

NATICK PUBLIC SCHOOLS
School Committee Meeting
April 25, 2022
6:30 PM
School Committee Room, Third Floor, Town Hall

Posted Date: Thursday, April 21, 2022 @11:55AM, Reposted on Thursday, April 21, 2022 @2:45PM

Virtual Meeting Accessed Via: [https://us06web.zoom.us/j/2038566119?](https://us06web.zoom.us/j/2038566119?pwd=TmtsdXgxenQ0YXRlN1FlcHVpd3hEZz09)

pwd=TmtsdXgxenQ0YXRlN1FlcHVpd3hEZz09 Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdXgxenQ0YXRlN1FlcHVpd3hEZz09> . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Cathi Collins (cacollins@natickps.org), one hour prior to the start of the meeting. Your email should include your name, address and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks.

Per our public speak policy, each speaker will have up to 3 minutes.

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

OPEN SESSION

- Roll Call
- Pledge of Allegiance
- Moment of Silence
- Announcements

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair.

CHAIRMAN'S REPORT

1. Review/Revise Vacancies for Subcommittee Assignments
2. Warrant Review
3. Clarification of the Amendment to the Superintendent's Contract

CONSENT AGENDA

1. Approval of School Committee Public Hearing Minutes of March 7, 2022, School Committee Meeting Minutes of March 7, 2022 and March 21, 2022 and Executive Session Minutes of March 21, 2022
2. Approval for Out of State Travel - NHS to Galapagos Islands

3. Approval of Out of State Travel - NHS Choir to Orlando

ACTION ITEMS

1. Approval of the Last Day of School for the 2021/2022 School Year
2. Review and Approve Changes to the 2022/2023 School Year Calendar
3. Vote to Dissolve the KMS Building Committee

SUPERINTENDENT'S REPORT

1. Summary of the KMS Building Project
2. Recognition of KMS Building Committee
3. Preview of Operational Override - Information and Timeline - Town Administrator
4. Update to the Panorama Data (Student SEL/Race/Culture)
5. Grants Update (FY22 and Funding Positions for FY23)

Subcommittee/Liaison Updates

1. Recommendation of Updates to Policies JICE, EEAG and GDQD

MEMBERS UPDATES

- Teacher Representative
- Student Representative

FUTURE MEETING DATES/AGENDA ITEMS

Agenda items will be addressed in an order determined by the chair. Times are approximate.

ITEM TITLE: Review/Revise Vacancies for Subcommittee Assignments

DATE: 4/25/2022

ITEM TYPE: Discussion

ITEM SUMMARY: **LINK** to 2022-2023 Assignments

LINK to Superintendent's presentation

Please note: Edits to presentations may occur up until meeting time.

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Warrant Review

DATE: 4/25/2022

ITEM TYPE: Report

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Clarification of the Amendment to the Superintendent's Contract
DATE: 4/25/2022
ITEM TYPE: Report
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Nolin Contract Amendment	NolinamendmenttoContractofEmployment03302022.pdf	Cover Memo

**AMENDMENT TO SUPERINTENDENT OF SCHOOLS’
CONTRACT OF EMPLOYMENT**

This Amendment to the Superintendent of Schools’ Contract of Employment (hereinafter “the Amendment”) is made as of March 30, 2022 by and between Dr. Anna Nolin (“Dr. Nolin”) and the Natick School Committee (“the Committee”) (collectively, “the Parties”).

WHEREAS, Dr. Nolin and the Committee are parties to a Contract of Employment (“the Contract”) covering the period from January 1, 2021 through June 30, 2026; and,

WHEREAS, due to ongoing demands in the Superintendent’s position the Parties wish to, for Fiscal year 2022 only, amend the Contract to extend Dr. Nolin’s work year by ten (10) days and reduce the number of accrued vacation days by ten (10);

NOW, THEREFORE, the Parties do hereby agree as follows:

1. In Section Three, add the following new language after the existing third sentence: “For Fiscal Year 2022 only, the Superintendent will work an additional ten (10) days. The ten (10) extra days will be compensated at the Superintendent’s per diem rate and will be paid by June 30, 2022. The additional days shall be considered part of the Superintendent’s annual salary and MTRS deductions will be taken.”
2. In Section Ten, add the following new language after the first sentence: “For Fiscal Year 2022 only, the Superintendent shall receive fifteen (15) working days as annual vacation, exclusive of legal holidays. Starting with Fiscal Year 2023, the Superintendent shall again receive twenty-five (25) working days as annual vacation, exclusive of legal holidays.”

Dr. Anna Nolin

Date

Natick School Committee
By: Chair

Date

ITEM TITLE: Approval of School Committee Public Hearing Minutes of March 7, 2022, School Committee Meeting Minutes of March 7, 2022 and March 21, 2022 and Executive Session Minutes of March 21, 2022

DATE: 4/24/2022

ITEM TYPE: Action

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
3-7-22 Public Hearing Draft	3-7-22_Public_Hearing_Draft.pdf	Cover Memo
3-7-22 Draft	3-7-22_Draft.pdf	Cover Memo
3-21-22 Draft	3-21-22_Draft.pdf	Cover Memo

*Natick Public Schools
SCHOOL COMMITTEE PUBLIC HEARING MEETING MINUTES
March 7, 2022*

The School Committee held a meeting on Monday, March 7, 2022, at 6:30pm via an in-person and virtual meeting. Chair McDonough called the meeting to order and took roll call at 6:41pm.

Members Present: Julie McDonough, Henry Haugland, Dr. Donna McKenzie, Catherine Brunell, Cathi Collins, Dr. Shai Fuxman, Hayley Sonneborn

Others Present:	Dr. Anna Nolin	Superintendent
	Mr. Tim Luff	Assistant Superintendent
	Dr. Peter Gray	Assistant Superintendent
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Mr. Jefferson Wood	Teacher Representative (remotely)

Public Speak

Chair McDonough asked if there was anyone present who wanted to participate in public speak. There were no requests.

Public Hearing on the FY'23 Budget

Dr. Anna Nolin, Superintendent opened the budget hearing with an overview. She reviewed the process of developing the budget. She reviewed in detail, the Natick Public School's main mission, student outcomes and how this budget supports the district's strategic plan. Dr. Gray, Assistant Superintendent of Finance, reviewed the primary budget and program drivers. 94% of our budget is fixed, legally mandated or fixed on a contract. He also reviewed FY23 Budget development mandates, pressures and critical investments for the long-term. Dr. Nolin reviewed our greatest asset, our teachers and staff. She gave a snapshot of our teaching force. Dr. Gray reviewed the budget summary as of February 17, 2022. He reviewed the changes made within the Technology department and Transportation.

Dr. Nolin reviewed new positions, positions previously deferred and personnel requests. She provided two proposals for addressing the positions. Dr. Gray reviewed the financial planning timeline. Dr. Nolin reviewed the future of positions that are currently funded by grants. Dr. Gray reviewed the current appropriation request. The district is requesting 80,492,330.00 and our Town partners have proposed an appropriation of 79,000,000. The variance is -1,492,330.00. Details of addressing this variance are in process and will be clearer towards the end of March once we have received final costs for tuitions, and contract negotiations. Dr. Nolin clarified relief funding. Relief funding can only be used for very specific items and reimbursements for items that were Covid related. She went on to explain and list all of the steps that Natick Public Schools is taking to add revenue for recovery. The district's success helps the economic ecosystem of the Town. Dr. Nolin answered questions from the public.

Chair McDonough announced closing the public hearing. They will vote on this budget on March 21, 2022. If there are any concerns, the community should email the School Committee. Ms. Collins motioned to close the public hearing. Dr. McKenzie seconded. It was approved unanimously by a vote of 7-0-0. At approximately 7:48PM Ms. Collins moved to adjourn. Dr. McKenzie seconded. It was approved unanimously by a vote of 7-0-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Attest: _____

Rose McDermott
Executive Assistant/Recording Secretary

Documents Provided in Novus Agenda and materials used at this meeting:
FY23 Budget Presentation

DRAFT

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
March 7, 2022*

The School Committee held a meeting on Monday, March 7, 2022, at 7:30pm via an in-person and virtual meeting. Chair McDonough called the meeting to order and took roll call at 7:55pm.

Members Present: Julie McDonough, Henry Haugland, Dr. Donna McKenzie, Catherine Brunell, Cathi Collins, Dr. Shai Fuxman, Hayley Sonneborn

Others Present:	Dr. Anna Nolin	Superintendent
	Mr. Tim Luff	Assistant Superintendent
	Dr. Peter Gray	Assistant Superintendent
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Mr. Jefferson Wood	Teacher Representative (remotely)

Announcements

Ms. Sue Balboni, Director of Teaching, Learning & Innovation is a board member of Natick United and they will be having a series coming up regarding conversations surrounding race. Please register at natickisunited.org. Dr. Nolin gave a masking update. Today was the first day back with the flex mask culture in place. There was a lot of care and empathy exercised by students. Dr. Nolin congratulated Luke Steere, the librarian at Wilson Middle School. He has been chosen to serve as the co-editor of the State newsletter for the Executive Board of the Massachusetts School Library Association. This is a huge honor. Mr. Craig Chisolm, Director of Music and Teacher announced that the Natick High School Jazz Band earned a gold medal at the Massachusetts Association for Jazz Education (MAJE). Student Michael Scorpa was named Most Valuable Player Division 1.

Public Speak

Chair McDonough asked if there was anyone present who wanted to participate in public speak. Ms. Tracy Sockalosky, teacher, parent and taxpayer in Natick is discouraged from watching meetings and reading stories online. She is here to support our school administration. She feels the way Dr. Nolin has been treated is appalling. If she leaves the school district will be at a great disservice.

Review of the FY' 23 Budget and Update on Grants

Chair McDonough asked School Committee members if they had any questions they would like to ask after the Public Hearing. Members asked questions and Dr. Nolin as well as Dr. Gray answered their questions in detail. A discussion surrounding the budget's alignment with our strategic plan was had. Prepayment of Special Education tuitions were discussed. Personnel positions and the shift of positions were questioned and explained. The transportation budget was reviewed. Dr. Nolin had provided and reviewed the document overviews what relief funds were used for, what will be retained in FY 23, and then will be updated for subsequent years. Grant funding being used to keep class sizes smaller was discussed. If a position or resource that is grant funded is desired by the School Committee, there will have to be a substitution or reduction to make this happen. To use grant funding is a temporary measure. We will have to review our student needs as we move forward.

At approximately 8:44PM Dr. McKenzie moved to adjourn. Ms. Collins seconded. It was approved by a vote of 6-1-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Attest: _____

Rose McDermott
Executive Assistant/Recording Secretary

Documents Provided in Novus Agenda and materials used at this meeting:

Superintendent's Presentation

FY23 Budget Presentation

Grant Updates

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
March 21, 2022*

The School Committee held a meeting on Monday, March 21, 2022 at 6:30pm via an in-person and virtual meeting. Chair McDonough called the meeting to order and took roll call at 6:35pm.

Members Present: Julie McDonough, Henry Haugland, Dr. Donna McKenzie, Catherine Brunell, Cathi Collins, Dr. Shai Fuxman,

Members Missing: Hayley Sonneborn – arrived during Executive Session

Others Present:	Dr. Anna Nolin	Superintendent
	Mr. Tim Luff	Assistant Superintendent
	Dr. Peter Gray	Assistant Superintendent
	Ms. Sue Balboni	Director of Teaching, Learning & Innovation
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Mr. Jefferson Wood	Teacher Representative (remotely)

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

1. To Conduct Contract Negotiations with Nonunion Personnel; (Superintendent)

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

Dr. Fuxman – Yes

Mr. Haugland – Yes

Dr. McKenzie – Yes

Ms. Brunell – Yes

Ms. Collins – Yes

Chair McDonough – Yes

It was unanimously approved by a vote of those present 6-0-0.

Chair McDonough stated that the School Committee will be returning to open session at approximately 7:00pm. The School Committee proceeded to a private room to conduct this session.

At approximately 7:53pm, the School Committee returned to open session.

Announcements

Dr. Nolin provided an update regarding the Natick High School Principal search. After initial screenings with a diverse screening committee, we have decided to stop the search given the candidate pool available to us. We will resume the search in the fall. Mr. Steve Miller, Director of Fine and Performing Arts was introduced and recognized him and his students. These visual art students were recognized for their creative works at the 2022 Regional Scholastic Art Awards. Between the four of them they won three Honorable Mentions, two silver keys, and two gold keys. The students and their works are:

Jenna Brown - Silver Key (Sculpture - Canto VII)

Ashley Kang - Honorable Mention (Digital Art - The Cherry Pit in My Heart)

Zoe Napurano - Honorable Mention (Film and Animation - Lost Dog), Gold Key (Film and Animation - Lipstick), and Honorable Mention - (Art Portfolio)

Bille Tedesco - Silver Key (Digital Art - Gross) and Gold Key (Mixed Media - Gross)
Additionally, a thank you and congratulations to Ms. Linda Anderson who taught and guided these students through the process of submitting work. Students can now compost in the Natick High School cafeteria, thanks to the hard work of the NHS Earth Club! Check out this video they created for more info. The club is partnering with Black Earth Compost, the same company that collects the green bins in Natick. If you want to help support the students and start composting at home, you can sign up here. You'll get \$5 off and earn \$5 to help pay for composting at NHS. EcoNatick.org is planning two days for Earth day. The event will be spread all around the town with many exhibits. The Natick Education Foundation is looking for board members and volunteers. Spark Kindness has a program tomorrow night at 7pm - Disordered Eating in Teens - What Parents and Caregivers Need to Know. The Natick Drama Workshop is having a show on April 2nd & 3rd – the Lady Pirates of Captain Bree. The ticket booth is open.

Public Speak

Chair McDonough asked if there was anyone present who wanted to participate in public speak. There were no requests.

Introduction of Troy Holding, New Principal for Memorial Elementary School

Dr. Nolin introduced and welcomed Mr. Holding, virtually. He is a Revere native and has been working and living on the west coast for the last few decades. He inspired our students, staff and parent communities during his forums. We are thrilled to have him on our team. Mr. Holding addressed the community. He's overjoyed and humbled to serve as the leader at Memorial Elementary. He thanked Dr. Nolin for all of her support in his transition. Chair McDonough welcomed him on behalf of the School Committee.

Update on Racial Equity Municipal Action Plan

Dr. Donna McKenzie and Lorraine McNally (Council on Aging) are very active participants on the REMAP committee. They gave a presentation with historical context. They reviewed the existing racial equity initiatives in Natick and reviewed their racial equity vision statement. They reviewed and discussed their goals, challenges and barriers. Ms. McNally reviewed the REMAP committee's next steps.

Member Concerns

Mr. Jefferson Wood, Teacher Representative gave feedback on the proposed calendar for next year. The EAN ran a survey and received a 50% response. The members do not like the current proposed model of teacher's returning on August 26, 2022. They hadn't offered suggestions prior to today. They would prefer returning on Monday vs. Friday and to have a 3-day Labor Day weekend instead of a 4-day Labor Day weekend. The calendar will be brought for a vote in April.

Policy Subcommittee Update

Dr. McKenzie provided an update. They have been grappling with the issue of our calendar reflecting more belonging and inclusion regarding religious holidays and celebrations. They have been meeting with several representatives from major religions from the Natick community. We would like to hear from the community. We will be having a virtual listening session on April 5, 2022 at 7pm. If you can't attend, and you have a strong preference about holidays, please send us your feedback.

FY23 Budget Review

Dr. Nolin put forward two personnel packages for the School Committee's review. She prioritized the second package as being the one that she believes would solve more problems that we are trying to address through our RTI process. Dr. Gray provided the update to the ACCEPT Collaborative costs. They have increased in tuitions and transportation for a total amount of \$273,914.00. This has no impact to the

general fund budget. Ms. Collins motioned to approve a Natick Public Schools FY23 Operating Budget in the amount of \$80,492,330.00 and request an NPS FY23 Budget appropriation from the 2022 Spring Annual Town Meeting in the amount of \$79,000,000.00 even for the operations of the Natick Public Schools. Dr. McKenzie seconded. Chair McDonough asked for questions from the Committee. Dr. Nolin reviewed funding including grants. This amount gives us what we must have. There will be another discussion in April regarding grant funded positions. Dr. Gray reviewed the fuel escalation charges and the mechanism in place to address these charges moving forward. He believes we are adequately covered. Dr. Nolin reviewed grant funding again. Ms. Collins provided a replacement to the main motion and motioned to approve a Natick Public Schools FY23 Operating Budget in the amount of \$80,492,330.00 including Draft two as presented on March 21st and request an NPS FY23 Budget appropriation from the 2022 Spring Annual Town Meeting in the amount of \$79,000,000.00 even for the operations of the Natick Public Schools. Dr. McKenzie seconded. Clarification was asked about the meritorious budget process. Dr. Gray informed the Committee that we are putting together the final version to send to ASBO for their first review. There are currently only four districts in the Commonwealth that have applied for this. It's rigorous. Dr. Nolin discussed not anticipating the continued lack of access to our own chart of accounts to run reports that ASBO has asked us to run. We are better than we were, but we don't want to let up the desire to be able to run reports like other districts. There is a theoretical agreement. There's a fall planned upgrade to MUNIS. Chair McDonough asked for a vote. The motion passed unanimously by a vote of 7-0-0.

Warrant Review

Chair McDonough discussed the process of reviewing and signing warrants. If anyone would like to see the warrants which contain payroll and expenses, Dr. Gray would be happy to pass along.

Discussion of the Member Concerns, School Committee, Standing Agenda Item

Chair McDonough reviewed these past agenda items. She can't figure out when this began or how it came to be. Dorothy Presser of MASC said this is not a typical agenda item in other districts. Chair McDonough would like to remove it because anything brought up can't be debated or discussed. If it's a concern for a member then it should be on the agenda and discussed. Mr. Luff clarified and explained that you are allowed to speak to the public on your own opinions as long as you're not directing your opinions and debate to your fellow School Committee members. Also, there needs to be a clear identifying item on what you are going to speak about. Mr. Wood feels that it behooves the School Committee to come up with a more interactive dialogue. Chair McDonough feels this is an unproductive part of our meeting. We will remove this section for the rest of the year and see how it goes. However, we will keep the Teacher and Student Concerns on there.

Consent Agenda

1. Donations
2. Approval of Out of State Travel - Speech and Debate Team NHS
3. Approval of Out of State Travel - NHS Baseball Team - April 2022
4. Approval of School Committee Retreat Minutes of January 31, 2022 and March 1, 2022, Executive Session Minutes of January 31, 2022 and February 28, 2022, School Committee Minutes of February 28, 2022. Ms. Brunell removed the School Committee Minutes and Executive Session Minutes of February 28, 2022. Ms. Brunell would like her recommended revisions to the minutes. Ms. Collins moved approval of the remaining Consent Agenda items. Dr. Fuxman seconded. It was unanimously approved by a vote of 7-0-0.

Approval of School Committee Minutes and Executive Session Minutes of February 28, 2022

Ms. McDermott has an issue with making one member's recommended edits to minutes without the entire School Committee reviewing them. Chair McDonough posed the question, the minutes are posted and

there are times when members have changes to the minutes. We can do it during the meeting or to pull those minutes out, the members make the proposed revisions and then the members get to see the revised version. Ms. McDermott recommends scaling back with less details. Mr. Luff reviewed the law about reviewing minutes and approving minutes. We haven't had these issues with the previous Committee members. Mr. Luff explained that minutes are a summary only. If it's a battle of small words, then that discussion could be had. Chair McDonough recommends Ms. McDermott scale back to a brief summary and votes.

At approximately 10:15pm Chair McDonough moved to adjourn. Ms. Collins seconded. It was approved by a vote of 7-0-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Attest: _____

Rose McDermott
Executive Assistant/Recording Secretary

Documents Provided in Novus Agenda and materials used at this meeting:

Superintendent's Presentation
REMAP Committee Presentation
FY23 Budget Presentation
Grant Updates

School Committee Retreat Minutes of January 31, 2022 and March 1, 2022, Executive Session Minutes of January 31, 2022 and February 28, 2022, School Committee Minutes of February 28, 2022. Ms. Brunell removed the School Committee Minutes and Executive Session Minutes of February 28, 2022.
Out of State Travel Documents

ITEM TITLE: Approval for Out of State Travel - NHS to Galapagos Islands
DATE: 4/25/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Galapagos Island	Scan_Galapagos_Island_April_2023.pdf	Cover Memo

Natick High School
Field Trip Request Form
Out-of-State Travel/Overnight ONLY

Attach itinerary, student lists (if known), hotel information, chaperone information forms, waiver requests, etc. and submit to the Principal's Office no later than the Wednesday before the Natick School Committee is to meet. You will need to schedule a meeting with Brian in order to secure approval. Requests must be submitted and approved in advance of any marketing to students. You will be notified once approved by School Committee.

Date: 04/13/2022

To: NPS Superintendent, Dr. Anna Nolin and Brian Harrigan, NHS Principal

From: Nilanjana Chakraborty

Re: A trip to the Galapagos Islands
with EF Tours

I would like to request School Committee Approval for the following Out of State/Overnight Trip:

Date of trip: 04/15/2023 - 04/23/2023

Lead teacher's name: Nilanjana Chakraborty

Group/Class(es): Juniors and Seniors

Destination and Itinerary: Please see attached itinerary

Mode of transportation requested: Flight to Quito, then bus, flight, boat, etc.

Method of payment (fundraising, etc.): Individual Students/families

Names of chaperones: Not sure yet, will know more when we have
a number of students

Estimated cost per student: \$ 4260

Purpose of trip and its relevance to learning taking place in your classroom:

The Galapagos Islands is the birthplace of the
Theory of Evolution by Charles Darwin. By visiting this
place our Biology students can get a first-hand
experience of the ecology of this place

Department Head Signature: [Signature]

Approved by Principal: [Signature]

Approved by Superintendent: _____



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reviews, and enroll on your
teacher's Tour Website

eftours.com/

This is also your tour number

CHARTING THE GALÁPAGOS ISLANDS

9 or 12 days | Quito | Santa Cruz Island | Isabela Island | San Cristóbal Island | Extension to Riobamba

The Galápagos Islands are most famous for the profound discoveries of Charles Darwin. Carry on that scientific tradition as you learn about the unique species that call the islands home. On mainland Ecuador, experience the local culture in Quito. Independence Plaza and the Intiñan Museum provide social context to the biological wonders of this fascinating country.

YOUR EXPERIENCE INCLUDES



Full-time Tour Director



Sightseeing: 2 sightseeing tours led by your Tour Director; comprehensive sightseeing of natural attractions



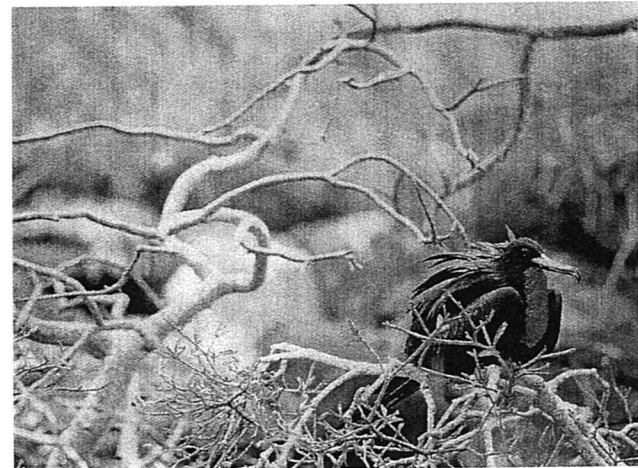
Entrances: Compañía de Jesús church; Intiñan Museum; Charles Darwin Research Station; artisan's workshop



Personalized learning guide: Our personalized learning experience engages students before, during, and after tour, with the option to create a final, reflective project for academic credit.



All of the details are covered: Round-trip flights on major carriers; comfortable motorcoach; internal flights; boat; 7 overnight stays in hotels with private bathrooms (10 with extension); breakfast and dinner daily; lunch on days 3–6



Anyone can see the world.

YOU'RE GOING TO EXPERIENCE IT.

As you can see, your EF tour includes visits to the places you've learned about in school. That's a given. But it's so much more than that. Immersing yourself in new cultures—surrounded by the people, the language, the food, the way of life—creates inspirational moments that can't be listed in an itinerary. They can only be experienced.

And the experience begins long before you get your passport stamped and meet your Tour Director in your arrival city. It begins the moment you decide to go. Whether it's connecting with other travelers on Facebook, Twitter, or Instagram, or delving deeper into your destinations with our personalized learning experience, the excitement will hit you long before you pack your suitcase.

When your group arrives abroad, everything is taken care of so you can relax and enjoy the experience. Your full-time Tour Director is with your group around the clock, handling local transportation, hotels, and meals while also providing their own insight into the local history and culture. Expert local guides will lead your group on sightseeing tours, providing detailed views on history, art, architecture, or anything you may have a question about.

When your journey is over and you're unpacking your suitcase at home, you'll realize the benefits of your life-changing experience do not end. They have just begun.

@EFtours I attribute my college semester abroad to the love for travel I discovered on an EF Tour in high school #traveltuesday

— MELISSA, TRAVELER



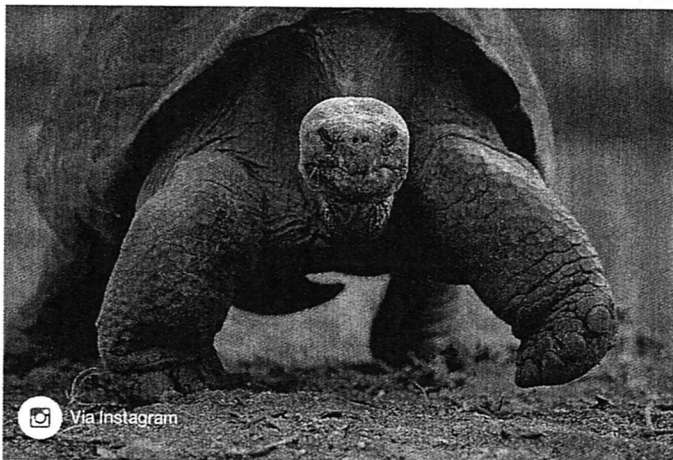
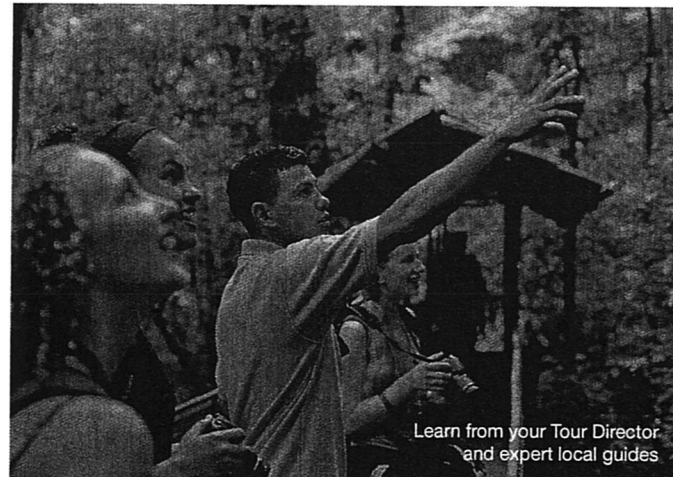
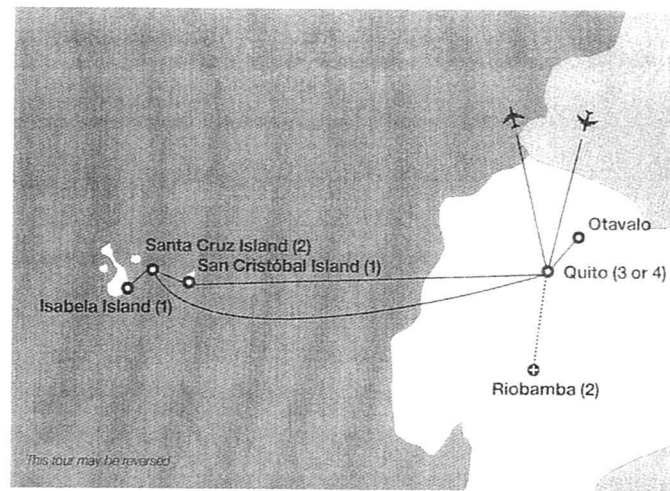
Via Twitter



CHECK OUT WHAT A TOUR IS ALL ABOUT

Watch the videos at
eftours.com/

Your teacher's Tour Website



Via Instagram

What your tour could look like

Day 1: Fly to Ecuador

- Meet your Tour Director at the airport in Quito. The Ecuadorian capital is carved into a narrow plateau high above the Andean valleys, beneath the peaks of the Pichincha Volcano.

Day 2: Quito

- Take a tour of Quito: Independence Plaza; Government Palace.
- Visit the Compañía de Jesús church.
- Take an excursion to the equatorial line. If you've ever wanted to stand in both hemispheres at the same time, this is your chance.
- Visit the Intiñan Museum, where you'll discover how the Incas determined the middle of the Earth.

Day 3: Quito | Baltra Island | Santa Cruz Island

- Fly to Baltra Island.
- Travel to Santa Cruz Island.
- Visit the Twin Craters and the lava tunnels.
- Visit a tortoise ranch in the Santa Cruz Highlands to see wild tortoises.
- Visit the Charles Darwin Research Station and see the breeding center for giant tortoises from which the islands took their name.

Day 4: Santa Cruz Island | Isabela Island

- Continue on to Isabela Island, the largest of the Galápagos Islands. In 1959, the archipelago was declared a national park in order to protect the flora and fauna that Charles Darwin observed while formulating his theory of evolution. Critical to his studies were the islands' iguanas, penguins, flightless cormorants, and 13 species of finches, whose beak sizes and shapes provided invaluable insights into the process he called natural selection.
- Take an excursion to a pink flamingo habitat.
- Visit a tortoise breeding center.
- Enjoy a snorkeling activity where you'll see animals like sea turtles, sea lions, and exotic fish. You'll also participate in a boat excursion that brings you to the Tintorerías Islet, made entirely out of lava. While exploring Tintorerías, you'll view large colonies of black marine iguanas.

Day 5: Isabela Island | Santa Cruz Island

- Travel to Santa Cruz Island.
- Go swimming in the water-filled canyon of Las Grietas.
- Visit the Playa de los Alemanes.

Day 6: San Cristóbal Island

- Travel by boat to San Cristóbal Island.
- Visit the San Cristóbal Interpretation Center.
- Hike up Tijeretas Hill.
- Enjoy a snorkeling activity and take a coastal walk on La Lobería beach.

Day 7: San Cristóbal Island | Quito

- Enjoy free time on San Cristóbal Island.
- Fly to Quito.

Day 8: Quito | Otavalo | Depart for home

- Visit the market town of Otavalo. Surrounded by the Imbabura, Cotacachi, and Mojanda volcanoes, Otavalo is a small farming town known for its textiles. Otavaleña women traditionally wear lace blouses with dark skirts and a colored band around their waists. You'll have the opportunity to shop for handmade goods and other souvenirs crafted by the area's local residents at one of the largest craft markets in the country. And don't think that handicrafts are the only thing you will find here—you can purchase anything from musical instruments to a meal. Plus, the market offers a unique glimpse into traditional Andean culture, as locals have frequented the markets for hundreds of years.
- Learn how local families create ponchos during a demonstration of the craft.
- Travel to the airport for your overnight flight home.

Day 9: Arrive home

✦ 3-DAY TOUR EXTENSION

Day 9: Quito | Riobamba

- Travel to Riobamba.
- Visit the Baños hot springs.

Day 10: Riobamba | Guamote

- Take a day trip to Guamote.
- Participate in cultural exchange activities with the local community.

Day 11: Riobamba | Guamote | Quito | Depart for home

- Participate in a second day of cultural immersion activities.
- Travel to Quito.

Day 12: Arrive home



This trip made me infinitely more confident about my Spanish speaking and listening capabilities. Seeing Ecuador and the Galápagos like this is truly a once in a lifetime opportunity.

– CAMERON, TRAVELER



Tour review

This trip to Ecuador and the Galápagos Islands was unexpectedly amazing. Our Tour Director was excellent and handled all aspects of our trip with grace and expertise. I loved trying new foods thanks to our tour guides who helped us select new fruits and other items.

– KRISTEN, TRAVELER



Tour review

TOP THREE THINGS I WILL SEE, DO, TRY, OR EXPLORE

1. _____

2. _____

3. _____

— The easiest ways to —
ENROLL TODAY



Enroll on our website
eftours.com/enroll



Enroll by phone
800-665-5364



Enroll by mail
EF Educational Tours
Two Education Circle
Cambridge, MA 02141

My daughter has gained such an amazing view of the world and history from this experience. She has not stopped talking since I picked her up at the airport. Thank you for all the organization, helpful hints, flexible payment plan, and knowledgeable tour guides.

—CHARLOTTE, PARENT OF TRAVELER



Tour review

THE WORLD LEADER IN INTERNATIONAL EDUCATION

For over 55 years, EF has been working toward one global mission: *Opening the World Through Education*. Your teacher has partnered with EF because of our unmatched worldwide presence, our focus on affordability, and our commitment to providing experiences that teach critical thinking, problem solving, collaboration, and global competence. What's more:

- We always offer the lowest prices so more students can travel.
- We're fully accredited, just like your school, so you can earn credit while on tour.
- All of our educational tours feature experiential learning activities and visits to the best sites.
- We're completely committed to your safety. We have more than 600 schools and offices in over 50 countries around the world, so local EF staff members can react quickly and in person wherever you travel.
- Your full-time Tour Director is with your group every step of the way on tour, providing insight about your destinations as well as great local tips.



International Travel Program Proposal



Galapagos – April 2023
eftours.com/GPI

Your partner in travel-based learning

EF Education First is the world leader in international education. For over 55 years, we've partnered with educators around the world to help more than 15 million students gain new perspectives and build skills for the future through experiential learning.

Our mission is to empower educators to do their best work. At EF Educational Tours, we're working to define the modern educational tour experience. Our itineraries are more than places to go and things to see. We build programs that challenge assumptions, spark connections, and inspire curiosity in young students. Students will expand their knowledge of the world around them, discover more about themselves, grow more confident and independent, and understand new people, places, and cultures.

We take care of every last detail of the tour experience—transportation and lodging, meal reservations and menus, museum tickets and local tour guides, and much more. That also includes behind-the-scenes elements, like safety checks at hotels and background checks on adult travelers. With all that taken care of, educators and students can focus on the bigger picture.

You'll find all the details and more on the next few pages.

What's contained in this document

Pg. 2	Safety
Pg. 4	Liability protection
Pg. 6	Affordability
Pg. 7	Educational value
Pg. 8	Itinerary specifics
Pg. 8	Cost and payment options
Pg. 9	Sample hotels & meals
Pg. 10	Next steps

This proposal is property of EF Education First and the educator/school for which it was intended. Distributing, copying, and/or sharing it are prohibited. The proposal, including pricing, is valid for the educator, tour, and date(s) specifically mentioned herein. For additions, subtractions, or modifications, please contact your EF Tour Consultant.

© 2022 EF Education First. For full terms and Booking Conditions visit [eftours.com/bc](https://www.eftours.com/bc)

Safety

Your students' safety is our number one priority. We would never send a traveler to a location we believe to be unsafe—and with our extensive global presence, our best-in-the-industry experience, and our close working relationships with U.S. and international authorities, that's a statement we can back up with real insight. Whether it's a worldwide pandemic or a sprained ankle, a missed flight or confusing medical paperwork, we make sure every situation is taken care of.

***For specific information on EF's response to COVID-19, visit [eftours.com/covid](https://www.eftours.com/covid)**

Worldwide presence

EF's global presence is truly unmatched. We have staff on the ground 365 days a year in over 50 countries. And we don't just work in those countries—we call them home. EF team members live in nearly every one of our tour destinations, meaning we have the local knowledge to help keep our groups safe. That presence allows us to be there to support you on the ground wherever and whenever you need us.

24/7 emergency support

In the event that anything on tour goes wrong, EF staff is always available to help. Your Tour Director is your group's constant companion and first point of contact in an emergency. Additionally, our fully trained support teams are on hand 24/7 to walk teachers through any issues and provide the resources necessary to get things back on track. Our Safety and Incident Response Team—comprised of industry experts, healthcare experts, and even former FBI personnel—is ready to spring into action 24 hours a day, 365 days a year. And when they aren't directly helping EF travelers, they're actively innovating on and shaping the new worldwide standards for cleanliness and safety.

Your team

This group is fully committed to your school's trip and the safety of every traveler.

Operations Safety & Incident Response

Team – This team is strategically based in our Boston, Panama, Tokyo, and Zurich offices to accommodate for all time zones. Available 24 hours a day, every day of the year, they are trained to react quickly if travelers need help. The team uses a combination of extensive training, simulations, incident response planning, and previous experience to manage emergencies. As needed, they can facilitate additional support for groups on tour, solve operational issues, arrange assistance from outside specialists, and liaise with local and international authorities.

Emergency Services & Support Team

Team – Our support team is available 24/7 to help resolve any issue, from a missed flight to a lost passport to more serious on-tour incidents. They also facilitate communication between travelers and families in the event of an emergency at home. The team is made up of highly trained and dedicated EF staff in our Boston and Denver offices who are equipped to solve problems and answer questions that may come up, even outside of regular business hours.

Tour Director – Assigned exclusively to your tour for the length of the stay at your destination, your Tour Director meets your group at the airport and travels with you until your departure. All Tour Directors undergo a background check as permissible by local law every two years and are required to participate in ongoing EF safety trainings. They're the first point of contact in an emergency and also communicate information to help travelers stay safe in a foreign destination. Tour Directors assist Group Leaders with hotel check-ins, coordinate meals, facilitate excursions with local guides, and much more. They're also culturally connected and expertly trained to support impactful learning experiences.

Tour Consultant – This itinerary expert is devoted to the growth of your students. They are your school's partner, working with you on everything from finding the perfect tour and enrolling students to offering fundraising advice and creating long-term travel programs for your school community. They work directly alongside the Group Leader (a.k.a. local teacher), right up until the moment of departure to make sure everything goes smoothly.

Traveler Support – Our team of support specialists are readily available to walk families through insurance inquiries, payment plans, food allergy issues, and any other topics that arise.

Chaperones – For every six travelers who enroll on your school's tour, your group is eligible to bring along a chaperone for free (the first spot goes to the Group Leader). This allows for a 6:1 ratio of students to chaperones, who assist Group Leaders with supervision of students to help keep them safe.

Protection for travelers, schools, and districts

We understand that unpredictable things can happen, either on tour or before departure. We offer a variety of protections, programs, and policies to make sure that, no matter what happens, travelers, schools, and districts are covered. We're doing everything we can to make planning for the future as flexible as possible.

General liability insurance

All Group Leaders, schools, and districts who travel with EF are automatically added as additional insureds under our **\$50 million General Liability Policy**, regardless of whether or not the tour is affiliated with the school. EF's liability coverage is primary and non-contributory for covered third-party claims. The policy helps safeguard Group Leaders and their schools for covered third-party claims related to bodily injury or property damage, which includes providing a legal defense and covering legal costs for such claims. In addition, all travelers are required to sign EF's Release and Agreement, which includes a release of liability of their Group Leader, school, and school board.

Flexibility to change tours

The world is always changing. And while our belief in the positive impact of travel is unwavering, it can feel hard to predict what life, here in the U.S. and abroad, will look like several months, a year, or even two years from now. When you decide to travel with EF, we want you to feel secure in that decision. That's why these benefits are built into every EF program.

Peace of Mind

Provided to all groups

We understand that plans can change due to unforeseen circumstances. EF provides this exclusive program to account for such situations. It provides groups with flexibility to change the dates and destination of their tours in uncertain times. This program accounts for such circumstances and can be enacted up to 45 days prior to departure at the group level for any reason, including terrorism or other world events.

COVID Peace of Mind

Provided to groups departing before October 1, 2022

In addition to our standard Peace of Mind Program, EF provides an exclusive COVID-19 Peace of Mind Program to account for situations related to the COVID-19 pandemic. This program is automatically included for all travelers and can be enacted up to 110 days prior to departure at the group level, while specific options can be implemented at the individual level.

COVID Care Promise

Provided to all groups

If your child is diagnosed with COVID-19 while on tour, we will coordinate and facilitate support services and logistics including translation services, connections with local health care providers, communication with family, and flights home at no additional cost.

Protection for individual travelers

Travelers can help protect their investment and themselves from certain unexpected events and expenses while on tour with the Global Travel Protection Plan and Global Travel Protection Plan Plus.

Global Travel Protection Plan

Available to all travelers

Designed specifically with EF travelers in mind, this plan provides both pre-departure and post-departure benefits, including medical expense coverage that may apply on tour and tour cancellation for specified reasons.

Global Travel Protection Plan Plus

Available to all travelers

To further protect your investment from the unexpected, this plan provides all of the benefits included in the Global Travel Protection Plan as well as expanded cancellation protection.



	GLOBAL TRAVEL PROTECTION	GLOBAL TRAVEL PROTECTION PLUS
COVERAGE		
Program cancellation	Covered for limited and pre-defined reasons	Any reason up to 24 hours prior to departure
Program interruption	✓	✓
Illness & accident	✓	✓
Baggage & property	✓	✓
Flight delay	✓	✓
Emergency evacuation	✓	✓

Background checks for adult travelers

EF requires all adults (18 years and older) to pass a criminal background check before traveling on our student tours. This provides a safer tour experience for all travelers and aligns with the process and expectations of many school districts for adults who volunteer in schools or chaperone school activities. The secure process, provided by a leading professional provider, only identifies those individuals who could present a risk to student travelers while on tour.

Affordability

We believe every student should have the opportunity to travel. That's why we're dedicated to providing the lowest prices possible and giving travelers multiple resources for managing payments.

Tour Consultants work closely with teachers to build a tour that's exactly right for your students. Through discussions with your teacher, they take into account learning objectives, cost, timing considerations, and any other factors to craft a tour that's accessible to as many students as possible.

Resources for managing cost and payments

Automatic Payment Plan – Our recommended payment plan offers the ability to break the tour fee into smaller installments. With most tours planned well in advance, travelers can enroll for only \$95, then pay over a long period of time—often up to 18 months or two years—with final payment due 30 days before departure. Families make payments directly to EF, with no payments going through the school.

Donation pages – Each student has access to their own unique and customizable donation page. The easy-to-share page makes it simple for friends and family to contribute a little something that is automatically applied to the balance of the tour, with no fees whatsoever.

Global Citizen Scholarship Fund – EF Educational Tours provides \$100,000 worth of scholarships to students across the country every year. Any student is able to apply for the Global Citizen Scholarship, which is awarded on both a merit and need basis.

Early Enrollment Discount – EF is offering a \$100 early enrollment scholarship to students who sign up on a 2023 tour that opens enrollment by May 1, 2022.

Educational value

Our tours help prepare students for the future by teaching them more about the world, themselves, and the impact they can have on the world. Combining the power of experiential learning with the thrill of global travel, our tours help students:

- Expand their knowledge of the world around them
- Grow more confident and independent
- Understand new people, places, and cultures
- Discover more about themselves

To learn more about EF's educational philosophy, visit <https://www.eftours.com/our-story/educational-approach>

EF is an accredited institution

We echo your commitment to education. Our travel-based learning approach is designed to blend classroom and experiential learning. This allows us to meet the same rigorous standards as schools like yours, ensuring students gain valuable experiences that transform the way they look at the world.



Earning credit for new experiences

EF makes it easy for students to turn their tour experience into high school credit, college credit, or to get a head start on their college essays—all while making their travel experience even more engaging.

- Students in grades 6 - 12 can earn .5 elective high school credit by successfully completing the final project as part of EF's Personalized Learning Guide. Tuition is free.
- Students in grades 9 - 12 can earn 3.0 undergraduate credits, along with the confidence that comes with taking a college course, by completing a series of assignments and a final research project with our partner, Southern New Hampshire University—all for just \$215.
- Educators traveling on student tours may earn up to 45 free hours toward relicensure OR 3 or 6 graduate level credits (\$285/\$450) through Southern New Hampshire University.

Itinerary specifics

For more robust details, the complete itinerary is attached to this document. It includes specific locations, each day's activities, travel plans, and more.

Price of the proposed tour

The tour program price covers a wide range of services that ensure students have an incredible experience. It includes all the planning and preparation that leads up to departure, travel and accommodations, plus logistical support and details once the group reaches their destination.

Charting the Galapagos

www.effours.com/GPI

Price Details

Charting the Galápagos Islands

Program Price ¹ \$4,095

Includes:

- Round-trip airfare and on tour transportation
- Hotels with private bathrooms
- Breakfast and dinner (see your itinerary for meal details)
- Full-time Tour Director
- Daily activities, tours and entrances to attractions

Global Travel Protection \$165

EF's Peace of Mind Program ^{*} Free

Total for Students (under 20) **\$4,260**

12 monthly payments \$348/mo

Adult Supplement ² \$450

Total for Adults **\$4,710**

12 monthly payments \$385/mo

¹ **Program price valid for today.** Change and cancellation fees of up to the total price will apply. Applicable airline baggage fees are not included and can be found at effours.com/baggage. All prices subject to verification by an EF Tour Consultant. To view EF's Booking Conditions, visit effours.com/bc. Some destinations may require aircraft insecticide treatment for in-bound foreign flights. Such destinations can be found at effours.com/insecticide

² Adult supplement required for travelers age 20 and older at the time of travel.

^{*} We understand that plans sometimes change due to unforeseen circumstances. EF's Peace of Mind Program allows your entire group to change your tour or departure date. Your group can feel secure planning your trip, knowing that your plans are flexible.

Itinerary shown is for 2023 travel. Itineraries are subject to change biannually, please call for more details

Sample hotels & meals

Every hotel we work with must meet our high standards for safety, quality, and cleanliness. Hotels are vetted by our team to make sure they meet our requirements and are subsequently inspected regularly to ensure they continue to satisfy those parameters. Please note that hotels abroad may have different amenities than travelers are accustomed to in the United States.

Meals are selected to establish a more immersive cultural experience and give students an idea of how locals eat. Below are some examples of what travelers can expect at the destination that your teacher has chosen, but please note that meals can vary from tour to tour.

Eugenia Hotel | Quito

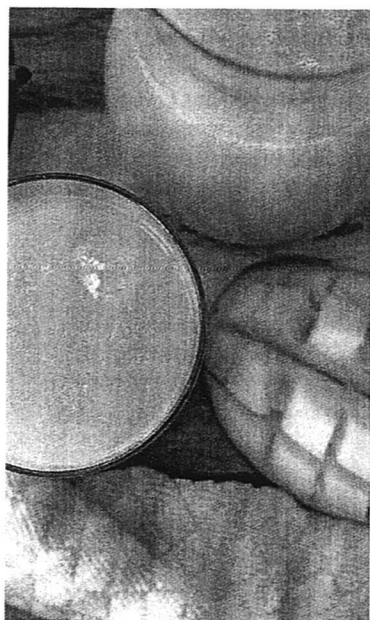
www.eugeniahotel.com

The family-run Eugenia Hotel is located on the border of Quito's Mariscal area, a flourishing tourist center. A variety of restaurants and entertainment venues are available just a few blocks away, and the city's historical district is also nearby. The hotel is a 10-minute walk from metro and bus lines, which connect the area to greater Quito, and each of its 34 elegantly decorated rooms features a television and telephone. Internet access is available in the lobby.

Hotel Déjà Vu | Galapagos

www.dejavugalapagos.com

Situated in beautiful Academy Bay, Hotel Déjà Vu is a prime location of Santa Cruz Island. You can find the hotel in the center of Puerto Ayora, a quaint village known for its picturesque harbor and gorgeous sunset views. Just five minutes away is the town port, where guests can access the Isabela and Floreana islands by boat. The hotel also features an outdoor pool, fitness center, complementary Wi-Fi and a garden terrace.



ITEM TITLE: Approval of Out of State Travel - NHS Choir to Orlando
DATE: 4/25/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Orlando	Scan_Orlando_2023_(1).pdf	Cover Memo

School Sponsored Travel 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. Anna Nolin
From Brian Harrigan, NHS Principal
Date: April 4, 2023
Re: Choir Trip 2023

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

Lead teacher's name: Kate Burns

Group: Natick High School Choirs

Destination and also Itinerary: Orlando, FL, itinerary see attached

Date of trip: Friday, February 17-Thursdays, February 22, 2023

Transportation: Round-trip airfare, bus transportation to and from NHS, bus transportation in Orlando

Mode of transportation requested: bus, airplane

Method of payment (fundraising, etc.): student/family payment, group fundraising

Names of chaperones: Kate Burns, TJ Rufo, TBD

Estimated Cost of trip per student: \$1500

Please state the purpose of this trip: See attached for more details.

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.



Natick HS Choir Trip 2023

Purpose: The primary purposes of this “once-in-a-high school career” trip are:

- To build community within the choir program
- To give students an exciting performance opportunity
- To learn about the vocal music industry from Disney professionals

Dates: Friday, February 17 - Thursday, February 23

(students will miss school on Friday, February 17, the last day before vacation)

Cost: currently estimating \$1500 (the 2019 trip was \$1350 per student)

The trip cost includes:

- Round-trip airfare from Boston-Orlando
- Round-trip transportation between NHS and Logan Airport
- All transportation while in Orlando
- Daily breakfast
- 4 days of theme park admission (3 days in **Disney** parks, 1 day at **Universal Studios/Islands of Adventure**)
- 1 live **Disney** dinner theater show “Hoop Dee Doo Revue”
- Quad occupancy hotel rooms at Holiday Inn Resort Lake Buena Vista
- Special edition trip T-shirt
- Workshop with a **Disney Performing Arts** professional on February 18
- Performance on **Disney** property on February 20

Itinerary (subject to change)

Friday, Feb. 17

Depart NHS

Flight from Boston to Orlando

Saturday, Feb 18

EPCOT Park Day 9:00am-9:00pm

Disney Performing Arts Workshop, backstage at EPCOT, 10:30am-1:00pm

Sunday, Feb. 19

Disney's Magic Kingdom Park Day, 9:00am-8:00pm

Monday, Feb. 20

Disney Springs: 11:00-6:00pm

NHS Choir **Performance**, Waterside Stage @ Disney Springs

Disney Dinner Theater Show "Hoop Dee Doo Review"

Tuesday, Feb. 21

Disney's Hollywood Studios Park Day

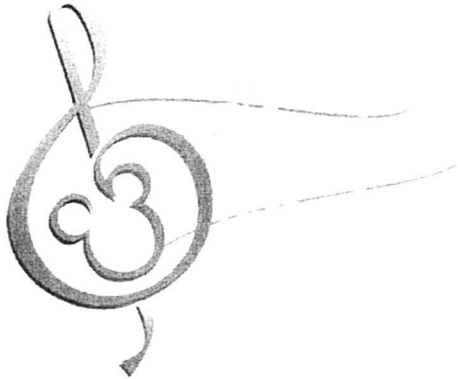
Wednesday, Feb. 22

Universal Studios/Islands of Adventure Park Day

Thursday, Feb. 23

Flight from Orlando-Boston

Bus to return to NHS



Performance Overview

Disney Performing Arts Performances set the standard for which all other performance opportunities are measured. Expose your group to the highest level of performance excellence while reinforcing lifelong lessons in teamwork, discipline and artistic growth.

For some, a Disney performance is a crowning achievement. For others, it's a launchpad to greatness. Before or after your performance, experience the excitement of Disney's world-famous theme parks and discover why Walt Disney World Resort is the place where dreams come true.

The Disney Difference

Disney Performing Arts Performance sets the standard by which all other performance opportunities are measured. Discover the Disney Difference when you:

- Expose your vocal group to the highest level of performance and get a taste of showbiz, Disney style.
- Learn teamwork and discipline while fostering artistic growth at one of the most high-profile venues in the world.
- Feel what it's like to be a Cast Member performing for Disney park Guests.
- Elevate your performance with optional add-on workshops taught by entertainment professionals.
- Partake in the magic of our parks with specially-priced tickets, discovering the magic of Disney at every turn.

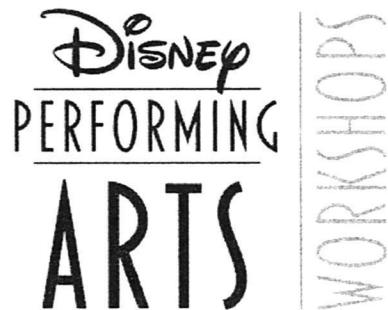
Workshop Overview

Performers experience the exhilaration—and the demands—of being a professional performer as they prepare music for a soundtrack recording

session. During this 2 1/2-hour program, your group will record a song and dialogue from a Disney animated feature film's soundtrack in a fast-paced recording studio environment.

Performers will also examine the skills, attitudes and priorities required for vocal performance excellence as they:

- Learn the music and basic choreography from a real Disney production number
- Learn vocal techniques to improve diction and produce unified vowel sounds using 3- and 4-part music
- Develop better breath control through good posture
- Examine varied musical styles and how different vocal production techniques are required in the music industry
- Discover audition tips to increase your chances of success
- Learn how to be flexible in your approach to songs and voiceovers
- Discuss the requirements of a studio recording environment and what is expected of performers



ITEM TITLE: Approval of the Last Day of School for the 2021/2022 School Year

DATE: 4/25/2022

ITEM TYPE: Action

ITEM SUMMARY: Two snow days taken: January 7, 2022 & February 4, 2022
Lilja School only day taken: January 3, 2022

BACKGROUND

INFORMATION:

RECOMMENDATION: Move approval of the last day of school to be June 21, 2022 for all schools
EXCEPT Lilja School. Lilja School's last day will be on June 22, 2022.

ITEM TITLE: Review and Approve Changes to the 2022/2023 School Year Calendar

DATE: 4/25/2022

ITEM TYPE: Action

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION: Move approval of the revised 2022/2023 School Year Calendar

ATTACHMENTS:

Description	File Name	Type
2022-2023 Revised	2022-2023_School_Calendar_Revised_4.25.pdf	Cover Memo

Natick Public Schools 2022/23 School Calendar

(Revised on April 25, 2022)

August 2022						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 29 – Faculty Meetings – buildings closed

August 30 – Faculty Meetings – buildings closed

August 31 – First Day of School

November 2022						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
8	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

November 2, 16 - Release Day – PreK & Elem. Only

November 11 – Veteran's Day – Closed

November 23 – Release Day

November 24, 25 – Thanksgiving – Closed

November 28 – NILS - Closed

February 2023						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

February 8 - Release Day – Professional Development

February 20-24 – Vacation

May 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

May 5 – Kindergarten Only – No School

May 17 – Release Day – Professional Development

May 29 – Memorial Day – Closed

September 2022						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

September 5 – Labor Day – Closed

September 21 – Release Day – Professional Development

September 26 – Rosh Hashanah – Closed

December 2022						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

December 14 – Release Day

December 26 - 30 –Vacation– Closed

March 2023						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

March 15 – Release Day – Professional Development

June 2023						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

June 15 – Release Day – No Snow Days included (180)

June 19 – Juneteenth Day – No School

June 23 – Release Day – 5 Snow Days included (180)

October 2022						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

October 5 – Yom Kippur - Closed

October 10 - Columbus Day/Indigenous People's Day– Closed

October 26 — Release Day – Professional Development

January 2023						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2 – New Year's Observed. - Closed

January 16 – Martin Luther King Day - Closed

January 25 – Release Day – Professional Development

April 2023						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

April 5 – Release Day – Prek & Elem. only – Conf.

April 7 – Good Friday – Closed

April 12 – Release Day – Prek & Elem conferences, MS & HS professional development.

April 17 - 21 - Vacation

NO LUNCH SERVED ON RELEASE DAYS

ITEM TITLE: Vote to Dissolve the KMS Building Committee

DATE: 4/24/2022

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION: MOTION: The Natick School Committee (NSC) hereby dissolves the Kennedy Middle School Building Committee (Building Committee) and authorizes Stephen Meyler, Building Committee Chair, and Jonathan Freedman, Building Committee Vice Chair, to act as their agents in closing out all financial decision making and final construction plan resolutions through the completion of final punch lists and financial reconciliations.

ITEM TITLE:	Summary of the KMS Building Project
DATE:	4/25/2022
ITEM TYPE:	Report, Discussion
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Recognition of KMS Building Committee
DATE: 4/25/2022
ITEM TYPE:
ITEM SUMMARY: **LINK** other documents

LINK to Superintendent's presentation
Please note, changes to presentations may be made up until the meeting time.

BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
KMS BLDG Committee	KMS_Building_Committee_School_Committee_Motion.pdf	Cover Memo

Motion: The Advisory Nominating Committee recommends the following motion for adoption by the Natick School Committee:

Motion: The Natick School Committee (NSC) hereby constitutes the Kennedy Middle School Building Committee ("Building Committee").

PURPOSE AND RESPONSIBILITIES: The Purpose of the Building Committee shall be to advise the NSC regarding the major phases of a project to expand, renovate, and/or replace the Kennedy Middle School to meet a demonstrated need that has been accepted by the Massachusetts School Building Authority (MSBA) in a manner that supports the programmatic plans and needs for that school as determined by the NSC upon the recommendations of the Natick Public Schools (NPS) administration. The Responsibilities of the Building Committee shall include soliciting and reviewing proposals, recommending contractors and architects, voting recommendations to the NSC regarding major decisions, actions, or project changes, and providing technical review and advice. The Building Committee shall work collaboratively with the NSC and with the Superintendent of NPS. Additional responsibilities or additional definition of the role of the Building Committee may be ratified by the NSC as required to ensure compatibility with applicable rules and regulations of the MSBA. The Building Committee's Purpose and Responsibilities shall commence with the MSBA's Feasibility process and shall continue at a minimum through the completion of any construction process, including acceptance of the building.

VOTING MEMBERS: The Voting Members of the Building Committee shall be:

- The Superintendent of NPS, ex officio
- The Director of Finance of NPS (or other primary business officer if that title changes), ex officio
- The Principal of Kennedy Middle School, ex officio
- The Director of Facilities Management for the Town of Natick, ex officio
- Julie McDonough, member of the Natick School Committee appointed by the NSC to serve in lieu of the Chair of the NSC
- Andrew Enright, appointed by the NSC
- Richard A. Foley, appointed by the NSC
- Thomas G. Iskra, appointed by the NSC
- Stephen Meyler, appointed by the NSC
- Mysore V. Ravindra, appointed by the NSC
- John J. Tracy, appointed by the NSC
- Jonathan Freedman, nominated by the Natick Board of Selectmen
- John Ciccariello, nominated by the Natick Finance Committee
- Julian Munnich, nominated by the Natick Planning Board

Each Voting Member, ex officio, appointed, or nominated, shall have one vote on all motions or resolutions duly proposed in a Building Committee meeting.

NON-VOTING ADJUNCT MEMBERS: The NSC may appoint non-voting Adjunct Members to the Building Committee. Adjunct Members will be kept informed of all meetings and agendas

in the same manner as Voting Members. An Adjunct Member shall participate fully in discussion and debate, but shall not vote or make motions except for motions to correct any part of any minutes specifically about the Adjunct Member. The NSC hereby appoints Beth Heffler of the Natick Police Department as an Adjunct Member of the Building Committee.

SUCCESSION: Ex officio members shall be the current occupants of the named or specified offices. Should any other member resign or become incapacitated, the appointing or nominating authority shall be asked to appoint or to nominate a successor. Should Ms. McDonough's service on the NSC terminate, the then current Chair of the NSC shall serve as an ex officio successor to Ms. McDonough unless and until the NSC may name another NSC member as successor in lieu of the then current Chair of the NSC.

QUORUM: A quorum shall be 8 Voting Members. Adjunct Members shall not be counted in the calculation of a quorum.

CHAIR: The Chair of the Building Committee shall be Stephen Meyler. The Chair shall be responsible for meeting postings and agendas as required by the Massachusetts Open Meeting Law, either directly or by delegation to staff provided by NPS or by a contracted project management firm. The Chair shall conduct meetings of the Building Committee when the Chair is present. The Chair may name a Chair Pro Tempore to conduct any specific Building Committee meeting in the event that neither the Chair nor the Vice Chair can conduct the meeting due to absence or recusal. The Chair shall have the authority to create subcommittees or task forces or to name delegates or liaisons for ad hoc purposes including research, fact-finding, negotiation, or such other purposes as charged by the Building Committee or as directed by the Chair in administrative preparation for deliberation and/or action by the Building Committee.

VICE CHAIR: The Vice Chair of the Building Committee shall be Jonathan Freedman. The Vice Chair shall conduct meetings of the Building Committee when the Chair is absent or recused, and shall assume such other responsibilities as the Chair may from time to time direct. The Vice Chair may appoint a Chair Pro Tempore to conduct any Building Committee meeting in the event that neither the Chair nor the Vice Chair can conduct the meeting and the Chair is not available to make a timely appointment of a Chair Pro Tempore.

SECRETARIAL DUTIES: NPS shall provide capability to handle minutes, postings, and correspondence for the Building Committee unless and until such duties may be either handled by delegation to employees of a contracted project management firm or shared with employees of such a firm.

DISSOLUTION: The Building Committee shall serve until dissolved by vote of the NSC.

ITEM TITLE: Preview of Operational Override - Information and Timeline - Town Administrator

DATE: 4/24/2022

ITEM TYPE: Report

ITEM SUMMARY: **LINK** other documents

LINK to Superintendent's presentation

Please note, changes to presentations may be made up until the meeting time.

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Financial Planning Override	220425_Financial_Planning_Override_Discussion.pdf	Cover Memo

Financial Planning Timeline – Update April 2022

- **Winter/Spring 2022**
 - Review/approve FY 2023 budget – *Finance Committee review complete*
 - Review MSBA Letter of Interest for school building project – *Select Board vote complete*
 - *Initiate Operational Override review for FY 2024*
- **Summer/Fall 2022**
 - Review/consider approaches to addressing structural deficit - potential operational override for FY 2024 implementation
 - Development of Operational Override Implementation Plan
- **Fall 2022 or Spring 2023**
 - Placeholder: vote for operational override to support FY 2024 (Fall 2022 or Spring 2023 elections)
- **Fall 2023 - Spring 2025**
 - Implement Operational Override Implementation Plan – pending Town-wide vote
 - rebuild stabilization, fund long-term debt, invest in capital, establish revenue/expense balance, multi-year budgeting
- **Fall 2025/Spring 2026**
 - Completed debt exclusion payments for Wilson MS / CSC (part) / Others
 - Discussion/vote for school building and/or town building project(s) (for FY 26/27) – Debt Exclusion
- **2031/2032**
 - Completed debt exclusion payments for CSC (part) / High School / others
 - Possible large-scale capital or operational investment

General Fund Revenue / Expenditure Summary 02-01-2022	FY 2020 Recap	FY 2021 Actual	FY 2022 Appropriated	FY 2023 Preliminary	FY 22-FY 23 % Change
TAX LEVY	\$121,635,689	\$126,170,609	\$130,838,254	\$134,955,121	3.15%
STATE AID	\$14,938,819	\$14,876,255	\$15,146,380	\$17,132,772	13.11%
LOCAL RECEIPTS	\$17,901,540	\$14,509,004	\$11,909,632	\$12,772,292	7.24%
INDIRECTS	\$2,585,229	\$2,981,957	\$2,909,837	\$3,132,537	7.65%
FREE CASH	\$5,191,574	\$8,853,600	\$1,300,000	\$4,292,620	230.20%
STABILIZATION FUND (S)	\$3,617,000	\$2,300,000	\$5,445,174	\$3,000,000	-44.91%
OVERLAY SURPLUS	\$500,000	\$1,000,000	\$1,000,000	\$1,000,000	0.00%
OTHER AVAILABLE FUNDS	\$291,309	\$251,756	\$210,335	\$210,335	0.00%
TOTAL GENERAL FUND REVENUES	\$166,661,160	\$170,943,181	\$168,759,612	\$176,495,677	4.58%
NATICK PUBLIC SCHOOLS	\$67,810,346	\$66,472,406	\$75,063,994	\$79,000,000	5.24%
KEEFE TECH	\$1,554,748	\$1,334,398	\$1,250,715	\$1,313,251	5.00%
MORSE INSTITUTE LIBRARY	\$2,357,551	\$2,167,624	\$2,388,653	\$2,434,034	1.90%
BACON FREE LIBRARY	\$190,792	\$167,390	\$184,520	\$227,271	23.17%
PUBLIC SAFETY	\$16,802,303	\$17,103,756	\$17,544,432	\$18,081,740	3.06%
PUBLIC WORKS	\$8,913,228	\$8,616,160	\$9,211,793	\$9,735,179	5.68%
HEALTH & HUMAN SERVICES	\$2,713,620	\$2,390,054	\$2,773,178	\$2,854,181	2.92%
ADMINISTRATIVE SUPPORT SERVICES	\$7,766,070	\$6,662,647	\$7,561,459	\$7,458,786	-1.36%
COMMITTEES	\$120,550	\$91,385	\$115,550	\$115,550	0.00%
FRINGE BENEFITS	\$16,756,666	\$16,944,115	\$17,683,754	\$18,560,442	4.96%
PROP & LIAB. INSURANCE	\$847,150	\$874,579	\$907,170	\$961,600	6.00%
RETIREMENT	\$10,070,552	\$10,843,647	\$11,711,796	\$12,725,574	8.66%
DEBT SERVICES	\$16,626,732	\$15,208,603	\$13,774,824	\$14,254,224	3.48%
RESERVE FUND	\$250,000	\$750,000	\$250,000	\$250,000	0.00%
FACILITIES MANAGEMENT	\$3,490,001	\$5,148,407	\$3,937,989	\$4,073,943	3.45%
GENERAL FUND OPER. EXPENSES	\$156,270,309	\$154,775,171	\$164,359,827	\$172,045,774	4.68%
CAPITAL IMPROVEMENTS	\$3,617,000	\$1,861,500	\$0	\$0	
SCHOOL BUS TRANSPORTATION	\$410,137	\$421,416	\$421,416	\$421,416	0.00%
STATE & COUNTY ASSESSMENTS	\$1,504,841	\$1,561,618	\$1,402,459	\$1,394,784	-0.55%
CHERRY SHEET OFFSETS	\$359,312	\$320,913	\$320,913	\$320,913	0.00%
SNOW REMOVAL SUPPLEMENT	\$525,565	\$350,000	\$350,000	\$350,000	0.00%
OVERLAY	\$1,150,000	\$1,150,000	\$1,150,000	\$1,150,000	0.00%
GOLF COURSE DEFICIT	\$240,000	\$240,000	\$240,000	\$240,000	0.00%
OPEB TRUST FUND	\$375,639	\$250,000	\$225,900	\$250,000	10.67%
MISC. ARTICLES	\$112,000	\$100,000	\$20,000	\$20,000	0.00%
SUB-TOTAL	\$10,313,841	\$6,255,447	\$4,130,688	\$4,147,113	0.40%
TOTAL GENERAL FUND EXPENSES	\$166,584,150	\$161,030,618	\$168,490,515	\$176,192,887	4.57%
NET EXCESS / (DEFICIT)			\$269,097	\$302,790	

Formulating FY 2023 Budget

Use of One Time Funds

- **Stabilization Funds**
 - FY 2022 - \$5.4M
 - FY 2023 - \$3M
- **Free Cash**
 - FY 2022 - \$1.3 M
 - FY 2023 - \$4 M

Revenue

- **Local Receipts (negative)**
 - FY 2020 - \$17.9M
 - FY 2023 - \$12.7M
- **State Aid (positive)**
 - FY 2022 - \$15M
 - FY 2023 - \$17M

Cash Preservation

- **Debt Services**
 - FY 2020 - \$16.6M
 - FY 2023 - \$14.2M
- **Capital Improvements**
 - FY 2020 - \$3.6M
 - FY 2022 - \$0M

Budget Deficiency: \$10m - \$12M+

Formulating FY 2023 Budget - recap

Budget Deficiency: \$10m - \$12M+

General Stabilization

- 12/2020 Balance: \$7.31M
- 02/2022 Balance: \$1.86M
- **FY23 Projected: \$1.86M**

Operational Stabilization

- 12/2020 Balance: \$4.33M
- 02/2022 Balance: \$4.33M
- **FY23 Projected: \$1.34M**

Capital Stabilization

- 12/2020 Balance: \$4.63M
- 02/2022 Balance: \$1.16M
- **FY23 Projected: \$1.16M**

Fiscal Policies:

- **Rebuild Reserve Funds**
- **Invest in Employees**
- **Implement Creative Debt Solutions**
- **Invest in Creative and Proactive Capital**

General Fund Forecast 04-01-2022	FY 2023 Budgeted	FY 2024 Forecast	FY 2025 Forecast	FY 2026 Forecast	FY 2027 Forecast	FY 23-FY 27 % Change
TAX LEVY	\$134,954,755	\$139,007,498	\$143,631,847	\$148,371,805	\$153,230,263	2.71%
STATE AID	\$17,132,772	\$17,800,950	\$18,495,187	\$19,216,499	\$19,965,943	3.31%
LOCAL RECEIPTS	\$12,772,292	\$13,155,461	\$13,550,125	\$13,956,628	\$14,375,327	2.51%
INDIRECT	\$3,132,537	\$3,195,188	\$3,259,091	\$3,324,273	\$3,390,759	1.65%
FREE CASH	\$4,292,620	\$3,000,000	\$3,000,000	\$3,000,000	\$3,000,000	-6.02%
STABILIZATION FUND (S)	\$3,000,000	\$3,200,000				
OVERLAY SURPLUS	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	0.00%
OTHER AVAILABLE FUNDS	\$210,335	\$210,335	\$210,335	\$210,335	\$210,335	0.00%
TOTAL GENERAL FUND REVENUES	\$176,495,311	\$180,569,431	\$183,146,586	\$189,079,542	\$195,172,626	2.12%
NATICK PUBLIC SCHOOLS	\$79,000,000	\$83,279,134	\$85,826,161	\$88,795,746	\$91,868,079	3.26%
KEEFE TECH	\$1,141,027	\$1,163,848	\$1,187,124	\$1,210,867	\$1,235,084	1.65%
MORSE INSTITUTE LIBRARY	\$2,434,034	\$2,507,055	\$2,582,266	\$2,659,734	\$2,739,526	2.51%
BACON FREE LIBRARY	\$227,271	\$234,089	\$241,112	\$248,345	\$255,796	2.51%
PUBLIC SAFETY	\$18,081,740	\$18,443,375	\$18,812,242	\$19,188,487	\$19,572,257	1.65%
PUBLIC WORKS	\$9,735,179	\$9,929,883	\$10,128,480	\$10,331,050	\$10,537,671	1.65%
HEALTH & HUMAN SERVICES	\$2,854,181	\$2,911,264	\$2,969,490	\$3,028,879	\$3,089,457	1.65%
GENERAL GOVERNMENT	\$7,504,658	\$7,654,751	\$7,807,846	\$7,964,003	\$8,123,283	1.65%
COMMITTEES	\$115,550	\$115,550	\$115,550	\$115,550	\$115,550	0.00%
FRINGE BENEFITS	\$18,434,868	\$19,448,786	\$20,518,469	\$21,646,985	\$22,837,569	4.78%
PROP & LIAB. INSURANCE	\$961,600	\$1,013,527	\$1,068,257	\$1,125,943	\$1,186,744	4.68%
RETIREMENT	\$12,389,586	\$13,380,753	\$14,451,213	\$15,607,310	\$16,855,895	7.21%
DEBT SERVICES	\$14,254,224	\$14,610,580	\$14,975,844	\$15,350,240	\$15,733,996	2.08%
RESERVE FUND	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	0.00%
FACILITIES MANAGEMENT	\$4,073,943	\$3,908,522	\$3,970,602	\$4,033,924	\$4,098,513	0.12%
GENERAL FUND OPER. EXPENSES	\$171,457,861	\$178,851,115	\$184,904,658	\$191,557,065	\$198,499,420	3.15%
CAPITAL IMPROVEMENTS						
SCHOOL BUS TRANSPORTATION	\$429,844	\$421,416	\$421,416	\$421,416	\$421,416	-0.39%
STATE & COUNTY ASSESSMENTS	\$1,394,784	\$1,408,732	\$1,422,819	\$1,437,047	\$1,451,418	0.81%
CHERRY SHEET OFFSETS	\$320,913	\$330,540	\$340,457	\$350,670	\$361,190	2.51%
SNOW REMOVAL SUPPLEMENT	\$350,000	\$350,000	\$350,000	\$350,000	\$350,000	0.00%
OVERLAY	\$1,150,000	\$1,150,000	\$1,150,000	\$1,150,000	\$1,150,000	0.00%
GOLF COURSE DEFICIT	\$240,000					
GENERAL STABILIZATION FUND						
OPERATIONAL STABILIZATION FUND						
CAPITAL STABILIZATION FUND						
OPEB TRUST FUND	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	
MISC. ARTICLES	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	
SUBTOTAL	\$175,613,402	\$182,781,803	\$188,859,349	\$195,536,198	\$202,503,444	
NET EXCESS / (DEFICIT)	\$881,909	-\$2,212,372	-\$5,712,764	-\$6,456,657	-\$7,330,818	

General Fund Forecast 04-01-2022	FY 2023 Budgeted	FY 2024 Forecast	FY 2025 Forecast	FY 2026 Forecast	FY 2027 Forecast	FY 23-FY 27 % Change
TAX LEVY	\$134,954,755	\$139,007,498	\$143,631,847	\$148,371,805	\$153,230,263	2.71%
STATE AID	\$17,132,772	\$17,800,950	\$18,495,187	\$19,216,499	\$19,965,943	3.31%
LOCAL RECEIPTS	\$12,772,292	\$13,155,461	\$13,550,125	\$13,956,628	\$14,375,327	2.51%
INDIRECT	\$3,132,537	\$3,195,188	\$3,259,091	\$3,324,273	\$3,390,759	1.65%
FREE CASH	\$4,292,620	\$3,000,000	\$3,000,000	\$3,000,000	\$3,000,000	-6.02%
STABILIZATION FUND (S)	\$3,000,000	\$3,200,000				
OVERLAY SURPLUS	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	0.00%
OTHER AVAILABLE FUNDS	\$210,335	\$210,335	\$210,335	\$210,335	\$210,335	0.00%
TOTAL GENERAL FUND REVENUES	\$176,495,311	\$180,569,431	\$183,146,586	\$189,079,542	\$195,172,626	2.12%
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GENERAL GOVERNMENT	\$7,504,658	\$7,654,751	\$7,807,846	\$7,964,003	\$8,123,283	1.65%
COMMITTEES	\$115,550	\$115,550	\$115,550	\$115,550	\$115,550	0.00%
FRINGE BENEFITS	\$18,434,868	\$19,448,786	\$20,518,469	\$21,646,985	\$22,837,569	4.78%
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FACILITIES MANAGEMENT	\$4,073,943	\$3,908,522	\$3,970,602	\$4,033,924	\$4,098,513	0.12%
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CAPITAL IMPROVEMENTS						
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STATE & COUNTY ASSESSMENTS	\$1,394,784	\$1,408,732	\$1,422,819	\$1,437,047	\$1,451,418	0.81%
CHERRY SHEET OFFSETS	\$320,913	\$330,540	\$340,457	\$350,670	\$361,190	2.51%
SNOW REMOVAL SUPPLEMENT	\$350,000	\$350,000	\$350,000	\$350,000	\$350,000	0.00%
OVERLAY	\$1,150,000	\$1,150,000	\$1,150,000	\$1,150,000	\$1,150,000	0.00%
GOLF COURSE DEFICIT	\$240,000					
GENERAL STABILIZATION FUND						
OPERATIONAL STABILIZATION FUND						
CAPITAL STABILIZATION FUND						
OPEB TRUST FUND	\$250,000	\$250,000	\$250,000	\$250,000	\$250,000	
MISC. ARTICLES	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	
SUBTOTAL	\$175,613,402	\$182,781,803	\$188,859,349	\$195,536,198	\$202,503,444	
NET EXCESS / (DEFICIT)	\$881,909	-\$2,212,372	-\$5,712,764	-\$6,456,657	-\$7,330,818	

Forecasting FY 2024

FY 2024 Budget Projection

- **Local Receipts rebounding**
 - **FY23: \$12.7M**
 - **FY24: \$13.2M**
- **State Aid & New Growth leveling**
- **Continued use of Stabilization & Free Cash**
 - **\$3M Free Cash**
 - **\$3.2M Stabilization (depleting remaining stabilization)**
- **Continued deferral of Debt Service**
 - **Reliance on BANs for Capital plan**
- **Deferred Investment in Stabilization Accounts**
 - **\$0 projected**
- **Deferred Investment in Capital**
 - **\$0 projected**

Budget Forecast Trends:

- **FY24 Projected: \$2.2M deficit**
- **FY25 Projected: \$5.7M deficit**
- **FY26 Projected: \$6.5M deficit**

Considerations/Potential Impacts

- **Expense**
 - **Employee compensation**
 - **Retirement Liabilities**
 - **Debt Service**
 - **Health/Fringe Benefits**
- **Revenue**
 - **Free Cash**
 - **Local Receipts Rebound**
 - **New Growth Trends**

ITEM TITLE:	Update to the Panorama Data (Student SEL/Race/Culture)
DATE:	4/25/2022
ITEM TYPE:	Report, Discussion
ITEM SUMMARY:	LINK other documents LINK to Superintendent's presentation <i>Please note, changes to presentations may be made up until the meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	Grants Update (FY22 and Funding Positions for FY23)
DATE:	4/25/2022
ITEM TYPE:	Report, Discussion
ITEM SUMMARY:	LINK other documents LINK to Superintendent's presentation <i>Please note, changes to presentations may be made up until the meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Recommendation of Updates to Policies JICE, EEAG and GDQD

DATE: 4/25/2022

ITEM TYPE: Discussion

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
JICE	JICE.pdf	Cover Memo
EEAG	EEAG.pdf	Cover Memo
GDQD	GDQD.pdf	Cover Memo

File: JICE

STUDENT PUBLICATIONS

~~Students will enjoy the constitutional rights of the freedom of expression. However, irresponsible speech or publication that causes substantial or material disruption or disorder will not be permitted.~~

Within the school setting, students enjoy the constitutional right of freedom of expression, including the right to express their views in student publications, provided such expression does not cause, or threaten to cause by reasonable forecast by school officials, any disruption or disorder in the school. Additionally, such constitutional right of freedom of expression does not include expression which is obscene, defamatory, or advocates violence or illegality where such advocacy is imminently likely to incite the commission of such acts to the detriment of school security, or which can reasonably be forecast to cause substantial disruption or material interference with school activities.

Student publications will be encouraged to comply with the rules for responsible journalism. Students shall affix their names to all articles or editorials written by or contributed to by them. The Superintendent will establish guidelines that are in keeping with this policy and provide for review of student publications prior to their distribution, to address matters that are not protected forms of expression.

Each student publication shall contain the following: "Pursuant to state law, no expression made by students in the exercise of such rights shall be deemed to be an expression of school policy and no school officials shall be held responsible in any civil or criminal action for any expression made or published by the students."

Distribution of Literature

The time, place and manner of distribution of literature will be reasonably regulated by the Principal.

LEGAL REF.: M.G.L 71:82

STUDENT TRANSPORTATION IN PRIVATE VEHICLES

School buses will be used for the transportation of students participating in co-curricular or extracurricular activities. However, when buses are not available, private vehicles may be permitted to transport students to or from school activities that fall within the academic day or extend the school day provided all of the following conditions are met:

1. The activity has the approval of the Superintendent of Schools.
2. The owner of the vehicle being used in transporting students must file evidence with the Superintendent of personal liability insurance coverage on the vehicle in the amounts of \$100,000 - \$300,000 or more.
3. The parents/guardians of students to be transported in this manner will be fully informed as to this means of transportation and will sign a statement to this effect.

SOURCE: MASC

~~School buses may be used for the transportation of students participating in co-curricular or extracurricular activities. However, when buses are not used, private vehicles may be permitted to transport students to or from school activities that fall within the academic day or extend the school day provided all of the following conditions are met:~~

- ~~1. The activity has the approval of the Superintendent of Schools or designee.~~
- ~~2. The parents of students to be transported in this manner will be fully informed as to this means of transportation and will sign a statement to this effect.~~

SUSPENSION AND DISMISSAL OF SUPPORT STAFF MEMBERS

Support staff employed by the School District may be terminated by the Principal of the building in which they serve, with the approval of the Superintendent. However, employees may request the Superintendent to review the circumstances of their termination.

In the event of failure to perform as required, the Superintendent may immediately suspend or terminate employment depending upon agreement language.

Support staff employees may or may not be given prior notice of their dismissal depending upon the circumstances.

The Superintendent, or the Principal, with the approval of the Superintendent, may also suspend/remove employees from their individual assignments.

SOURCE: MASC September 2016

~~Support staff employees employed by the School District may be terminated by the Principal of the building in which they serve, with the approval of the Superintendent. However, employees may request the Superintendent to review the circumstances of their termination.~~

~~Bus drivers are employed on a monthly basis with continuity of employment conditioned only upon satisfactory performance. In the event of failure to perform as required, the Superintendent may immediately suspend employment.~~

~~Support staff employees will generally be given notice of their dismissal two weeks prior to the effective date.~~

~~The Superintendent, or the Principal, with the approval of the Superintendent, may also suspend employees from their assignments.~~