



Pioneer Valley Performing Arts Charter Public School

Meeting of the Board of Trustees

Published on September 9, 2026 at 8:40 AM EDT

Amended on September 9, 2026 at 9:26 PM EDT

Date and Time

Tuesday September 15, 2026 at 6:00 PM EDT

PVPA Conference Room
15 Mulligan Drive
South Hadley, MA

[Zoom Link](#)

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance		Azizah Yasin	1 m
B. Call the Meeting to Order		Azizah Yasin	1 m
C. Reading of the Mission Statement		PVPA Board Member	1 m

The Pioneer Valley Performing Arts Charter Public School offers its students intensive exposure to the performing arts within the context of an excellent college preparatory curriculum.

	Purpose	Presenter	Time
D. Public Comments		Azizah Yasin	10 m
Brief comments are welcomed			
Public Comment is a time to for us to hear directly from the community. We genuinely value every opinion, as your feedback is crucial to our work as we provide service and support to PVPA students, families, and staff. Please note that the Board generally does not respond directly during Public Comment to ensure that we give full consideration to each issue before formulating an official response.			
E. Approval of Minutes	Approve Minutes	Azizah Yasin	5 m
Approve minutes for Board of Trustees Meeting - Mandatory Training on July 14, 2026			
F. Approval of Minutes	Approve Minutes	Azizah Yasin	5 m
Approve minutes for Board of Trustees Annual Retreat on July 19, 2026			
II. PVPA Staff and Student Reports			6:23 PM
A. Staff Report	Discuss	Jayme Winell	5 m
Jayme Winell is invited to provide a PVPA Staff Report			
B. Student Reports	Discuss	Student Council Representatives	5 m
PVPA Student Council members are invited to provide student reports			
III. Head of School Report			6:33 PM
A. General Updates	Discuss	Brent Nielsen	20 m
• Opening Days of the 2026- 2027 School Year • Enrollment Updates • 30th Celebration and Alumni Open Mic • Review School Culture Data			
IV. Governance Committee			6:53 PM

	Purpose	Presenter	Time
A. Approve 2026-2031 Accountability Plan	Vote	Thomas Roy	10 m
B. Approve Policies	Vote	Thomas Roy	20 m
• Board of Trustees Powers, Duties, and Responsibilities • Open Meeting Policy • Reporting Abuse and Neglect • Reporting Policy • Public Complaints in Accordance with 603 CMR 1.09			
C. Committee Appointments	Discuss	Azizah Yasin	15 m
V. Closing Items			7:38 PM
A. President's Business	Discuss	Azizah Yasin	10 m
President's Business and Updates as well as any updates that were not anticipated 24 hours prior to the meeting.			
B. Adjourn Meeting	Vote	Azizah Yasin	1 m

Coversheet

Approval of Minutes

Section: I. Opening Items
Item: E. Approval of Minutes
Purpose: Approve Minutes
Submitted by:
Related Material:
Minutes for Board of Trustees Meeting - Mandatory Training on July 14, 2026

APPROVED



Pioneer Valley Performing Arts Charter Public School

Minutes

Board of Trustees Meeting - Mandatory Training

Date and Time

Tuesday July 14, 2026 at 5:30 PM

Location

This will be a hybrid meeting with a [Zoom](#) option.

Conference Room - 304
15 Mulligan Drive
South Hadley, MA

Trustees Present

Ann Dargie Gladd, Esq (remote), Azizah Yasin, Emily Whitebear, Kezia Fitzgerald (remote), LATRINA DENSON, Laura Grant (remote), Marita Banda (remote), Mindi Winter, Thomas Roy (remote)

Trustees Absent

None

Trustees who arrived after the meeting opened

LATRINA DENSON

Ex Officio Members Present

Brent Nielsen, Marcy Conner

Non Voting Members Present

Brent Nielsen, Marcy Conner

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

Azizah Yasin called a meeting of the board of trustees of Pioneer Valley Performing Arts Charter Public School to order on Tuesday Jul 14, 2026 at 5:31 PM.

C. Reading of the Mission

Read by Mindi Winter

II. Mandatory Training for Board Members

A. Introduction to Training and Purpose

Required as part of the Charter conditions. DESE did approve Mike Mizoni: dedicated public service over decade of experience. Chief Governance Officer of Board on Track since 2017. Law degree from NE Law School.

LATRINA DENSON arrived at 5:35 PM.

B. Mandatory Training

Here today to satisfy DESE requirement. Many charters responding to DESE conditions right now. This training is late - considering what work has already been done in regards to conditions. Hope is that this is valuable - this training is what he usually provides to new board members for training. Can always continue conversation after our two hours tonight.

House keeping:

1. Introductions
2. Will need to let HVAC worker in shortly.

Introductions:

Azizah - many Boards - first dealing with state open meeting laws

Brent - HOS for 6 years

Emily - into second term on Board - Parent Member - 2026-2027 Clerk.

Latrina - outgoing President. Parent and now Community member since 2021.

Minid - returning to the Board - Past President

Marcy - 10 years to PVPA - ex officio

Anne - beginning second year - 1st experience with DESE regulations - work with non-profit boards

Mike stepped away.

PVPA Dir of Technology was setting up emails - anyone who has not received communication from Thom Vreeland? No

Mike back

Marita - first meeting just started. Teacher in Amherst HS. Serve on Board for Amherst Media.

Tom - attny child welfare - some expereince working with DESE. Second year - serving as VP

Laura - new to boards and PVPA - parent trustee.

Kezia - new this year - advisory board expereince in medical device - parent board member

Slide Show.

Roles & Responsibilities

Oversite of Academic Program

Culture & Climate

Compliance & Legal obligations

Oversight of School Leadership

From Findings to Action

What is a Charter School Board?

Are we covered by Errors & Omissions insurance? Yes-the school carries and you are protected through your bylaws.

Roles & Responsibilitites

No questions.

Module 1 - pulse check - rate us. Board has improved over last year in hadling Baord vs Management handling tasks.

Oversight of Academic Program

How did we arrive at this issue? Whats working/not?

Believe DESE thought we were asleep at the wheel - give deference to Brent at meetings - he brings the facts thoroughly - charter review by DESE viewed minutes and questioned our responses or lack of. Brent has invited Board to different happenings at the school.

All have different backgrounds - being multi layered is difficult to be fully participatory in all things governance. Difficult to be all things all the time. Don't get complicit.

No Academic Committee of the Board - should consider.

Module 2 - pulse - consider diving into this .

No questions. - aug 1st deadlin on Annual report on the accountability plan.

Culture & Climate

Retreat this Sunday is when Board will get a good look at the plan. Dean of Students for three years - action plan is in line with work we have wanted to do. Lays out steps the Administration wants to take and forces us to do because of DESE conditions. Ad hock Committee worked on reviewing the survey and recommending the steps for the action plan.

Module 3 - Pulse

Standardized eval or individual questions? Yes. Policy or approved goal - deliver annual a report on X. Or build in something that takes place every year. Want it to be uniform so that is measurable over several years to show progress/lack of. Once or twice per year. Builds towards CEO evaluation - creates cycle.

Compliance & Legal Obligations

Module 4 - Pulse - save time - review together later

Oversight of School Leadership

Module 5 - Pulse - Do a fire drill at a meeting - practice

Allegations & Investigations

Self assessment & next steps.

Questions & Feedback:

Offer of on-going support for the Board is appreciated and we will be taking advantage. Help to filter through issues and how to respond.

III. Closing Items

A. Adjourn Meeting

Mindi Winter made a motion to adjourn meeting.

LATRINA DENSON seconded the motion.

The board **VOTED** unanimously to approve the motion.

Roll Call

Kezia Fitzgerald Aye

Emily Whitebear Aye

Thomas Roy Aye

Marita Banda Aye

Mindi Winter Aye

Ann Dargie Gladd, Esq Aye

Azizah Yasin Aye

Laura Grant Aye

LATRINA DENSON Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:39 PM.

Respectfully Submitted,

Marcy Conner

Coversheet

Approval of Minutes

Section:	I. Opening Items
Item:	F. Approval of Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Board of Trustees Annual Retreat on July 19, 2026

APPROVED



Pioneer Valley Performing Arts Charter Public School

Minutes

Board of Trustees Annual Retreat

Date and Time

Sunday July 19, 2026 at 12:00 PM

Location

In person only at:

Mt. Holyoke College, Betty Shabazz Cultural Center
2 Dunlap Place
South Hadley, MA 01075

Mt. Holyoke College, Betty Shabazz Cultural Center
2 Dunlap Place
South Hadley, MA 01075

Trustees Present

Ann Dargie Gladd, Esq, Azizah Yasin, Emily Whitebear, LATRINA DENSON, Laura Grant, Marita Banda, Mindi Winter, Thomas Roy

Trustees Absent

Kezia Fitzgerald

Trustees who arrived after the meeting opened

Ann Dargie Gladd, Esq

Guests Present

Brent Nielsen, Jayme Winell, Marcy Conner

I. Opening Items

A. Record Attendance

Ann Dargie Gladd arrived at 1:00 PM.

B. Call the Meeting to Order

Azizah Yasin called a meeting of the board of trustees of Pioneer Valley Performing Arts Charter Public School to order on Sunday Jul 19, 2026 at 12:16 PM.

C. Reading of the Mission

Emily Whitebear and Latrina Denson read the PVPA Mission Statement.

II. Welcome and Introduction

A. Brief discussion of purpose of annual board retreat.

Azizah Yasin provided a brief discussion of the purpose of this year's annual board retreat which is to launch the new year of leadership with an emphasis on review, discussion and satisfaction of DESE conditions on the 2026 PVPA charter renewal.

B. Roundtable introductions of board members and invited guests PVPA staff.

Board members and PVPA staff who are invited guests to each board meeting introduced themselves.

III. Board Norms

A. Discussion of Board Norms

Discussion began on reviewing, establishing and implementing board norms during this governance year to ensure effective communication and productive leadership as a group. Discussion will continue at the next board meeting.

IV. Bylaws

A. Review of amended bylaws approved by DESE.

Azizah Yasin discussed the amended bylaws approved by DESE and the plan to create policy documents about board norms, the selection process for new board members, and staff and student stakeholder engagement at board meetings.

V. Charter Renewal Conditions

A. Review investigative report related to Conditions 1

Ann Dargie Gladd, Esq arrived at 1:00 PM.

Brent Nielsen discussed Condition 1 on the charter renewal which requires the board to select, by May 1, 2026, a third-party external consultant to investigate and assess the board's and school leadership's handling of incidents that occurred during the 2024-2025 school year. The board complied with this condition and the investigative consultant approved by DESE, Attorney Jennifer King, completed her investigation and issued a report on July 8, 2026 in which she concluded there was no wrongdoing by the board and school leadership.

B. Review PBIS school climate data report related to Condition 2

Brent Nielsen discussed Condition 2 on the charter renewal which requires the board to select, by May 1, 2026, a third-party external consultant to engage students, staff, and families in an assessment of school culture and climate, student safety and well-being, and stakeholder engagement. The board complied with this condition. The school conducted the climate survey between June 18 and 23, 2026 as administered by DESE-approved Educational Development Center (EDC). On July 8, 2026 EDC provided a School Climate Data Survey Report with survey results and recommendations.

C. Approve Action Plan to address Conditions 1 and 2

Brent Nielsen discussed Condition 3 on the charter renewal which requires the board, by August 3, 2026, to submit an action plan to DESE that addresses Conditions 1 and 2. Specifically the action plan must address areas for improvement identified through the assessment tools, areas for improvement identified in the investigation of the actions of the board and school leadership in response to past incidents, and the specific strategies and proposed timelines for implementation that addresses all areas for improvement.

The draft of the action plan was reviewed at the retreat; EDC has offered to make suggestions based on the data it collected during the climate and culture survey.

Emily Whitebear made a motion to authorize Board President Azizah Yasin to finalize the action plan in consultation with Head of School Brent Nielsen, Past Board President Latrina Denson and Current Board Vice President Thomas Roy.

LATRINA DENSON seconded the motion.

The board **VOTED** unanimously to approve the motion.

D. Develop and Approve Action Plan to address Condition 5

Brent Nielsen discussed Condition 5 on the charter renewal which requires:

1. All board members to complete Open Meeting Law training by May 7, 2026 and

2. The board to submit by August 3, 2026 an action plan, subject to DESE review and approval, that outlines the steps the board has taken and will take to ensure Open Meeting Law compliance.

Mindi Winter made a motion to accept the draft of the action plan that addresses Condition 5.

Ann Dargie Gladd, Esq seconded the motion.

The board **VOTED** unanimously to approve the motion.

VI. Review of Mandatory Training related to Condition 4

A. Debriefing discussion on mandatory training held on 7-14-26 related to Condition 4.

Azizah Yasin and Brent Nielsen discussed the board's compliance with DESE Condition 4 on the charter renewal which required all board members to complete, by August 3, 2026, a training conducted by DESE-approved external consultant on the roles and responsibilities of a board of trustees charter school. The training must cover establishing and maintaining effective oversight of school leadership, the school's academic program, and compliance with laws and regulations. The board complied with the May 1, 2026 deadline to submit the proposed consultant, Mike Mizzoni, Chief Governance Officer of Board on Track, which DESE approved. Mike Mizzoni conducted the training on July 14, 2026. There was full board attendance.

VII. Strategic Action Plan

A. Discussion on plan to develop five-year strategic action plan for 2026-2031.

Discussion began on the strategic action plan. This will be a work in progress over the next several months and an ad hoc committee may be established to develop this plan.

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 4:55 PM.

Respectfully Submitted,
Azizah Yasin

Documents used during the meeting

None

Coversheet

Approve 2026-2031 Accountability Plan

Section:	IV. Governance Committee
Item:	A. Approve 2026-2031 Accountability Plan
Purpose:	Vote
Submitted by:	
Related Material:	PVPA_Accountability_Plan_Provisionally_Approved_080526.pdf

Accountability Plan

Pioneer Valley Performing Arts Charter Public School (PVPA)

Mission Statement: PVPA offers its students intensive exposure to the performing arts within the context of an excellent college preparatory curriculum.

(PVPA) School Facts

School Fact Type	School Facts
Type of Charter (Commonwealth or Horace Mann)	Commonwealth
Location	South Hadley
Regional or Non-Regional	Regional
Districts in the Region	Agawam, Amherst-Pelham, Belchertown, Chicopee, East Longmeadow, Easthampton, Granby, Hadley, Hampden-Wilbraham, Hampshire, Hatfield, Holyoke, Ludlow, Northampton, South Hadley, Springfield, West Springfield, Westfield
Year Opened	1996
Years Renewed	2001, 2006, 2011, 2021 & 2026
Maximum Enrollment	400
Chartered Grade Span	7-12

Key Design Elements (KDEs):

1. Intensive exposure to the performing arts (P.2; Executive Summary, original charter application)
2. College Preparatory Curriculum (P.2; Executive Summary, original charter application)
3. Students' individual learning styles will be respected and supported. (P.2; Executive Summary, original charter application)

Commitments

The charter school commits to meeting Criterion 1 through 10 as outlined in the Charter School Performance Criteria.

Date of Approvals

Different Types of Approvals	Dates
Date of Provisional Department Approval	08/05/2026
Date of School Board Approval	
Date of Department Approval	

Objectives and Measures Related to Mission and Key Design Elements (required):

Objective 1 (for KDE 1): PVPA students will be deeply immersed in the arts

Measure 1: Each year, all graduates will complete PVPA's recently revised arts concentration requirements for graduation.

Data to be Reported:

- Percentage and number of graduates who completed PVPA's arts concentration requirements

Data Collection Plan:

- The school's Student Records Manager will submit a report to the Head of School on or before July 1
- School Counselors will track progress toward concentration requirement completion in the school's Student Information System

Measure 2: Each year, 100% of core academic courses (ELA, math, science, and history) will implement at least one arts integration project or curriculum unit.

Data to be Reported:

- The number and percentage of arts teachers who collaborated with academic teachers on arts integration projects during the school year.

Data Collection Plan:

- The Director of Arts and the Director of Curriculum & Instruction will collect information about arts integration projects as part of the annual evaluation process.
- Data will be collected in June of each year.
- Information will be stored in the PVPA Administrator Shared Google Drive and the evaluation platform used by the school.

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Measure 3: Each of the five arts departments (dance, technical design and production, music, theater, and visual arts) will host at least two guest artists annually.

Data to be Reported:

- Number and name of each guest artist visiting PVPA annually, broken down by department

Data Collection Plan:

- The Director of Arts will maintain a record of guest artists
- The record will be shared with the Head of School in June of each school year
- The record will be stored in the PVPA Administration Shared Google Drive

Objective 2 (for KDE 2): PVPA Students will receive a rigorous college preparatory education.

Measure 1: Each year, 95% of PVPA juniors will participate in the SAT School Day testing each spring

Data to be Reported:

- The number and percentage of students who are enrolled in grade 11 for the spring semester and have participated in the SAT School Day testing

Data Collection Plan:

- PVPA's school counselors will retrieve data from the College Board
- Data will be collected when available (approximately one month after SAT School Day testing)
- Data will be stored in the PVPA School Counseling Shared Google Drive

Measure 3: Each year, the average total SAT Score for students participating in the SAT School Day testing will exceed the state average for students attending public schools

Data to be Reported:

- The average Total SAT Score for students participating in the SAT School Day testing

Massachusetts Department of Elementary and Secondary Education

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- The average Total SAT Score for public school students statewide

Data Collection Plan:

- PVPA's school counselors will retrieve data from the College Board
- Data will be collected when available (approximately one month after SAT School Day testing)
- Data will be stored in the PVPA School Counseling Shared Google Drive

Objective 3 (for KDE 3): Students' independent learning styles will be respected and supported

Measure 1: Each year, academic and special education teachers working with students in grades 7-9 will attend grade-level Student Support meetings facilitated by a Grade-Level MTSS Leader at least once a month. (process)

Data to be Reported:

- Number and percentage of general education and special education teachers working with students in grades 7-9 who attended Student Support meetings two times a month

Data Collection Plan:

- Grade Level MTSS leaders in 7th, 8th, and 9th grades will maintain attendance records for Student Support meetings.
- Data will be collected throughout the school year and shared with the Head of School in June
- Data will be stored in a shared Google Drive Folder for each grade level

Measure 2: Each year, the percentage of PVPA's Grade Nine students passing all courses will exceed 90%. (outcome)

Data to be Reported:

- Number and percentage of ninth grade students passing all courses

Data Collection Plan:

- The school's Grade Nine Course Passing rate is available in DESE's School and District Profiles

Massachusetts Department of Elementary and Secondary Education

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Measure 3: Each year, PVPA's 4-year graduation rate for low-income students, students with disabilities, and high needs students will exceed 90%

Data to be Reported:

- Percent and number of low-income students, students with disabilities, and high needs students graduating at the end of the year.

Data Collection Plan:

- The Student Records Manager will submit a report to the Head of School on or before July 1
- Annual graduation rates are retrievable from the school's Student Information System

Objective and Measures Related to Dissemination (required):

Objective 4 (for dissemination): PVPA will share best practices regarding its arts education program with local schools and organizations.

Measure 1: PVPA will form a working partnership and will annually share best practices related to art integration projects/units for core academic courses (ELA, math, science, and history) with at least one middle or high school in its region over the course of the charter term.

Data to be Reported:

- The names of schools PVPA partners with and the type of practices shared

Data Collection Plan:

- The Head of School will maintain a record of Partnerships with schools in the region
- Data will be collected throughout the year
- Data will be stored in the PVPA Administration Shared Google Drive

Measure 2: PVPA Administrators will meet annually with at least one administrator from South Hadley Public Schools to identify how PVPA can best support arts education and restorative practices in their district and share best practices.

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Data to be Reported:

- Dates of meetings and a summary of topics discussed

Data Collection Plan:

- The Head of School and Director of Arts will keep meeting minutes
- Information will be collected throughout the year
- Meeting minutes will be stored on the PVPA Administration Shared Google Drive

Coversheet

Approve Policies

Section:	IV. Governance Committee
Item:	B. Approve Policies
Purpose:	Vote
Submitted by:	
Related Material:	1.f. Policy Concerning Board of Trustees Powers and Duties.pdf 1.k. Open Meeting Policy.pdf 3.b. Reporting Policy.pdf Public Complaints In Accordance with 603 CMR 1.09.pdf 2.j. Reporting Abuse and Neglect Policy.pdf

Pioneer Valley Performing Arts Charter Public School
1.f. Policy Concerning Board of Trustees Powers, Duties, and Authorities
Reviewed by Governance Committee: September 10, 2026

Policy Concerning Board of Trustees Powers, Duties, and Authorities

The Board of Trustees of Pioneer Valley Performing Arts Charter Public School governs the school, holds the charter of the school, and supervises the school leader. The Board of Trustees members are public agents of the Commonwealth of Massachusetts, and the Board itself is considered a state governmental body.

The members of the Board of Trustees shall fulfill their fiduciary responsibilities owed to Pioneer Valley Performing Arts Charter Public School, including but not limited to the duty of loyalty and duty of care, as well as the obligation to oversee the school's budget. As such, Board members shall act in the best interest of Pioneer Valley Performing Arts Charter Public School and shall not profit individually as a result of their involvement with Pioneer Valley Performing Arts Charter Public School.

The Board of Trustees shall not and does not exercise managerial powers over Pioneer Valley Performing Arts Charter Public School's day-to-day operations of the school. However, the Board ensures that Pioneer Valley Performing Arts Charter Public School operates in accordance with its charter, including any approved amendments, as well as all applicable state and federal laws and regulations. Responsibilities of the Board of Trustees shall include, but are not limited to, the following:

- Ensuring that the school complies with statutory and regulatory requirements, particularly ensuring that the school achieves academic success, sustains itself as a viable organization, and remains faithful to its charter;
- Requesting the Commissioner's appointment of any new Trustees;
- Developing the school's annual budget;
- Developing and revising, as necessary, the school's bylaws;
- Submitting the timely annual report;
- Submitting the timely annual independent audit;
- Hiring, evaluating, and removing, if necessary, qualified personnel to manage Pioneer Valley Performing Arts Charter Public School's day-to-day operations and holding the administration accountable for meeting specified goals;

Pioneer Valley Performing Arts Charter Public School

1.f. Policy Concerning Board of Trustees Powers, Duties, and Authorities

Reviewed by Governance Committee: September 10, 2026

- Approving and monitoring progress towards meeting the goals of the school's Accountability Plan, DCAP, School Improvement Plan, and all similar educational programs;
- Adopting and revising school policies, including plans for student recruitment and retention;
- Responding to complaints in writing;
- Ensuring that members of the board receive an orientation and training regarding their duties and obligations as members of a board of trustees;
- In consultation with the Head of School and teachers, determining the school's curriculum;
- Ensuring a successful charter renewal;
- Considering and approving appropriate charter amendments; and
- Complying with all requirements and fulfilling all obligations set forth in Pioneer Valley Performing Arts Charter Public School's Bylaws.

Each Trustee shall file a financial disclosure annually with the Massachusetts Ethics Commission, the Department of Elementary and Secondary Education, and the Town of South Hadley where Pioneer Valley Performing Arts Charter Public School is located. Each Trustee shall comply with all reporting and disclosure requirements set forth in Massachusetts Conflict of Interest Law (G.L. c. 268A).

Each Trustee shall file his/her disclosure as follows:

- Within 30 days of becoming a member of the Board of Trustees;
- Before September 1 of each year thereafter that the person is a member of the Board; and
- Before September 1 of the year after the person ceases to be a member of the Board.

Each Trustee shall review and complete a certification of receipt of Open Meeting Law materials: G.L. c 30A, §§ 18-25; 940 CMR 29.00; and The Guide to the Open Meeting Law within two weeks of joining the Pioneer Valley Performing Arts Charter Public School Board of Trustees.

Each Trustee shall review and provide written acknowledgment of a summary of the Massachusetts Conflict of Interest Law on an annual basis. New Trustees must review and

Pioneer Valley Performing Arts Charter Public School

1.f. Policy Concerning Board of Trustees Powers, Duties, and Authorities

Reviewed by Governance Committee: September 10, 2026

provide written acknowledgment within 30 days of joining the Pioneer Valley Performing Arts Charter Public School Board of Trustees and annually thereafter. Every two years, Trustees shall complete online training concerning Massachusetts' Conflict of Interest Law. New Trustees must complete the online training within 30 days of joining the Pioneer Valley Performing Arts Charter Public School Board of Trustees and every two years thereafter.

The Board of Trustees shall be considered the public employer for purposes of tort liability under said chapter 258 and for collective bargaining purposes under said chapter 150E.

Pioneer Valley Performing Arts Charter Public School
Open Meeting Policy
Reviewed by Marc Terry: July 22, 2026
Reviewed by Governance Committee: September 10, 2026

Open Meeting Policy

As a “public body” as defined by the Massachusetts Open Meeting Law (G.L. c. 30A), the Board of Trustees shall convene all Board and subcommittee meetings so that they are open to the public, with the exception of all properly held executive sessions, and in compliance with G.L. c. 30A. All meetings of the Board and subcommittees shall be held at locations that are accessible to persons with disabilities.

The Board of Trustees and subcommittees shall comply with the Open Meeting Law.

Upon joining the Board of Trustees, new members shall review and complete a certification of receipt of the Open Meeting Law, Open Meeting regulations (940 CMR 29.00), and the Massachusetts Guide to the Open Meeting Law.

A. Notification of Meetings of the Board of Trustees and Subcommittees

The Board of Trustees shall post notice of all Board and subcommittee meetings at least 48 hours prior to the planned meeting, excluding Saturdays, Sundays, and holidays. If there is need to hold an emergency meeting, then notice shall be posted as soon as practicable. Notice shall be provided to the Office of the Secretary of State Regulations Division. The Board will notify the Office of the Attorney General, Division of Open Government, of its website and shall post all required meeting postings on its website.

Notice of all Board and subcommittee meetings shall include the date, time, and location of the meeting, as well as the date and time that the notice was posted. Notices shall also include the list of topics the chair reasonably anticipates will be discussed at the meeting. The list of topics shall be sufficiently specific to reasonably inform the public of the issues to be discussed at the meeting.

B. Minutes and Records of Meetings

The Board of Trustees and subcommittees shall maintain detailed, accurate records of every meeting and make the record available to the public upon request, subject to a determination by the Board of Trustees or subcommittee with respect to the release or retention of executive session minutes. The record must include the date, time, and location of the meeting; the identity of Trustees both in attendance and absent from the meeting; a list of documents used at the meeting; and all action taken at the meeting, including a list of the issues discussed and a record of the formal votes taken.

Pioneer Valley Performing Arts Charter Public School
Open Meeting Policy
Reviewed by Marc Terry: July 22, 2026
Reviewed by Governance Committee: September 10, 2026

Pioneer Valley Performing Arts Charter Public School shall post open meeting minutes on the school website once approved by the Board of Trustees at the next meeting.

C. Executive Session

The Board of Trustees and subcommittees may meet in Executive Session only for the reasons enumerated in G.L. c. 30A, § 21. Prior to convening in Executive Session, the Board of Trustees and subcommittees shall:

- First convene in open session;
- Receive a vote of the majority of the quorum to enter Executive Session, and the vote of each member is recorded in the minutes of the open session;
- The motion to enter executive session must state the purpose of the Executive Session; and
- The President of the Board of Trustees or the Chair of the subcommittee states whether open session will reconvene after the Executive Session.

Minutes of the Executive Session shall be taken in the same fashion as minutes of open sessions. However, these minutes shall not be disclosed to the public for as long as necessary to effectuate the lawful purpose of the Executive Session.

All votes taken related to Executive Session shall be taken and recorded by “roll call,” in which each Trustee announces his/her vote individually. This includes motions taken in open session to enter executive session.

If an Executive Session includes remote participants, each remote participant must state that they are alone and cannot be heard by others.

D. Remote Participation

1. Minimum requirements for remote participation:
 - a. A quorum of the body, including the chair or, in the chair’s absence, the person chairing the meeting, must be physically present at the meeting location;
 - b. Members of a public body who participate remotely and all persons present at the meeting location must be clearly audible to each other; and
 - c. All votes taken during a meeting in which a member participates remotely must be by roll call vote.

Pioneer Valley Performing Arts Charter Public School

Open Meeting Policy

Reviewed by Marc Terry: July 22, 2026

Reviewed by Governance Committee: September 10, 2026

2. A member of the Board may participate remotely only if physical attendance would be unreasonably difficult for one of the following reasons.
 - a. personal illness or medical emergency
 - b. military service
 - c. geographic distance
 - d. significant work or family obligations
 - e. weather-related travel restrictions
3. Procedures for Remote Participation:
 - a. The Board Chair must announce the name of any member who is participating remotely; such information must also be recorded in the meeting minutes.
 - b. If technical difficulties arise as a result of utilizing remote participation, the chair (or, in the chair's absence, person chairing the meeting) may decide how to address the situation.
 - c. If a remote participant is disconnected from the meeting, the minutes must note that fact and the time at which the disconnection occurred.

Note: The Remote Participation section of this Policy is based on the permanent regulations. The legislature adopted legislation allowing for fully remote or hybrid meetings until at least March 31, 2027. It shall be the Board's Policy to allow for remote or hybrid meetings in accordance with this legislation for so long as it or similar legislation remains in effect. The current legislation does not require any member to participate at a physical location and does not restrict the purposes for which an individual may participate remotely. The remainder of the language in this section continues to apply.

E. Public Participation

All Board and subcommittee meetings shall convene in a manner so that they are open to the public and in compliance with G.L. c. 30A, with the exception of all properly held discussions concerning matters permitted by law to be discussed in executive session.

An individual may not address the public body without permission of the chair.

F. Complaint Procedure

A parent, guardian, or other individuals or groups who believe the PVPA's board has violated or is violating the provisions of the Massachusetts Open Meeting Law (G.L. c. 30A), may file a complaint within 30 days of the date the violation was reasonably discoverable with the Board Chair by mail, email, or by hand.

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Reviewed by Marc Terry: July 22, 2026

Reviewed by Governance Committee: September 10, 2026

The Board Chair will disseminate the complaint to the other members of the board. The Board will meet to review the complaint and respond to the complaint in writing within 14 business days. The response will contain a description of any action taken to address the allegations in the complaint. The board will send the Attorney General a copy of the complaint and its response at the same time.

If a complainant is not satisfied with the board's response, they may file a copy of the complaint with the Attorney General's Division of Open Government by mail, by email, or by hand, but only after waiting 30 days from when the was filed with the Board.

Pioneer Valley Performing Arts Charter Public School

3.b. Reporting Policy

Reviewed by Marc Terry: July 24, 2026

Reviewed by Governance Committee: September 10, 2026

Reporting Policy

Pursuant to the Department of Elementary & Secondary Education's regulations governing charter schools, 603 CMR 1.08, Pioneer Valley Performing Arts Charter Public School must produce the following reports:

A. Annual Report

Pioneer Valley Performing Arts Charter Public School shall submit an annual report to the Department of Elementary & Secondary Education, the Board of Trustees, and the local school committee and make available to every parent or legal guardian of its enrolled students and to every parent or legal guardian who expresses interest in enrolling in Pioneer Valley Performing Arts Charter Public School. This report shall be made available on the Pioneer Valley Performing Arts Charter Public School website. The annual report shall be submitted no later than August 1st of each year for the preceding school year. The annual report shall include the following information:

- Financial Statement – a financial statement setting forth by appropriate categories the unaudited revenue and expenditures for the prior year and a balance sheet setting forth Pioneer Valley Performing Arts Charter Public School's assets, liabilities, and fund balances or equities;
- Capital Plan – a capital plan identifying future planned capital projects and the amounts held in reserve for such projects;
- Recruitment and Retention (year prior) – a report on Pioneer Valley Performing Arts Charter Public School's implementation of its recruitment and retention plan for the prior year;
- Recruitment and Retention (upcoming year) – an updated recruitment and retention plan for the upcoming school year. In articulating this plan, Pioneer Valley Performing Arts Charter Public School shall ensure that it complies with guidelines issued by the Massachusetts Department of Elementary & Secondary Education;
- Income/Expenses – projections of income and expenses for the upcoming school year;
- Goal Assessment – a discussion of progress made toward meeting Pioneer Valley Performing Arts Charter Public School goals and accountability plan;

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- Evidence of Best Practices – provide evidence that Pioneer Valley Performing Arts Charter Public School is developing or has provided education models for replication and best practices in education; and
- Guidelines – any additional information as required by guidelines issued by the Board of Elementary & Secondary Education

In drafting the Annual Report, Pioneer Valley Performing Arts Charter Public School shall consult the regulations propounded by the Massachusetts Department of Elementary & Secondary Education (603 CMR 1.00 *et seq.*) and any guidelines issued by the Department or Board of Elementary & Secondary Education. As of April 2019, the Massachusetts Department of Elementary & Secondary Education has provided Annual Report Guidelines with detailed information regarding the Annual Report. This information is subject to change and shall be consulted annually.

B. Financial Audits

In accordance with M.G.L. c. 71, § 89, and 603 CMR 1.08(3), Pioneer Valley Performing Arts Charter Public School must have an independent audit conducted of its accounts, consistent with generally accepted government auditing standards and any guidelines issued by the Department of Elementary and Secondary Education. The independent audit shall be filed annually by November 1 with the Department and the Office of the State Auditor.

C. End of Year Financial Report

Pursuant to 603 CMR 1.08(4), Pioneer Valley Performing Arts Charter Public School shall submit an end of year financial report based on audited financial figures. Said report shall be in accordance with guidelines issued by the Department of Elementary and Secondary Education.

D. Enrollment Reports

Pursuant to 603 CMR 1.08(5), Pioneer Valley Performing Arts Charter Public School shall file an annual pre-enrollment report. The Pre-Enrollment Report shall be filed in accordance with deadlines established by the Department of Elementary and Secondary Education. The Pre-Enrollment Report shall include the Pioneer Valley Performing Arts Charter Public School's total enrollment for the year prior and the projected number of students selected for admission, by grade and district of residence for the subsequent academic year.

Pioneer Valley Performing Arts Charter Public School will maintain accurate records including, but not limited to, applications for admission, the lottery process, and wait lists.

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3.b. Reporting Policy

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Reviewed by Governance Committee: September 10, 2026

E. Waitlist Reports

Pursuant to M.G.L. c. 71, § 89 (n) and 603 CMR 1.05, and guidelines established by the Department of Elementary and Secondary Education, Pioneer Valley Performing Arts Charter Public School shall submit a Waitlist Report by June 1st. The Report shall include the list of students who entered the lottery but did not gain admission. The information must include the students' names (first, middle, last), dates of birth, towns of residence, and grades. Pioneer Valley Performing Arts Charter Public School shall update waitlist data at least as frequently as required by the Department of Elementary and Secondary Education.

F. Enrollment Claims Forms Reports

Pioneer Valley Performing Arts Charter Public School shall submit reports detailing actual enrollment as of October 1st and March 1st. Pioneer Valley Performing Arts Charter Public School shall consult the Department of Elementary and Secondary Education for guidance with respect to deadlines and submission instructions.

As of the adoption of this Policy, the Department required that Enrollment Claims Forms Reports are due no later than March 1st of any given year at 5:00 p.m. As with all reports, Pioneer Valley Performing Arts Charter Public School shall consult the Department of Elementary and Secondary Education guidelines and regulations.

G. Additional Information and Reports as Requested

Pursuant to 600 CMR 1.08(8), Pioneer Valley Performing Arts Charter Public School shall respond to any additional information, data, or reports required by the Board or Department of Elementary and Secondary Education. Pioneer Valley Performing Arts Charter Public School shall consult the Department of Elementary and Secondary Education for guidance with respect to any additional information required.

H. Compliance

Pioneer Valley Performing Arts Charter Public School shall submit written documentation related to compliance with building, health, safety, and insurance requirements, and ensure that all such inspections and approvals are current.

I. Investigation

Pioneer Valley Performing Arts Charter Public School shall notify the Department of Elementary and Secondary Education of all significant matters within two business days. Significant matters include, but are not limited to, all communications made to or received by any governmental audit, investigative, or law enforcement agency.

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J. Notification of New Circumstances

Pioneer Valley Performing Arts Charter Public School shall notify the Department of Elementary and Secondary Education immediately of any change in circumstances that may have a significant impact on Pioneer Valley Performing Arts Charter Public School's ability to fulfill its goals or missions, as articulated in the Pioneer Valley Performing Arts Charter Public School charter. Such new circumstances include, but are not limited to (a) changes in individuals holding leadership positions, such as the head of school; (b) a delay in implementing an amendment; (c) Pioneer Valley Performing Arts Charter Public School facilities location change within the same municipality and documentation of Pioneer Valley Performing Arts Charter Public School's compliance with state and federal laws relative to fire, health, safety, and accessibility requirements for new facilities or renovations to existing facilities; (d) changes in Pioneer Valley Performing Arts Charter Public School Board of Trustee Officers; (e) individuals resigning from the Pioneer Valley Performing Arts Charter Public School Board of Trustees; (f) changes in contact information for Pioneer Valley Performing Arts Charter Public School or its Board members; and (g) decreases in enrollment which is more than 10% lower than any previously reported figure.

Pioneer Valley Performing Arts Charter Public School

6.a. Public Complaints

Reviewed by Marc Terry: July 22, 2026

Reviewed by Governance Committee: September 10, 2026

Public Complaints In Accordance with 603 CMR 1.09

In accordance with 603 CMR 1.09, a parent, guardian, or other individuals or groups who believe that a charter school has violated or is violating any provision of G.L. c. 71, § 89, or 603 CMR 1.00 may file a complaint with the charter school's board of trustees. All complaints must be submitted in writing and signed, by hand or electronically, by the individual(s) making the complaint. Absent extraordinary circumstances, the Board of Trustees will disregard anonymous complaints.

Complaints that assert a violation of G.L. c. 71, § 89 or 603 CMR 1.00 will be investigated by the Board of Trustees.

Complaints about personnel and student-specific issues are generally not within the purview of the Board of Trustees and should be initially addressed to the Head of School. The proper procedural course for complaints involving curriculum, instruction, discipline, or harassment shall be:

1. Teacher;
2. Administrator
 - a. Director of Curriculum and Instruction (curriculum and instruction)
 - b. Director of Arts (Arts Programming and Production issues)
 - c. Dean of Students (Discipline)
 - d. Director of Student Services (Special Education, Civil Rights, Title IX)
3. Head of School

Exceptions to this process may apply depending on the circumstances of each matter.

Complaints made directly to the Board of Trustees that are not within its purview will be referred to school administration. School administration shall develop uniform procedures that assure prompt and fair attention to complaints that are not within the Board's purview.

The Board of Trustees will respond to all complaints asserting violations of G.L. c. 71, § 89 or 603 CMR 1.00 in writing within 45 days of receipt.

Pioneer Valley Performing Arts Charter Public School
2.j. Reporting Abuse and Neglect Policy
Reviewed by Kimberly Roche: July 22, 2026
Reviewed by Governance Committee: September 10, 2026

Reporting Child Abuse and Neglect Policy

A. General Information

Pioneer Valley Performing Arts Charter Public School seeks to promote a safe and productive educational environment for its students. Accordingly, Pioneer Valley Performing Arts Charter Public School expects its employees to be able to recognize the signs and symptoms of child abuse and neglect and take appropriate steps to report any type of suspected abuse or neglect, in accordance with the procedures set forth below.

Section 51A of Chapter 119 of the Massachusetts General Laws mandates that certain persons who in their professional capacity have reasonable cause to believe that a child is: (i) suffering physical or emotional injury resulting from abuse inflicted upon them which causes harm or substantial risk of harm to the child's health or welfare including, but not limited to, sexual abuse; (ii) suffering physical or emotional injury resulting from neglect including, but not limited to, malnutrition; (iii) a sexually exploited child; or (iv) a human trafficking victim, shall immediately, via telephone, report this suspected abuse or neglect to the Department of Children and Families ("DCF"). The telephone report should be made either to the appropriate Area Office Protective Service Unit or via the 24-hour reporting hotline at 800-792-5200.

Additionally, within forty-eight (48) hours of the initial oral report, mandated reports are required under Massachusetts law to notify the DCF in writing using the applicable reporting form. The reporting form should be sent by certified mail, return receipt requested, or via fax, to the appropriate DCF Area Office. A new oral report followed by a new reporting form must be completed for each new instance where there is reasonable cause to believe that a child is suffering from abuse or neglect.

All professionally licensed mandated reporters are required by law to complete annual training on recognizing and reporting suspected child abuse and neglect.

B. Process for Reporting

Pioneer Valley Performing Arts Charter Public School employees who are required by law to report suspected child abuse or neglect shall do so by informing the Head of School or their designee verbally and in writing. The Head of School or designee then must report the suspected abuse or neglect. Nothing in these guidelines, however, prohibits a school employee from notifying the DCF directly when they have reasonable cause to believe abuse or neglect occurred. In such a case, the school employee must inform the Head of School or designee that the suspected abuse or neglect was reported. Any other person may report a case of child abuse or neglect when there is reasonable cause to believe that a child's health or welfare is being harmed, or is at substantial risk of being harmed, as a result of suspected abuse or neglect.

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Upon such suspicion of any sexual harassment and/or sexual assault, a teacher or any other mandated reporter will immediately report their concerns to the school's Title IX Coordinator or the Title IX Coordinator's designee. If the Title IX Coordinator or designee is unavailable or has to disqualify themselves, another designee will assume responsibility for following these procedures. Sexual assault is a crime. It is defined as any sexual act against another person by force, against their will, or by threat of bodily injury. It also includes any sexual act against another person who is incapable of giving consent either because of their temporary or permanent mental incapacity or because they are a minor. A student who reports being a victim of a sexual assault should never, during the course of an investigation, be asked to discuss the incident with the alleged perpetrator present at any time or under any circumstances.

- Through discussions with school administrators, teachers, and student support personnel, and after a check of appropriate educational and health records, the Head of School or designee will obtain the data to be used when reporting the case to the appropriate DCF Area Office.
- After collecting the relevant information concerning the child's suspected abuse or neglect, the Head of School or designee, in consultation with the reporting employee, the nurse, and others as necessary, will determine whether there is reasonable cause to believe that the child may be suffering abuse, including sexual abuse, or neglect.
- If the suspicion is that the abuse or neglect is occurring in the home, do not send the child home from school before filing the verbal 51A report with the DCF. The written report must be forwarded within forty-eight (48) hours.
- In the case of a disagreement concerning the need to report, the Head of School or designee may not substitute their own judgment for that of any mandated reporter within the school. Although the agreement of all professionals involved is desirable, the Head of School or designee must report to the DCF even if they believe the teacher, nurse, or other mandated reporter is mistaken in suspecting abuse or neglect. Failure to file a report as mandated by law will subject the Head of School or designee (or other mandated reporter who fails to meet their statutory obligations) to discipline.
- Accordingly, once the Head of School or designee, or another mandated reporter, makes the decision to file, the Head of School or designee must immediately call the DCF Area Office Protective Service Unit or, if after 5:00 PM, the DCF hotline at 800-792-5200 to report the suspected abuse and neglect.

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- Within forty-eight (48) hours of the initial oral report, the Head of School or designee will send written notification to the DCF Area Office by fax or certified mail. A confidential copy of the reporting form should be retained in the office of the Head of School or designee.
- If the alleged abuser is an employee of Pioneer Valley Performing Arts Charter Public School, verbal and written notification must be made immediately to the Head of School or designee. Employees may be administratively reassigned or placed on administrative leave by the Head of School or designee during the course of an investigation. If an investigation confirms the allegations, Pioneer Valley Performing Arts Charter Public School will take such action as it deems appropriate under the circumstances. Such action may range from counseling to discipline of an employee, up to and including termination of employment.
- The [Head of School] or designee, in consultation with others as necessary, will decide how, when, and by whom the family, including the child who is suspected of being abused or neglected, will be notified of the report. Although the school is not required by law to notify the family, such notification is recommended when notification will not put the student at risk for further harm. In deciding whether to notify, the Head of School or designee and others should consider whether notification will create a substantial risk to the student's health, safety, or welfare. The DCF and the police can provide consultation in making this determination to ensure the child's safety and well-being.
- DCF investigators, who report to the school in order to conduct one phase of their investigation, shall be required to identify themselves and to verify their assignment to the case. School-based staff should encourage DCF investigators to interview the child at home in the presence of the parent or caregiver, unless the 51A has been filed against the parent or caregiver. In this latter case, the interview of the child may be conducted in school in the presence of the child's school counselor or designee.
- After the filing of a report, the Head of School or designee should receive a report from the DCF detailing its findings and specifying the social services that the DCF intends to offer the child. This report may be used to plan further collaboration with other professionals assisting the family. If the report is with respect to alleged abuse by a School employee, the Head of School or designee should be notified as to the findings.
- Certain cases that Pioneer Valley Performing Arts Charter Public School reports to the DCF (sexual abuse and exploitation, serious physical abuse, and some others) may also be referred by the DCF or the Head of School to the police and the District Attorney's Office for investigation. In these circumstances, these

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agencies will typically conduct a multidisciplinary team investigation. The investigation will typically include an interview with the alleged victim(s), alleged perpetrator(s), and witness(es). Relevant investigative information will be provided to the school when appropriate and as permitted by law.

- Throughout the reporting, investigation, and follow-up processes, school documentation must be handled in a way that assures confidentiality when legally appropriate. Accordingly, reports of suspected abuse or neglect will not be part of a child's educational record but will instead be kept separately.
- The Head of School or designee will designate a representative who will ensure that, in the event of the Head of School or designee's absence, the above reporting procedures are followed as required by law.
- The Head of School or designee should periodically review all child abuse reports to determine if there is any pattern of child abuse involving an accused individual. Based upon this review, the Head of School or designee will determine whether further action is required.

C. Emergency Protocol

In the event of a clear emergency where the life or safety of a child is in imminent danger, the Head of School or designee or other mandated reporter should immediately notify the Police and the appropriate DCF Area Office and file the required verbal 51A Report. After 5:00 PM, the school official should use the Child Abuse Hotline at 800-792-5200. A written report must be filed within forty-eight (48) hours.

Massachusetts General Laws Chapter 119, Section 51B(3) authorizes the DCF to take a child into immediate temporary custody, without parental permission or prior notice, if the DCF has reasonable cause to believe that this action is necessary to protect him or her from further abuse or neglect. Emergency responses by the DCF may include law enforcement, depending upon the nature of the incident reported. If the DCF seeks to exercise this authority in the school setting, the Head of School or designee shall:

- verify the DCF representative's identification;
- contact the DCF representative's immediate supervisor to verify the need for the DCF action;
- document the name(s) of the DCF employee(s) involved, the DCF area office involved, and the date, time, and nature of action being taken and file with the office a copy of the 51A report;

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- notify the Chair of the Board of Trustees of the action being taken to the extent permissible by law and while maintaining the student's privacy; and
- provide the DCF with any other pertinent information related to the suspected abuse or neglect.

D. Alleged Victims Eighteen (18) Years of Age or Older Who Are Disabled

Chapter 19C of the Massachusetts General Laws requires that certain persons, who in their professional capacity have reasonable cause to believe that a disabled individual eighteen (18) years of age or older is suffering serious physical or emotional injury resulting from abuse, including sexual abuse, or neglect inflicted upon him/her, shall immediately, via telephone, report this abuse or neglect to the Disabled Persons Protection Commission (DPPC). The twenty-four (24) hour reporting hotline is 800-426-9009 or 1-888-822-0350 TTY. The reporting and notification procedures detailed above also apply when a report is made to the DPPC.

E. Immunity

No person required to report who does in fact make such a report, including a report of abuse or neglect by personnel in Pioneer Valley Performing Arts Charter Public School, shall be held liable in any civil or criminal action by reason of that report. In addition, a person who, although not required to do so by statute, voluntarily makes a report shall not be liable in any civil or criminal action by reason of that report if it was made in good faith and that person did not inflict, cause, or perpetuate the reported abuse or neglect.

In accordance with Massachusetts General Laws Chapter 119, Section 51B, persons who are mandatory reporters of child abuse shall share any relevant information requested by the DCF during the investigation of a specific 51A child abuse report. Those persons who are required to share information are protected from civil or criminal liability for providing such information without parental consent.

F. Consequences for Violations of the Reporting Requirement

Under Massachusetts law, any person required to make oral and written reports of suspected child abuse or neglect who fails to do so and any person who knowingly files a frivolous report can be subject to penalties as prescribed by law. Any school employee required by law to report suspected child abuse or neglect who fails to do so or who knowingly files a frivolous report will be subject to disciplinary action, up to and including termination.

G. Prohibition of Discrimination and Retaliation

Discrimination and retaliation against any student or employee for filing a good faith complaint of suspected abuse or neglect, including a report of abuse or neglect against

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personnel in the school, is strictly prohibited. Employee complaints of discrimination and retaliation should be filed with the Civil Rights Coordinator and/or Title IX Coordinator or their designee. Student complaints of discrimination and retaliation should be filed with the Civil Rights Coordinator and/or Title IX Coordinator or their designee. In accordance with both Massachusetts law and the reporting procedures set forth above, employees who themselves inflict, cause, or perpetuate the abuse of any child and/or engage in discrimination or retaliation against any School student or employee for filing a complaint of abuse or neglect will be subject to discipline, up to and including termination.