

M.A.S.S. FORUM AND WEBINAR SERIES 2019-2020

WEBINARS

Building and Sustaining School Committee and Community Relationships

Tuesday, October 15, 2019 ~ 10:00AM to 12:00 Noon

This session will begin with a continuation of some of the key topics that were touched upon at the Executive Institute. Attorney Long will adapt the presentation of these topics to the needs of the participants. The session will then focus on the important work of sustaining positive and productive relationships with the School Committee and the Teacher Union Leaders. These relationships are critical to the success of the superintendent. Finally this session will identify the key steps that superintendents should take in preparation for collective bargaining.

Presenter: Michael J. Long and Associates, Long and DiPietro, LLP Attorneys for M.A.S.S.

[REGISTER HERE](#)

MSBA Current School Building Updates, Policies and Practices

Tuesday, October 22, 2019 ~ 10:00AM to 12:00 Noon

This webinar will focus on the latest updates at the MSBA, including the process of school construction and renovations with officials from the Massachusetts School Building Authority, joined by a school superintendent who has had considerable experience in the area of school construction. Such issues that will be covered include the application or statement of interest process, collaborative partnerships between the MSBA and local officials, timelines do's and don'ts of a proposed project, among other issues in regards to school building/renovation projects.

Presenters: MSBA Executive Director Jack McCarthy and Matt Donovan

[REGISTER HERE](#)

Crisis Management

Wednesday, October 30, 2019 ~ 10:00 AM to 12:00 Noon

District leaders face unforeseen challenges throughout the school year – safety incidents, facilities problems, personnel matters, and more — that can threaten public confidence in the schools. This webinar will focus on effective communication before, during, and after various types of crisis situations. A veteran superintendent and strategic communications consultant, both with extensive experience in crisis management and communication, will provide practical tips and strategies to help minimize the impact of incidents, controversies, emergencies, and crises in school districts. Topics will include messaging, media relations, and social media strategy.

Presenters: Communications Consultant Chris Horan and Superintendent Peter Schafer

[REGISTER HERE](#)

Financial Fluency in Massachusetts: Where We Are and Where We Want to Go

Friday, November 15, 2019 ~ 10:00AM to 12 Noon

This webinar will provide a leadership overview of why financial literacy has become an important area of study for all K-12 students, and offer specific ideas on how superintendents can advance students' financial knowledge in their districts. Several studies will be discussed that highlight the need for financial literacy among K-12 students, with a special emphasis on Massachusetts students. Examples will also be presented that show how some Massachusetts schools are advancing financial literacy at different grade levels, through both integrated programs and separate electives. A list of recommended, free or low-cost financial literacy educator resources will be provided to webinar participants, as well as information about annual state and national personal finance competitions for middle and high school students in Massachusetts. After completing this webinar, Massachusetts superintendents will be better-positioned to advocate for financial capability in their districts, which can ultimately empower all schools to better prepare students for academic success and financial security after they graduate. *Call in information will be sent via email to participants the day before the session.*

Presenters: Scott Guild, President, Massachusetts Council on Economic Education, Dr. Margaret Brooks, Professor of Economics and Center Director, Bridgewater State University and Jacqueline Prester, Business and Technology Educator, Mansfield Public Schools

[REGISTER HERE](#)

How to Build the Best School Budget and Garner Community Support for this Budget

Tuesday, November 19, 2019 ~ 10:00AM to 12:00 Noon

This M.A.S.S. School Finance two-hour interactive webinar will include an overview of the multiple dimensions of fiscal resource management and the various components of financial support for public schools. The presentation will incorporate examples of a comprehensive budget model, the budget process and timetable, enrollment considerations, and a budget message. Resources will be identified to inform the budget conversation and message construction. Proposition 2½ override and under-override implications will be examined.

Please submit your advance questions to andrews@massupt.org one week prior to the session.

Call in information will be sent via email to participants the day before the session.

Presenter: Lincoln D. Lynch III, Ed.D. and Roger Hatch, former DESE Finance Director

[REGISTER HERE](#)

Chapter 70 Aid & Spending Requirements for FY 2019

Wednesday, January 29, 2020 ~ 10:00AM to 12:00 Noon

This session is scheduled to coincide with the earlier release of the FY Chapter 70 Aid and spending requirements. This session will provide participants with a preview of the both State funding and the spending requirements for the next school year and how these amounts are determined. The session will provide participants with the information needed to explain the

release of the Chapter 70 figures to the school committee and the general public. The participants will learn how to access this information for their district and how to track the status of these funding levels through the ensuing six month legislative process. The presenter will also link this information to key elements outlined on the Department of Elementary and Secondary Education (DESE) and the Department of Revenue (DOR) websites. The session will also review the impact of the Foundation Commission Report recommendations and the impact of the re-calculation of the reimbursement for low income students.

Participants should have access to a laptop or tablet that has internet capability. Call in information will be sent via email to participants the day before the session.

Presenters: Lincoln D. Lynch III, Ed.D. and Roger Hatch, former DESE Finance Director

[REGISTER HERE](#)

Legal and Practical Issues around Reduction in Force, Involuntary Transfers, Progressive Discipline and Non-Renewal

Tuesday, April 28, 2020 ~ 10:00AM to 12:00 Noon

This session will review and discuss the important personnel issues that superintendents face each spring. The session will begin with both the technical and adaptive work associated with a reduction in force. The presenters will then discuss the issues associated with the involuntary transfer of personnel and the important work associated with the review of the collective bargaining language, the past practice of the district and the importance of an accurate seniority list. The session will conclude with a review of the key steps in progressive discipline and the legal requirements associated with the non-renewal of a teacher with or without professional status.

Participants are encouraged to email their questions and concern in advance to Paul Andrews, Director of Professional Development at andrews@massupt.org

Call in information will be sent via email to participants the day before the session.

Presenter: Michael J. Long and Associates, Long and DiPietro, LLP Attorneys for M.A.S.S.

[REGISTER HERE](#)

FORUMS

SEL: Meeting the Challenges of Equity and Implicit Bias

Tuesday, December 3, 2019 ~ 9:00AM to 12:00 Noon

This Seminar will feature presentations from the Bedford and the Wellesley Public Schools. The presenters will address the critical leadership skills required to close opportunity gaps and create equitable and culturally responsive learning communities. The presenters will also review the value of an equity audit to raise awareness of racial bias. In addition this Seminar will present a professional development and consultation model developed out of Boston Children's Hospital. The Program has partnered with 25 Boston Public Schools to help build the capacity of schools to better address the social emotional and behavioral health of students.

Finally members of the Department of Elementary and Secondary Education (DESE) will share examples of State initiatives and resources that can help foster SEL and address implicit bias, including but not limited to data from the 2019 VOCAL (views of climate and learning) student survey.

The goal of this Seminar is to provide districts with some best practice models and share resources that enable districts to address the complex challenges of creating the conditions that promote equity and address issues of implicit bias.

Presenters: Mr. Jon Sills, Superintendent, Bedford Public Schools
Dr. David Lussier, Superintendent, Wellesley Public Schools
Dr. Shella Dennery, Director, and Molly Jordan, LICSW, Manager, Boston Children's Hospital Neighborhood Partnerships
Rachelle Engler Bennett, Associate Commissioner DESE, Student and Family Support

Location: Assabet Valley Regional Vocational School, 215 Fitchburg Street, Marlborough

Moderator: Chris McGrath, Director of Operations, M.A.S.S.

[REGISTER HERE](#)

MTRS Preparation Forum

Thursday, April 2, 2020 ~ 9:00AM – 12:00PM ~ **THERE IS NO COST FOR THIS SESSION**

We urge you to attend this program, which is for all of our members, including our newest members, and feel free to bring your spouse or partner. The program will provide you with information about retirement issues, including creditable service, administrator compensation, working after retirement, IRS benefit limits, health insurance, and possible pension reform proposals. As school district leaders, it is therefore both personally and professionally beneficial to you as you can use this information to assist other district staff.

The program will include the following topics:

- MTRS Benefits and Recent/Proposed Plan Changes
- Regular Retirement, Retirement Plus, Death and Disability Benefits
- Administrator Contract Issues
- Restrictions on Working after Retirement
- Transition to Retirement and New Careers

Presenters: Jon Osimo, MTRS, Assistant to the Director
Jonathan Lapriore, Director of Member Services/North
Michael Long M.A.S.S. Legal Counsel

Location: Assabet Valley Regional Vocational School, 215 Fitchburg Street, Marlborough

[REGISTER HERE](#)

Social Security Strategy and Procedures

Tuesday, April 14, 2020 ~ 9:00AM – 12:00PM ~ **THERE IS NO COST FOR THIS SESSION**

This program offers a presentation of the Social Security System.

As Massachusetts Teachers Retirement System (MTRS) annuitants, many of our members and spouses are potentially impacted by Social Security Regulations. These laws have implications

for retirement, post retirement, employment and Health Insurance. Feel free to bring your spouse or partner.

The following topics will be covered:

How you become eligible for Social Security and how benefits are calculated;

How the "Social Security Statement" relates to you as an MTRS member;

"Windfall elimination provision" (WEP) and "Government Pension Offset" (GPO) and how these laws affect MTRS annuitants eligibility for retirement and survivor benefits;

Medicare and you: Basic eligibility and enrollment procedures for you as an annuitant or as a couple; How work and earnings may impact your receipt of Social Security benefits;

Preparing for Social Security ~ when and how to apply;

Available Social Security resources and helpful telephone numbers for Social Security and Health Insurance

Many of you continue to work after retirement (especially R+ retirees) and will be involved in areas of employment covered by Social Security. The Social Security implications are many and can be confusing. We urge you to attend this workshop. The earlier you learn about this, the better able you will be to make informed decisions in your financial planning as well as assisting other staff.

Presenter: Francine Kollias, Former Social Security Advisor and Current Social Security Consultant for Middlesex County

Location: Assabet Valley Regional Vocational School, 215 Fitchburg Street, Marlborough

[REGISTER HERE](#)