

Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
June 3, 2019

The School Committee held a meeting on Monday, June 3, 2019 at 6:15 p.m. in the School Committee Room, third floor, Town Hall. Chair McDonough called the meeting to order and took roll call at 6:15 p.m.

Members Present: Matt Brand, Julie McDonough, Donna McKenzie, Donna McKenzie, Haugland, Cathi Collins, Hayley Sonneborn, Lisa Tabenkin arrived at 6:23 p.m. during Executive Session

Others Present:	Anna Nolin	Superintendent
	Kirk Downing	Assistant Superintendent
	Timothy Luff	Assistant Superintendent
	Peter Gray	Director of Finance
	Rose McDermott	Recording Secretary

Chair McDonough moved for approval for the School Committee to enter into Executive Session:

1. To comply with or act under the authority of any general or special law, specifically Chapter 30A, Section 21(g)(1) The public body, or its chair or designee, shall, at reasonable intervals, review the minutes of executive sessions to determine if the provisions of this subsection warrant continued non-disclosure.
2. To discuss complaints or charges brought against, a public officer, employee, staff member or individual open meeting law complaint #605 and #NSC_2019_3, #NSC_2019_4, #NSC_2019_5 filed by Mr. Ron Alexander.
3. To discuss strategy with respect to collective bargaining with the Education Association of Natick - Unite S (Paraprofessionals), the Association of Administrative and Office Assistants and Cafeteria Employees - Local #1116, if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares;
4. To discuss strategy with respect to collective bargaining (EAN, Units A & B) and in preparation for negotiations with non-union personnel, if an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares;
5. To discuss strategy with respect to litigation specifically, C.D. vs. Natick Public Schools, First Circuit Court of Appeals Ruling, if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares;

Chair McDonough called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Mr. Haugland – Yes

Ms. Collins – Yes

Dr. McKenzie - Yes

Ms. Sonneborn – Yes

Mr. Brand – Yes

Chair McDonough – Yes

It was unanimously approved by a vote of those present 6-0-0. The School Committee proceeded to the Training Room to conduct this session.

Chair McDonough stated that the School Committee will be returning to open session at approximately 8:00 p.m. after Executive Session and a joint meeting with the Board of Selectmen scheduled for 7 p.m..

At 8:25 p.m., the School Committee returned to open session.

Mr. Jefferson Wood, Teacher Representative, joined the meeting at this time.

Public Speak

Chair McDonough asked if anyone wished to come forward for Public Speak. No one came forward.

Approval for Music Dept Trip to Montreal, Canada

Mr. Craig Chisholm, Assistant Director of Fine & Performing Arts, asked for approval for the Natick High School Music Department, including all the choirs and bands to Montreal on May 25, 2020. Mr. Chisholm reviewed the event and answered School Committee member's questions. Ms. Collins moved to approve. Ms. Tabenkin seconded. It was unanimously approved.

Presentation of the Unit A/B Contract Negotiations

Ms. Mariane Davis, Director of Human Resources, reviewed the collective bargaining agreement that has recently been negotiated between the Natick School Committee and the Education Association of Natick. Ms. Davis explained how the interest based bargaining model was used. All 26 participants had 6 hours of training and 10 hours of facilitations. They all learned a structured process to review the issues put before them both by the School Committee and by the Association. Ms. Davis went on further to discuss the changes made to the contract and the vote by the EAN was affirmative to support the contract. Ms. Davis also answered questions by members of the School Committee.

Presentation of Non-Union Salary Schedule

Ms. Marianne Davis, Director of Human Resources, reviewed the non-union salary schedule effective on July 1, 2019. These salaries were not approved for a specific person but for the positions. The process takes the market rate with some range adjustments. The recommendation was a 2% increase for ranges and steps. Ms. Davis reviewed new positions and positions who's salary was increased due to enrollment and in order stay competitive. Ms. Davis made a recommendation of two title changes; the Confidential Secretary to the Superintendent and School Committee to Executive Assistant to the Superintendent and the School Committee as well as the Communications, Grant and Research Specialist to the Director of Communications. Ms. McDonough informed the public that the School Committee had approved the salary schedule during Executive Session. Ms. Collins asked if this schedule also included the agreed upon rates for someone that we've asked to run a graduate level course for example, this is included in that schedule? Dr. Nolin responded that this salary schedule accounts for many roles that staff take on outside of their regular teaching or leading duties.

Goal Update - Elementary Balanced Literacy Data

Ms. Susan Balboni, Principal of Memorial School, Jordan Hoffman, Principal of Johnson School, Anne Carothers, Principal of Lilja Elementary School, Karen Ghilani, Principal of Bennett Hemenway School and Ben Gatto, Interim Principal at Brown School. Ms. Balboni gave a presentation to the School Committee. The team took turns answering questions from School Committee members.





Retirement of Technology Devices

Mr. Dennis Roche, Director of Technology, reviewed 488 assets to retire. All of this equipment has reached its end of life. Mr. Roche asked for an approval to retire these devices at the next meeting.

Presentation of Data, Privacy and Security Policy

Mr. Dennis Roche, Director of Technology along with Ms. Grace Magley, Director of Digital Learning presented the changes to two policies and the addition of two new policies. Mr. Roche explained the necessity for these changes and additions. Mr. Roche answered questions from School Committee members. Mr. Brand looks forward to supporting them because they are very solid and relatively easy to understand.

Ms. Collins left the meeting at 9:31 p.m..

Review Draft Policy of Merit Compensation for Administrative Staff Prior to Subcommittee Review

Dr. Nolin reviewed a draft of the Merit Compensation Policy. There has not been a policy in her 16 years in Natick and in keeping with the policies of many of our like districts across the state, reviewed them all took the most repeated methods by those districts. Dr. Nolin discussed that if we were to give merit, it would be only for staff members demonstrating exemplary on their final performance review.

Review Draft Update to Policy on Fundraising/Financial Procedures Prior to Subcommittee Review

Dr. Peter Gray, Director of Business and Finance has seen a marked increase in fundraising throughout the district. Dr. Gray reviewed policies of like districts and the proposed policy will provide some guidelines. Dr. Nolin also explained all though we do have procedures in place however; there are more and more ways to fundraise online and its making things more complicated. Therefore, a more comprehensive policy needs to be put in place.

Wellness Policy Update

Dr. Nolin reviewed the updates made to the policy. The school health advisory committee reviewed the current policy and made changes to reflect the actual wellness practices of the district.

FY19 Budget Update

Dr. Gray gave a verbal update. We are in a very good financial position. Dr. Gray assured the committee that we will come in or just under budget.

Projected Student Enrollment

Mr. Kirk Downing, Assistant Superintendent gave projections which included new Kindergarten enrollments, new Metco students, and new private school enrollments, however does not include the 150 preschool enrollments. These figures are minus the summer enrollments which history has shown to be 70-100 new students. Dr. Nolin answered questions asked by the School Committee members.

Facilities Director Update

Dr. Nolin informed the School Committee that they are down to three finalists. Dr. Nolin and Ms. Malone, Town Administrator will be conducting the final interviews and are hopeful to hire one of them and have a start date of July 1, 2019. Dr. Nolin thanked Mr. Bill Chenard, Deputy Town Administrator for helping take care of our facilities.

KMS Building Project Update

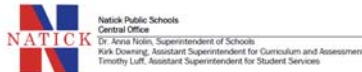
Dr. Nolin reviewed that the compacting that was being done and has since ceased, was causing vibrations to abutters. The decision to cease was made and due to worry from the abutters, there will be an implementation of vibration detection systems. Abutters will also be able to have their homes evaluated prior to the continuation so we can make sure we the town can monitor any damage.

Appoint Dr. Nolin as the Natick School Committee's Representative to the ACCEPT Board of Directors for the 2019-2020 Fiscal Year.

Every year, the Superintendent needs to be appointed as the School Committee's representative. Dr. McKenzie motioned to appoint Dr. Nolin to the ACCEPT Collaborative Board. Ms. Tabenkin seconded. It was approved unanimously.

Approval of Donations

Dr. Peter Gray reviewed the donations and asked the School Committee gratefully accept these donations. Mr. Haugland motioned to gratefully accept and to write letters of acknowledgment to the donors. Ms. Tabenkin seconded. It was unanimously approved.



June 3, 2019

FROM: Dr. Peter H. Gray
Director of Finance

TO: Natick School Committee

SUBJECT: Acceptance of Donations

The following donations have been received by the Natick Public Schools and require School Committee acceptance:

Source/Donation	Amount/Value	Purpose
Brian Harrigan	\$424.00	Teacher Appreciation
Altaz Abji & Gopa Mukherjee	\$500.00	NHS Speech Team
Cognex, Marci Blasker and Peter Tienhaara	\$37,000	2 3D Printers, parts and supplies

Warrant Review

Dr. Gray in accordance with School Committee Procedures, reviewed the following warrants that were reviewed and signed by the School Committee Chairperson.

Warrant Type	Warrant Number	Date Signed	Amount
Accounts Payable	2019-46S	05/06/2019	\$ 551,173.18
Accounts Payable	2019-48S	05/20/2019	\$ 2,243,131.75
Payroll	22B	04/22/2019	\$ 7,193.83
Payroll	23	05/06/2019	\$ 2,100,597.02
Payroll	23B	05/13/2019	\$ 1,230.00
Payroll	24	05/20/2019	\$ 2,263,137.67

If anyone wishes to review the details regarding any of these warrants, please feel free to contact Dr. Gray.

Announcements

Dr. McKenzie extended her sincerest and warmest congratulations to the class of 2019.

Mr. Luff announced that tomorrow morning; over 500 athletes are going to be at Natick High School for the Special Olympics at 9:00 a.m.

At 9:58 p.m., Ms. Tabenkin moved to adjourn. Mr. Brand seconded. It was unanimously approved

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Attest: _____

Rose McDermott
Recording Secretary

Documents Provided in Novus Agenda

Agenda and materials used at this meeting can be found here: [Agenda & Materials](#)

DRAFT