building and vehicle maintenance.

### **5000 Fixed Costs Expense**

This series covers insurance and benefit related costs. A surplus is possible in these accounts at year end. Additionally, this series includes the internal transfer amount of \$50,000 into our OPEB Fund.

### **7000 Capital Costs Expense**

This series covers the cost of smaller anticipated capital projects slated in FY25. In addition, it includes the internal transfer amount of \$150,000 into our Stabilization Fund – Capital Projects.

### **8000 Debt Service Expense**

This series covers our long-term debt service. The budget line is our capital principal and interest payments as in our FY25 Capital Assessment, currently in effect with our member towns.

### **Request to Transfer Funds**

In building the FY25 budget, the district placed funding for anticipated raises within relevant accounts. Should the committee desire to keep all individual lines in the positive for year-end, these transfer requests for salary negotiations should be recorded.

### **Decrease Non-Salary Series – Total \$190,831**

Decrease budget 2000 Series by: \$94,668

Decrease budget 3000 Series by: \$23,564

Decrease budget 5000 Series by: \$72,599

### **Increase Salary Series – Total \$190,831**

Increase budget 2000 Series by: \$182,801

Increase budget 3000 Series by: \$8,030



OFFICE OF BUSINESS AND PERSONNEL ADMINISTRATION

2025 Budget Q1 Budget Report and Transfer Request

SALARY ACCOUNTS FOR: PERIOD ENDING 11.13.24	Budget	TRANSFERS	Adjusted BUDGET	YTD EXPENDED	PROJECTED	AVAILABLE	PCT
						BUDGET	Expended
1000 DISTRICT LEADERSHIP AND ADMINISTRATION	691,014		691,014	252,855	423,082	15,077	98%
2000 INSTRUCTION	10,828,326	182,801	11,011,127	2,684,738	8,041,879	284,510	97%
3000 STUDENT SERVICES	710,002	8,030	718,032	105,624	447,490	164,918	77%
4000 OPERATIONS and MAINTENANCE OF PLANT	1,563,840		1,563,840	585,918	880,370	97,552	94%
<b>TOTALS</b>	<b>13,793,182</b>	<b>190,831</b>	<b>13,984,013</b>	<b>3,629,134</b>	<b>9,792,822</b>	<b>562,057</b>	<b>96%</b>
EXPENSE ACCOUNTS FOR: PERIOD ENDING 11.13.24	Budget	TRANSFERS	Adjusted BUDGET	YTD EXPENDED	ENCUMBRANCES	AVAILABLE BUDGET	PCT Exp/Enc
1000 DISTRICT LEADERSHIP AND ADMINISTRATION	337,620		337,620	104,410	135,542	97,667	71%
2000 INSTRUCTION	903,475	(94,668)	808,807	116,008	114,067	578,732	28%
3000 STUDENT SERVICES	1,537,974	(23,564)	1,514,410	50,621	1,220,804	242,986	84%
4000 OPERATIONS and MAINTENANCE OF PLANT	1,828,365		1,828,365	345,407	917,236	565,722	69%
5000 FIXED CHARGES	5,519,755	(72,599)	5,447,156	2,300,620	1,766,474	1,380,063	75%
7000 CAPITAL PROJECTS	381,835		381,835	32,045	-	349,790	8%
8000 DEBT SERVICE	2,279,218		2,279,218	1,131,041	-	1,148,177	50%
<b>TOTALS</b>	<b>12,788,242</b>	<b>(190,831)</b>	<b>12,597,411</b>	<b>4,080,152</b>	<b>4,154,123</b>	<b>4,363,137</b>	<b>65%</b>
****Totals subject to rounding	<b>TOTAL ALL ACCOUNTS</b>	<b>-</b>	<b>26,581,424</b>	<b>7,709,286</b>	<b>13,946,944</b>	<b>4,925,194</b>	<b>81%</b>

## Blue Hills Regional Technical School

### MR YTD Salary Report Series

Fiscal Year: 2024-2025

From Date: 7/1/2023

To Date: 11/13/2024

- Subtotal by Collapse Mask   
  Include pre encumbrance   
  Print accounts with zero balance   
  Filter Encumbrance Detail by Date Range  
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
10.1000.000.000.00	Undesignated	\$691,014.00	\$252,855.03	\$252,855.03	\$438,158.97	\$423,082.16	\$15,076.81	2.18%
	Func: District Leadership and Administration - 1000	\$691,014.00	\$252,855.03	\$252,855.03	\$438,158.97	\$423,082.16	\$15,076.81	2.18%
10.2000.000.000.00	Undesignated	\$10,828,326.00	\$2,684,737.70	\$2,684,737.70	\$8,143,588.30	\$8,041,878.92	\$101,709.38	0.94%
	Func: Instructional Services - 2000	\$10,828,326.00	\$2,684,737.70	\$2,684,737.70	\$8,143,588.30	\$8,041,878.92	\$101,709.38	0.94%
10.3000.000.000.00	Undesignated	\$710,002.00	\$105,623.77	\$105,623.77	\$604,378.23	\$447,385.44	\$156,992.79	22.11%
	Func: Undesignated - 3000	\$710,002.00	\$105,623.77	\$105,623.77	\$604,378.23	\$447,385.44	\$156,992.79	22.11%
10.4000.000.000.00	Undesignated	\$1,563,840.00	\$585,917.56	\$585,917.56	\$977,922.44	\$880,370.02	\$97,552.42	6.24%
	Func: Undesignated - 4000	\$1,563,840.00	\$585,917.56	\$585,917.56	\$977,922.44	\$880,370.02	\$97,552.42	6.24%
<b>Grand Total:</b>		\$13,793,182.00	\$3,629,134.06	\$3,629,134.06	\$10,164,047.94	\$9,792,716.54	\$371,331.40	2.69%

End of Report

## Blue Hills Regional Technical School

### JB YTD Budget Expense Only

From Date: 7/1/2024

To Date: 11/13/2024

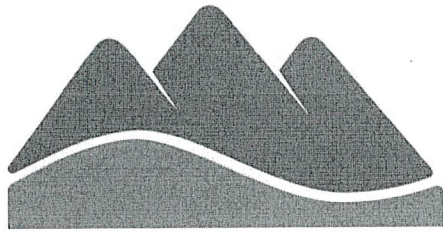
Fiscal Year: 2024-2025

- Subtotal by Collapse Mask   
  Include pre encumbrance   
  Print accounts with zero balance   
  Filter Encumbrance Detail by Date Range  
 Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
10.1000.000.000.00	Undesignated Func: District Leadership and Administration - 1000	\$337,620.00	\$104,410.17	\$104,410.17	\$233,209.83	\$135,542.49	\$97,667.34	28.93%
		\$337,620.00	\$104,410.17	\$104,410.17	\$233,209.83	\$135,542.49	\$97,667.34	28.93%
10.2000.000.000.00	Undesignated Func: Instructional Services - 2000	\$903,475.00	\$116,008.02	\$116,008.02	\$787,466.98	\$114,066.97	\$673,400.01	74.53%
		\$903,475.00	\$116,008.02	\$116,008.02	\$787,466.98	\$114,066.97	\$673,400.01	74.53%
10.3000.000.000.00	Undesignated Func: Undesignated - 3000	\$1,537,974.00	\$50,620.83	\$50,620.83	\$1,487,353.17	\$1,220,803.63	\$266,549.54	17.33%
		\$1,537,974.00	\$50,620.83	\$50,620.83	\$1,487,353.17	\$1,220,803.63	\$266,549.54	17.33%
10.4000.000.000.00	Undesignated Func: Undesignated - 4000	\$1,828,365.00	\$345,407.48	\$345,407.48	\$1,482,957.52	\$917,235.73	\$565,721.79	30.94%
		\$1,828,365.00	\$345,407.48	\$345,407.48	\$1,482,957.52	\$917,235.73	\$565,721.79	30.94%
10.5000.000.000.00	Undesignated Func: Receipts - 5000	\$5,519,755.00	\$2,300,619.53	\$2,300,619.53	\$3,219,135.47	\$1,766,473.92	\$1,452,661.55	26.32%
		\$5,519,755.00	\$2,300,619.53	\$2,300,619.53	\$3,219,135.47	\$1,766,473.92	\$1,452,661.55	26.32%
10.7000.000.000.00	Undesignated Func: Undesignated - 7000	\$381,835.00	\$32,045.00	\$32,045.00	\$349,790.00	\$0.00	\$349,790.00	91.61%
		\$381,835.00	\$32,045.00	\$32,045.00	\$349,790.00	\$0.00	\$349,790.00	91.61%
10.8000.000.000.00	Undesignated Func: Undesignated - 8000	\$2,279,218.00	\$1,131,040.64	\$1,131,040.64	\$1,148,177.36	\$0.00	\$1,148,177.36	50.38%
		\$2,279,218.00	\$1,131,040.64	\$1,131,040.64	\$1,148,177.36	\$0.00	\$1,148,177.36	50.38%
	<b>Grand Total:</b>	\$12,788,242.00	\$4,080,151.67	\$4,080,151.67	\$8,708,090.33	\$4,154,122.74	\$4,553,967.59	38.61%

End of Report





# BLUE HILLS

## REGIONAL TECHNICAL SCHOOL

## FY26 Budget Goals Draft

### 1. Strategic Financial Management & Capital Planning

Blue Hills Regional Technical School commits to maintaining strong fiscal responsibility while preparing for significant future capital needs. In recognition of our aging athletic facilities, we will implement a structured savings approach to our Stabilization Account - Capital Projects. We will specifically address the future replacement of our turf field, track resurfacing, and the addition of stadium lighting within the next 5–10 years. Through careful financial planning and annual contributions, we will ensure these essential athletic facility improvements can be completed without creating an undue burden on any single year's budget or our member communities.

### 2. Future-Focused Facilities and Infrastructure

Our commitment to providing a premier technical education requires maintaining and upgrading our facilities to mirror industry standards. In FY26, we will focus on creating and maintaining learning spaces that prepare students for both college and careers, including the development of a state-of-the-art Dental Assisting program facility pending MA DESE approval. Through strategic use of competitive grant funding and Perkins allocations, we will establish this new technical program while maintaining our commitment to ongoing facility maintenance, enhanced security measures, and strategic upgrades to existing technical program equipment. We recognize that our facilities must evolve alongside technology and industry practices to provide students with relevant, hands-on experience in their chosen fields.

### 3. Academic & Technical Excellence

As we advance our mission of being the premier technical training institution in Massachusetts, our budget will prioritize resources that directly enhance student learning and career readiness. The anticipated addition of our 18th technical program, Dental Assisting, represents our commitment to expanding opportunities that align with workforce demands. We will leverage competitive grant funding and Perkins resources to launch this program while maintaining our high standards across all technical areas. Our investment strategy includes curriculum development that integrates academic rigor with technical expertise, expansion of industry-recognized credential programs, and

strengthening of post-secondary pathways. This commitment includes maintaining appropriate class sizes and providing comprehensive support services to ensure all students can reach their full potential in both academic and technical programs.

#### **4. Staff Development & Student Support**

The heart of Blue Hills' success lies in our ability to attract and retain exceptional educators while providing comprehensive support for our diverse student body. Our FY26 budget will focus on strategic recruitment efforts to build a more diverse workforce that reflects our school community, coupled with meaningful professional development opportunities. This includes recruiting qualified instructors for our new Dental Assisting program while continuing to invest in student support services, including enhanced social-emotional resources, expanded English Language Learner programs, and comprehensive career counseling services. This holistic approach ensures we're not just teaching skills, but developing well-rounded graduates prepared for success.

#### **Measurable Outcomes for FY26:**

- Defined annual targets for athletic facility improvements
- Successfully launch Dental Assisting program (pending MA DESE approval) through effective use of grant funding and Perkins resources
- Document completion of planned facility maintenance projects within allocated budget
- Track increase in number of industry-recognized credentials awarded to students across all programs, including new dental certifications
- Monitor staff recruitment and retention rates, including successful staffing of new program
- Measure student achievement through MCAS, technical assessments, and post-graduate success rates
- Track successful implementation and utilization of grant funding for program development

*Note: All budgetary decisions will align with Blue Hills Regional Technical School's Plan for Success 2023-2026 and support our mission of developing competent, caring, and productive citizens.*