

**NATICK PUBLIC SCHOOLS**  
**School Committee Meeting**  
**March 20, 2017**  
**6:30 PM**  
**School Committee Room, 3rd Floor Town Hall**  
**6:30 p.m. Executive Session, Regular Meeting 7:15 p.m.**

**Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25**

- Roll Call
- Pledge of Allegiance
- Moment of Silence

<b>PUBLIC SPEAK</b>
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A period not exceeding 15 minutes during which time any individual may voice an opinion or concern on any school-related issue that is not on the agenda. During public speak there will not be an opportunity for debate of issues raised.

<b>ACTION ITEMS</b>
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1. Approval of Out of State Travel - NHS Business Professionals of America to Florida
2. Approval of Donations
3. Declassification of Executive Session Minutes
4. Approval of Patent Use Request (US20140360420A1)
5. Approval of Minutes - Executive Session Minutes of March 6, 2017

**Teaching and Learning**

**Chairman's Report**

1. Recognition of Student Representative to the School Committee
  2. Report on Warrants Signed
- Subcommittee/Liaison Updates
  - Report on warrants signed

**Superintendent's Report**

1. Recognition of School Committee Members Amy Mistrot & Dirk Coburn
2. Update on Solar Panels - Jillian Wilson-Martin
3. Present Results of the Elementary Family Surveys  
**Click Here for Presentation**
4. Discussion of Capital Projects/Priorities Planning & Project Timelines
5. Update on FY'18 Budget
6. Kennedy Middle School Building Project Update

**Correspondence/Information:**

**Members Concerns**

- School Committee
- Teacher Representative
- Student Representative

<b>EXECUTIVE SESSION</b>
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1. 6:30 p.m. Executive Session to discuss contract negotiations with non-representative personnel in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws.

<b>FUTURE MEETING DATES/AGENDA ITEMS</b>
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April 3 - School Committee Reorganization, Report on Niche Ratings, NHS Therapy Dog

*Agenda items will be addressed in an order determined by the chair.*

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**ITEM TITLE:** Approval of Out of State Travel - NHS Business Professionals of America to Florida

**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
Request for Out of State Travel - NHS BPA	BPA_Travel_Request.pdf	Cover Memo

# School Sponsored Field Trip Request Form Out of State Travel ONLY

*Attach itinerary, student lists (if known), hotel information, chaperone sign-off forms, waiver requests, etc. to the completed request form and send to the Principal's office. If you will just be submitting the one request form, you may return it by email.*

*Submit to the principal's office no later than the Wednesday before the Natick High School Committee is to meet. Overseas trip requests must be submitted and also approved in advance of any marketing to the students.*

*The lead teacher or an adult representative from your trip must appear at the School Committee meeting to present the request. You will be notified of the date of this meeting.*

To: Dr. Peter Sanchioni  
From Brian Harrigan, NHS Principal  
Date: March 7, 2017  
Re: BPA National Competition

I would like to request School Committee Approval for the following over night / out-of state trip:

Lead teacher's name: Marjorie Roberson

Group: Business Professionals of America

Destination and also Itinerary: Orlando Florida. Daily Competitions

Date of trip: May 9 – May 14

Transportation: Flights to and from Orlando. Disney Transportation while there.

Mode of transportation requested: Airline

Method of payment (fundraising, etc.): Fundraising, student pay

Names of chaperones: 2

Estimated Cost of trip per student: \$1000

Please state the purpose of this trip: Two teams of students and one individual placed at State Competitions. They are eligible to compete in their respective events at Nationals and compete in open competitions as well as take place in workshops and certification exams.

Other students will travel to be interns at the event and compete in open competitions as well as take place in workshops and certification exams.

I support this request and thank you for your consideration.

Sincerely,

Brian Harrigan  
Principal

☐ **I have attached all relevant forms necessary to submit this request.**

*Revised January 22, 2014*

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**ITEM TITLE:** Approval of Donations  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
March Donations	March_2017_Donations.pdf	Cover Memo



**Natick Public Schools  
Central Office**

Dr. Peter Sanchioni, Superintendent  
Dr. Anna Nolin, Assistant Superintendent for Teaching, Learning & Innovation  
Timothy Luff, Assistant Superintendent for Student Services

To: Peter Sanchioni, Superintendent  
From: Peter Gray, Director of Finance  
Date: March 17, 2017  
Re: Acceptance of Donations

Please request School Committee to accept the following donation:

<u>Source/Donation</u>	<u>Amount/Value</u>	<u>Purpose</u>
Mr. Michael Lueders	\$125.00	High School Environmental Club
Rotary Club of Natick	\$200.00	Intrumental Music Program
Ms. Michelle Goodwine	\$5.00	Intrumental Music Program

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**ITEM TITLE:** Declassification of Executive Session Minutes  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
Declassification of Executive Session Minutes Memo	Declassification_of_Executive_Session_Minutes.pdf	Cover Memo



## Memorandum

**To:** School Committee

**From:** Amy Mistrot, Chair Natick School Committee

**Date:** March 20, 2017

**Re:** Declassification of Executive Session Minutes

I am requesting that the School Committee declassify the following Executive Session minutes:

2014	2015	2016
August 25, 2014	January 29, 2015	January 25, 2016
September 29, 2014	February 4, 2015	February 22, 2016
	March 23, 2015	March 21, 2016
	May 4, 2015	April 25, 2016
	June 1, 2015	May 23, 2016
	June 15, 2015	June 20, 2016
	June 22, 2015	July 11, 2016
	July 1, 2015	August 22, 2016
	August 25, 2015	September 11, 2016
	August 31, 2015	October 17, 2016
	September 21, 2015	November 7, 2016
	October 5, 2015	December 12, 2016
	October 26, 2015	
	November 16, 2015	
	November 30, 2015	
	December 14, 2015	

It is the School Committee's policy to declassify its Executive Session minutes, where appropriate, generally once a year in order that they become public record.



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**ITEM TITLE:** Approval of Patent Use Request (US20140360420A1)  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
Request for Patent Use #20140360420A1	Patent_Request.pdf	Cover Memo

Mrs. Nolin

Natick Public School

Natick, MA

Dear Mrs. Nolin:

I am officially requesting the use of the Patent #US20140360420 A1 for the multi-component robot for below ice search and rescue submersible to be used as my senior Capstone Project at WPI. This is a non-profit endeavor for use by the Worcester Fire Department. As one of the patent inventors, I'm looking to build this under ice robot using the existing specifications for the practical usage of the community of Worcester. Again, this is not for profit; it is only for hands on experience in building the physical robot.

Thank you very much.

aKraaa

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**ITEM TITLE:** Approval of Minutes - Executive Session Minutes of March 6, 2017

**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
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**ITEM TITLE:** Recognition of Student Representative to the School Committee

**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
Recognition of Student Rep to the SC	Recognition_of_Student_Representative_Memo.docx	Cover Memo



**Natick Public Schools  
Central Office**

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Dr. Peter Sanchioni, Superintendent  
Dr. Anna Nolin, Assistant Superintendent for Teaching, Learning & Innovation  
Timothy Luff, Assistant Superintendent for Student Services

**To:** Members of the School Committee

**From:** Peter Sanchioni

**Date:** March 7, 2017

**Subj:** Recognition of Student Representative

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The School Committee and Administration would like to recognize Ms. Sarah Strand for her service as Student Representative to the School Committee. Ms. Strand has served as Student Representative for the 2015/2016 and the 2016/2017 school years.

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*Natick Public Schools does not discriminate on the basis of race, color, sex, gender identity, religion, national origin, sexual orientation or disability.*

**Natick Schools Central Office:**

13 East Central Street  
Natick MA 01760

<http://www.natickps.org>

508•647•6500 (phone)  
508•647•6506 (fax)

[www.facebook.com/natickps](http://www.facebook.com/natickps)

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**ITEM TITLE:** Report on Warrants Signed  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
Warrant Report - 3-20-17	Warrant_Review_-_03-20-17_(1).pdf	Cover Memo

# ***Natick Public Schools***

13 East Central Street  
Natick, Massachusetts 01760  
FAX (508) 647-6506



*Building the Future, One Child at a Time*

**Peter H. Gray**  
*Director of Finance*

March 20, 2017

FROM: Peter H. Gray  
Director of Finance

TO: Natick School Committee

SUBJECT: Warrant Review – March 20, 2017

In accordance with School Committee Procedures, the Chairperson reviewed and signed the following warrants:

<u>Warrant Type</u>	<u>Warrant Number</u>	<u>Date Signed</u>	<u>Amount</u>
Accounts Payable	2017-38S	03/06/2017	\$ 560,961.83
Payroll	19	03/15/2017	\$1,869,612.64

If you wish to review the details regarding any of these warrants please feel to contact me.

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**ITEM TITLE:** Recognition of School Committee Members Amy Mistrot & Dirk Coburn

**ITEM SUMMARY:**

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**ITEM TITLE:** Update on Solar Panels - Jillian Wilson-Martin  
**ITEM SUMMARY:**

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**ITEM TITLE:** Present Results of the Elementary Family Surveys

**ITEM SUMMARY:** [\*\*Click Here for Presentation\*\*](#)

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**ITEM TITLE:** Discussion of Capital Projects/Priorities Planning & Project Timelines

**ITEM SUMMARY:**

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**ATTACHMENTS:**

<b>Description</b>	<b>File Name</b>	<b>Type</b>
Playground Capital Projects	Natick_Public_Schools_Playgrounds_(1).pdf	Cover Memo
FY18 Spring Capital Plan	FY18_Spring_Capital_Plan.pdf	Cover Memo
NHS Irrigation Plan Aerial	NHS_Irrigation_Plan_-_Aerial_(1).pdf	Cover Memo

## Natick Public Schools Playgrounds

Playgrounds typically have a 10-15 year useful life

School	Location	Intended Age Use	Installation Company	Year Installed	Capital Plan Replacement Date	Capital Plan Replacement Cost
Bennett Hemenway School	Front of School	2-5 years	Landscape Structures	2001		
Bennett Hemenway School	Back of School	5-12 years	Landscape Structures	2014		
Brown School	East Side of School	5-12 years	Site Specifics	2016		
Brown School	West Side of School	5-12 years	Landscape Structures	2006	FY 2022	\$200,000
Johnson School	Front Right of School	5-12 years	Landscape Structures	1999	FY 2018	\$150,000
Lilja Elementary School	East Side of School	5-12 years	Landscape Structures	1996	FY 2019	\$250,000 (Replace both and combine into one)
Lilja Elementary School	West Side of School	2-5 years	Landscape Structures	1996		
Memorial School	Front Right of School	5-12 years	Landscape Structures	2002		
Memorial School	Left Side of School	2-5 years	Landscape Structures	2014		
NHS	Court Yard	2-5 years	Landscape Structures	2012		
NHS	East Side of School	2-5 years	Landscape Structures	2014		

Both Lilja playgrounds are being replaced and installed at the East side of the school this summer as part of the Modular classroom project.

To: Peter Sanchioni  
From: James Kane  
Re: FY 2018 Spring Capital Plan

***Brown Elementary School - \$100K***

The five year capital plan published in December 2016 proposed \$250K for the Brown sidewalks, since then it was decided that the ADA access from Hartford street to the school should be coordinated with the new Kennedy school site improvements thus eliminating \$150K from the original proposal of \$250K.

The facilities department recommends retaining \$100K of the original allocation to continue with sidewalk and roadway improvements around the school and reallocate \$150K to two other projects, the replacement of the Johnson exterior doors (Fall FY18) and the expansion of the high school irrigation system.

Timeline: April 2017, Engineering design complete

May 2017, advertise the project

June 2017, sign a contract

August 2017 project completed

***High School Irrigation - \$100K***

The original irrigation project proposed in 2016 in the amount of \$55K was to tie into the existing domestic water supply at the high school and provide irrigation to the immediate front of the school only. In light of the severe drought Natick experienced this past summer installing a dedicated well onsite would ensure irrigation could continue even during a water ban.

The facilities department is proposing to reallocate \$100K of the capital budget to install a well at the high school and expand the irrigation project to cover the entire front of the school, the left side of the building where the preschool playground is located and to the right near the parking, see attached site plan and cost breakdown for details.

Timeline: April 2017, engineering design complete

May 2017, advertise the project

June 2017, sign a contract

August 2017 project completed

***Johnson Playground Replacement - \$150K***

The Johnson school playground is scheduled to be replaced this summer. This project would replace the existing playground elements, leveling of the ground and new Fibar mulch to meet all current playground standards. The existing Johnson school playground has elements for kids ages 2-12. The design and installation will be coordinated closely with the school principal and recreation department.

Timeline: April 2017, engineering design complete

May 2017, advertise the project

June 2017, sign a contract

August 2017 project completed



James Kane  
Director of Facilities  
Town of Natick

## PRICING ESTIMATES FOR HIGH SCHOOL IRRIGATION

Thursday , February 9, 2017

Dear Jim,

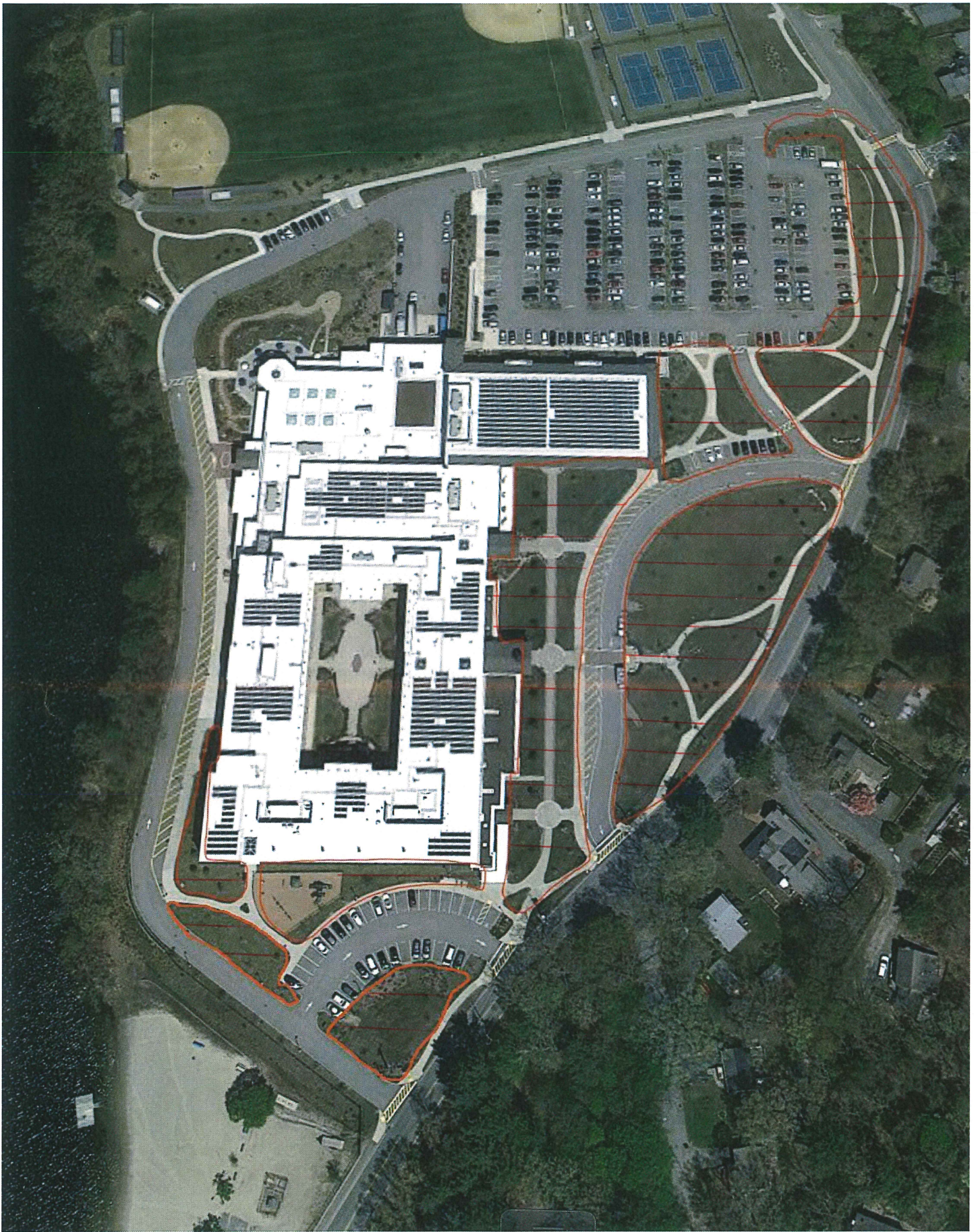
I am pleased to submit these pricing estimates for budget development concerning a new irrigation system at the Natick High School. The project is divided into 3 sections for an in depth understanding of the process we believe will deliver a cost effective and efficient irrigation solution.

1. Development of Groundwater Wells – Based on initial conversations we believe the development of groundwater wells could effectively deliver 45-60 gallons per minute at 70 psi. Projected costs of \$25,000 would include site analysis for a proposed well location, well construction, pump installation, output testing and electrical connection.
2. Roadway Crossing and Excavation – A major cost of the project is the installation of piping and wiring across existing paths and roadways. All crossings will be sleeved so that future maintenance can be completed efficiently. In many cases roadways and pathways will need to be cut so the sleeve can be installed and patched afterwards. This work will be covered under the scope if the irrigation system installation but will likely require the coordination of subcontractors and the town police to provide details during the scheduled work. Budget approximately \$50,000 for sleeving installation and roadway repairs
3. Irrigation System Installation – The installation of the irrigation system will include roughly 20 zones and a pvc mainline which connects the front island, the landscapes round the high school and the large lawn area between the parking lot and roadway. Budget approximately \$70,000 for irrigation installation for the marked areas below.



*Disclaimer: Due to the variability of subsurface conditions Smart Water Management does not guarantee water yield production or water quality under any circumstances. Initial testing provides a best estimate of success which cannot be verified until well construction is complete.*







List

Q Natick High School, West Str...

Done



Natick High School



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**ITEM TITLE:** Update on FY'18 Budget  
**ITEM SUMMARY:**

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**ATTACHMENTS:**

Description	File Name	Type
FY'18 Budget Update	March_20_SC_FY_18_Budget_Update.pdf	Cover Memo

# NATICK SCHOOLS 2018 BUDGET

School Committee Meeting  
March 20, 2017





# FY18 BUDGET EXECUTIVE SUMMARY

FY17 Appropriation	\$57,778,570
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FY18 Increase	\$ 3,471,580
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Percent Increase	6.0%
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Total FY18 Request	\$61,250,150
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# FY18 PERSONNEL SUMMARY

FY 2017 Salaries	\$44,552,667
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## Major Personnel Increases:

Cost of Steps	\$718,825
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Lane Changes	\$356,010
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COLA and Merit Adjustment	\$1,168,074
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Staff Additions	\$1,377,366
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Retirements/Other	\$(501,000)
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Total Salary Impact	\$3,119,275
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FY 2018 Salary Budget	\$47,671,942
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Percent Increase	7.0%
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# FY18 STAFFING REQUESTS

School and Position	FY18 Improvement Budget FTE Added	FY18 Improvement Budget Salary	Rationale
<b>ENROLLMENT DRIVEN</b>			
High School - Art Teacher	0.6	\$ 33,498	0.4 due to enrollment growth, 0.6 due to new programming in Digital Photography and Ceramics III
High School - World Language Teacher	0.4	\$ 22,332	Last year we had 6 classes at or above 25. That will increase for school year 2017-2018.
HS Staff (Art .4, Math .2, English .2,	0.8	\$ 44,664	Larger class sizes in each discipline
High School - Science/Engineering Teacher	1.0	\$ 55,830	0.4 due to enrollment growth, 0.6 due to RTI Science Tutoring Centers
High School - Health/PE Teacher	1.4	\$ 78,162	0.4 due to enrollment growth, 1.0 due to new programming as we shift Health to 10th grade
High School - Math/Computer Science Teacher	1.8	\$ 100,494	0.4 due to enrollment growth, 1.6 due to RTI Math Lab
High School - English Teachers	1.8	\$ 100,494	0.4 due to enrollment growth, 1.6 due to RTI Literacy Lab
Wilson - Two Teachers for enrollment	2.0	\$ 111,660	Enrollment growth
Wilson - Unified arts teacher Ms	0.4	\$ 22,332	We will be unable to bring parity to the unified arts offerings at Kennedy and Wilson. Class sizes will increase.
Middle School French/Spanish Teacher	0.2	\$ 11,166	Enrollment growth
Elementary General Education Teacher/Brown	2.0	\$ 111,660	Enrollment growth
Elementary UA Teacher	1.0	\$ 55,830	Enrollment growth
Elementary General Ed Teacher Lilja	1.0	\$ 55,830	To alleviate overcrowding at BenHem
<b>CASELOAD NEED</b>			
High School Guidance Counselor	0.5	\$ 27,915	Enrollment growth
Nurse - Memorial and Ben Hem	0.5	\$ 22,332	Both schools have a nurse caseload above recommended standards.
Middle/High School Speech	1.0	\$ 55,830	Additional related services required as student population increases to meet IEP needs
Kennedy Literacy Specialist	1.0	\$ 55,830	This position will support a recently implemented literacy RTI block. This person will also act as an instructional coach with L&L teachers.
<b>COMPLIANCE</b>			
District ELL Teacher	0.4	\$ 22,332	ELL Population Growth warrants increase to add content level ELL courses; Ensures compliance with ELL requirements
Brown ELL Teacher	0.5	\$ 27,915	ELL Population Growth warrants increase to expand elementary ELL programming; Ensures compliance with ELL requirements
District Wide Psychologist	1.0	\$ 80,000	Increase in request for specialized evaluations and risk assessments; Provides consultation and training to district staff per student IEPs
Elementary Special Ed/ Ben Hem	1.0	\$ 55,830	Increase in number of students with High Level needs warrant addition for IEP compliance
District - Paraprofessional/Ben Hem	1.0	\$ 24,970	Increase in number of students with High Level needs warrant addition of Learning Center teacher for IEP compliance
Special Educator - HS	1.0	\$ 55,830	Increase in number of students with High Level needs warrant addition of LC teacher for IEP compliance
Special Educator - MS - Wilson	1.0	\$ 55,830	Additional sub-separate program needed at Middle school level to meet IEP compliance
District Wide OT/PT	1.0	\$ 55,830	Additional related services required as student population increases to meet IEP needs
<b>21st Century Growth</b>			
Middle School RTI Support / Wilson	0.5	\$ 24,970	This position will run small RTI intervention groups and/or enrichment for each grade level. (grades 5-8)
Clerk OT/Sub Account		\$ 8,000	Additional summer support for department heads
<b>Total</b>	<b>24.8</b>	<b>\$ 1,377,366</b>	



# FY18 STAFFING REQUESTS - REDUCTIONS

## Balanced Budget Per Current Allocation

Requested Operating Budget                \$61,750,150

Current Appropriation                        \$61,250,150

Impact:                                        Loss of the following 7.9 Requested FTE  
\$58,943 removed from expense accounts

School and Position	FY18 Improvement Budget FTE Added	FY18 Improvement Budget Salary	Impact
<b>ENROLLMENT DRIVEN</b>			
Wilson - Unified Arts Teacher/Drama	1.0	\$ 55,830	We will be unable to bring parity to the unified arts offerings at Kennedy and Wilson. Class sizes will increase.
Middle School Reading Teachers	5.0	\$ 279,150	This will prevent us from implementing an 8 period day. Reading was part of our RTI interventions. Loss of academic time.
Kennedy Unified Arts Teacher	0.4	\$ 22,332	We will be unable to bring parity to the unified arts offerings at Kennedy and Wilson. Class sizes will increase.
<b>CASELOAD NEED</b>			
Nurse - Memorial and Ben Hem	0.5	\$ 27,915	Both schools have a nurse caseload above recommended standards.
<b>COMPLIANCE</b>			
Elementary Technology Coach	1.0	\$ 55,830	Staff mentor dedicated to improving technology skills through PD for all elementary staff - eliminated
<b>DISTRICT</b>			
Cut to Technology Budget		\$ 50,000	Eliminated redundancy project
Cut to Curriculum Budget		\$ 5,000	Cuts to curriculum and assessment purchases
Cut to Maintenance Budget		\$ 3,943	Brings budget below actual costs from FY 16
<b>Total</b>	<b>7.9</b>	<b>\$ 500,000</b>	

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**ITEM TITLE:** Kennedy Middle School Building Project Update  
**ITEM SUMMARY:**

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**ITEM TITLE:** Future Meetings

**ITEM SUMMARY:** April 3 - School Committee Reorganization, Report on Niche Ratings, NHS  
Therapy Dog

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