

NATICK PUBLIC SCHOOLS
School Committee Meeting
December 19, 2022
8:00 PM
School Committee Room, Third Floor, Town Hall

**Posted Date: Thursday, December 15, 2022 @3:35PM, Reposted on Thursday,
December 15, 2022 @4:22PM**

Open Meeting 8:00PM Virtual Meeting Accessed Via: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdxgXenQ0YXRlN1FicHVpd3hEZZ09> 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=TmtsdxgXenQ0YXRlN1FicHVpd3hEZZ09> . 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, town 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. Public Speak is not a time for debate or response to comments by the School Committee.

REPRESENTATIVE UPDATES/CONCERNS

- Teacher Representative
- Student Representative

SUBCOMMITTEE/LIAISON UPDATES

CHAIRMAN'S REPORT

1. Warrant Review

CONSENT AGENDA

1. Donations
2. Approval of School Committee Minutes of November 7, 2022

ACTION ITEMS

1. Acceptance of Dictionaries from Natick Rotary
2. Approval of the Administrative Assistants Contract
3. Approval of Policy Changes to IMB-TEACHING ABOUT CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS, JJE-STUDENT FUND-RAISING ACTIVITIES, ADF-WELLNESS POLICY, IHAM-HEALTH EDUCATION

SUPERINTENDENT'S REPORT

1. Menstrual Products and Budget
2. Update on ACCEPT and TEC Collaboratives
3. Open Meeting Law and Minutes Training
4. FY24 Budget Presentation
5. Appoint Member to Serve on Director of Finance Search

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

ITEM TITLE: Warrant Review

DATE: 12/19/2022

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Donations
DATE: 12/19/2022
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
12-19-22 Donation Report	12.19.2022_School_Committee_Donation_Letter.pdf	Cover Memo



**Natick Public Schools
Central Office**

Dr. Anna Nolin, Superintendent
Timothy Luff, Deputy Superintendent
Dr. Peter Gray, Assistant Superintendent of Finance
Susan Balboni, Director of Teaching, Learning & Innovation

To: Dr. Anna Nolin, Superintendent
From: Dr. Peter Gray, Assistant Superintendent of Finance
Date: December 16, 2022
Re: Acceptance of Donations

Please request School Committee to accept the following donations:

<u>Source/Donation</u>	<u>Amount/Value</u>	<u>Purpose</u>
Center for Case Management	\$6,500	Printer donated for use at the Achieve Program at Natick Public Schools
Thomas Wentworth	\$525	Computer Monitors donated for use at Natick High School

Natick Public Schools does not discriminate on the basis of race, creed, color, sex, gender identity, religion, nationality, sexual orientation, disability, pregnancy and pregnancy-related conditions, physical and intellectual differences, immigration status, or homeless status.

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

ITEM TITLE: Approval of School Committee Minutes of November 7, 2022
DATE: 12/19/2022
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
11-7-22 Draft	11-7-22_Draft.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
November 7, 2022

The School Committee held a meeting on Monday, November 7, 2022, at 6:30pm via an in-person and virtual meeting. Chair Collins called the meeting to order and took roll call at 6:35pm. Member Julie McDonough stated she was participating remotely.

Members Present: Cathi Collins, Dr. Donna McKenzie, Dr. Shai Fuxman, Elise Gorseth, Julie McDonough (participating remotely and arrived at 7:49pm.)

Members Missing: Hayley Sonneborn, Catherine Brunell

Others Present:	Dr. Anna Nolin	Superintendent
	Mr. Tim Luff	Deputy Superintendent
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Mr. Brian Lynch	Assistant Director of Finance
	Mr. Tim Cesarini	Teacher Representative
	Ms. Inkyoung Lee	Student Representative

Announcements

Dr. Nolin reminded the community that Natick Public Schools has a robust set of offerings for Veterans Day celebrations. This week on Thursday, there's a Veterans Day breakfast at Kennedy Middle School. Veterans will be interviewed by students while having breakfast. Dr. Fuxman reminded everyone about a program from SPARK kindness, this Wednesday November 9th at 7PM. This event kicks off the 5th annual kindness week. Dr. McKenzie reminded everyone that election day is tomorrow so please vote! Town and School offices are participating in a joint kindness event. We will have our new orchestra program here for the entertainment of our Town partners. This is to celebrate the very strong collaboration that the schools and Town have been enjoying.

Public Speak

Chair Collins had not received any requests via email. There was no one in person requesting to speak.

Representative Updates/Concerns

Teacher Representative, Mr. Cesarini had no updates or concerns. EAN will be voting yes on question one. Student Representative, Ms. Inkyoung shared that last week the student council held a successful blood drive with the American red cross. Next weekend band and choir students have a big audition coming up.

Subcommittee/Liaison Update

Dr. McKenzie gave update on the Policy Subcommittee. They are continuing to work on anti-bullying and the micro aggression policy. We have zero tolerance. This has been long and hard work because they

haven't been updated in a long time. They value the input of the Natick community. Dr. Fuxman and Dr. McKenzie have drafted a resolution and hope to bring it to the School Committee in January. The policy changes have been vetted carefully by the Subcommittee and by the district's counsel.

Consent Agenda

1. Approval of School Committee Minutes of September 19, 2022, October 3, 2022, and October 17, 2022, and Executive Session minutes of September 19, 2022 and October 3, 2022
2. Approval of Field Trip: New England Institute of Technology
3. Approval of Field Trip: Lil' Rhody Rumble
4. Approval of Donations

Dr. Fuxman moved to approve the consent agenda. Dr. McKenzie seconded. Chair Collins called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman – Yes

Ms. Gorseth – Yes

Ms. McDonough – Yes

Chair Collins – Yes

It was approved unanimously 5-0-0.

Warrant Review

Chair Collins signed one payroll warrant for the amount of \$2,775,461.94 and two accounts receivable warrants of \$432,113.38 and \$677,828.87.

Action Items

1. Approval of Revised School Handbooks with New Dress Code Policy Dress

Mr. Tim Luff, Deputy Superintendent reviewed the updated dress code. The new Crown Act provided further rights to make sure students were not discriminated against for protective hairstyles based on different cultures. We made sure we incorporated that language into this policy. Mr. Luff reviewed the changes made to the handbooks. Ms. Gorseth moved to approve the revised student handbook with the Dress Code Policy update. Dr. Fuxman seconded. Chair Collins called for a roll call vote:

Dr. McKenzie – Yes

Dr. Fuxman – Yes

Ms. Gorseth – Yes

Ms. McDonough – Yes

Chair Collins – Yes

It was approved unanimously 5-0-0.

FY23 First Quarter Financial Update

Dr. Nolin introduced to the public Mr. Brian Lynch, Assistant Director of Finance. Mr. Lynch had provided reports for the meeting tonight. Dr. Nolin shared that the first quarter (FY23) analysis which shows normal spending patterns as it reflects the timeframe from July 1st through September 30th. During the majority of these three months, our schools were not open, our buses were not running, but supplies and equipment were ordered in anticipation of the opening of schools. Annual contractual obligations in technology and curriculum were paid in this quarter thereby indicating a higher percentage of expenditures in these departments. Personnel costs reflect year-round staff with only 2 payroll periods

for all other staff reflective in this analysis. Encumbrances reflect anticipated spending into the future and as the fiscal year progresses these encumbrances will increase, specifically in our transportation, facilities, and pupil services budgets. Overall, with 25.0% of the year elapsed, our total personnel and expense spending are within projected limits. Dr. Nolin explained that DESE is recommending changes for how school systems should define the administrative line on the budget. This does not mean salaries for administrators. It's a variety of things but when these changes come out, categories of spending will be there that may not have been there before.

FY23 Staffing Update

Dr. Nolin reviewed the hiring updates provided by our Human Resources Department. This is the most open positions we have seen but we are supremely well situated compared to brother and sister districts. We are still looking for paraprofessionals and staff for our afterschool program. We would love people to become part of our team.

FY23 Grants Update

Dr. Nolin gave a backdrop. Back in the spring the School Committee approved spending of not more than 2.6 million dollars of grants towards hiring. Dr. Nolin had said she would come back at this time with an update. She provided a report which consisted of position descriptions and their salaries. Many positions are to address the learning losses from Covid. It's too early to know if we need to tap into ARPA funds. The School Committee will be working with Administration this budget season to determine which positions should be hardwired into the operating budget, will we cut any positions, etc. We haven't fully spent the funds because we still have interventionist positions available.

Operational Services Division (OSD) Estimated Increase of Tuition for Out of District Placement Students

Dr. Nolin explained that there are some students that we educate outside of the district because we can't provide for their educational needs. This year, OSD shockingly put out a 14% increase for these tuitions. However, 14% is a huge hit for schools. For us that would be \$790,000.00. We met with our Senate and House representatives last week. Dr. Nolin's professional association put a letter together to advocate for change in the amount. We are all in these difficult hiring situations and then they are going to offer a \$10,000 sign on bonuses for health aids. Imagine the hiring we could do if we had those same funds. This is an advocacy moment for us.

At approximately 7:28pm, the School Committee took a recess due to technical issues. They stated they would return at approximately 7:35pm. At approximately 7:30pm, Inkyoung Lee left the meeting. The School Committee returned to open session at 7:35pm.

Budget Outlook for the Town of Natick

Dr. Nolin introduced Mr. John Townsend, Deputy Town Administrator for Finance. Mr. Townsend addressed the School Committee. He began with an analysis and overview of the general fund. He provided an FY2022 review. He also reviewed local receipts and their historical trend. He reviewed the operating expenditures in detail. Mr. Townsend continued by reviewing financial indicators by beginning with the total net operating revenues. He reviewed the economic growth revenues and provided a revenue forecast for FY24-FY27. He reviewed expenses. Natick remains a financially stable town. Mr. Townsend reviewed the challenges and strengths of the Town of Natick.

At approximately 7:49pm, Ms. McDonough arrived to attend the meeting in person.

FY23-FY25 Natick Public Schools Budget Projections

Dr. Nolin reviewed the projections. Some of them have been in the budget books for the last two years. These projections are just preliminary before we know all our projected costs. There are many variables. This doesn't include the potential 14% increase in out of district tuitions. It also doesn't include grant funded positions. Utility costs are on the rise. Mr. Spratt was recently negotiating an energy purchase. He did obtain a very advantageous purchase. That along with the demand reduction strategies that we have implemented in our buildings did recoup a bit of those expenses.

MCAS Update and NEAP Results

Ms. Sue Balboni, Director of Teaching, Learning & Innovation gave a high-level overview. She reviewed grade 5 Renaissance results. It was a typical trend for fall. This data is very consistent. It's a very consistent assessment. She reviewed student growth percentiles and stated that we continue to have growth percentiles that surpass the state. We have surpassed our 2019 scores. That was the last time it was given with fidelity. Ms. Balboni reviewed the achievement scores for the 2023 graduating class. She reviewed the graduating passing rates. Across the state, math scores were up slightly. We continue to score higher than the state in all areas. Students with disabilities are achieving higher than the state but still lower than their non-disabled peers. Ms. Balboni also reviewed what the district will be doing next. NEAP Results is the National Assessment - if you've read the headlines, alarming in grade 4 math. We are not seeing that. Our 4th grade math is doing better than they were in 2019. We have no specific information to give you. But we have been tracking it. The NEAP story is not our story in Natick. This test has been happening for decades. If you have read the national headlines, ELA scores are what they were in the 90's and math scores were very alarming. Again, this is not our story in Natick.

Review of the Tiered Focus Monitoring Report - Student Services Report

Mr. Tim Luff, Deputy Superintendent had run the audit last year. The review is split into two halves. Special Education and the other half are civil rights. They alternate every three years. This year is the civil rights piece. This surrounds licensure, professional development, community engagement, time on learning requirements and many other things. Mr. Luff went on to review the scores we had received. We submitted hundreds of documents to the state. They then came for a sight visit and did a multitude of interviews. They completed a survey of our Special Education families. They identified three areas out of 26 as being partially implemented. We then create an action plan that we feel will meet a goal and they will create the report. He reviewed those three areas. Mr. Luff felt that we do such a good job on this that it was surprising. Dr. Nolin said our corrective action is exactly the plan that we already follow. However, it's partially implemented because we haven't applied that rigor of analysis on athletics or extracurricular activities.

Enrollment Report

Dr. Nolin provided a summary. Since October 1st we have had four students who left the high school, three students enrolled in middle school, no change at elementary and three preschool students have aged into school.

At approximately, 9:34pm, Dr. Fuxman motioned to adjourn. Dr. McKenzie seconded. It was unanimously approved 5-0-0.

Anna Nolin

Superintendent
Executive Secretary to the School Committee

Rose McDermott
Executive Assistant/Recording Secretary

Attest:_____

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

Superintendent's Presentation

Policies: (BBAA-School Committee Members: Authority and Duties, BCA-Code of Ethics, BDFA-E-2-Submission and Approval of the School Improvement Plan, DJE-Procurement Requirements, GCG-Part-Time and Substitute Professional Staff Employment, GCGC-Professional Staff Job-Sharing, GCL-Professional Staff Time Schedules, IGB-Student Services Programs, IGD-Curriculum Adoption, IHCA-Summer Programs, IJ-Instructional Materials, IJJ-Instructional Materials Selection and Adoption, IJK-Supplementary Materials Selection and Adoption, IJL-Library Materials Selection and Adoption, IJLA-Library Resources, IJOB-Community Resource Persons/Speakers, IJOC-School Volunteers)

School Committee Minutes of September 19, 2022, October 3, 2022 and October 17, 2022 and Executive Session minutes of September 19, 2022 and October 3, 2022

New England Institute of Technology Information

Lil' Rhody Rumble Information

Donations

Revised School Handbooks with New Dress Code Policy

FY23 First Quarter Financial Update

FY23 Staffing Update

FY23 Grants Update

Budget Outlook Presentation for Town of Natick

FY23 - FY25 Natick Public Schools Budget Projections

MCAS Presentation with Update and NEAP Results

Tiered Focus Monitoring Report - Student Services Report

Enrollment Report

ITEM TITLE:	Acceptance of Dictionaries from Natick Rotary
DATE:	12/19/2022
ITEM TYPE:	Action
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	Approval of the Administrative Assistants Contract
DATE:	12/19/2022
ITEM TYPE:	Action, Report, Discussion
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Approval of Policy Changes to IMB-TEACHING ABOUT
CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS, JJE-
STUDENT FUND-RAISING ACTIVITIES, ADF-WELLNESS
POLICY, IHAM-HEALTH EDUCATION

DATE: 12/19/2022

ITEM TYPE: Action

ITEM SUMMARY: MEMO from Tim Luff, Deputy Superintendent

**BACKGROUND
INFORMATION:**

RECOMMENDATION:

ITEM TITLE:	Menstrual Products and Budget
DATE:	12/19/2022
ITEM TYPE:	Discussion
ITEM SUMMARY:	LINK to Superintendent's Presentation
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Update on ACCEPT and TEC Collaboratives

DATE: 12/19/2022

ITEM TYPE:

ITEM SUMMARY:

[Accept Update part 1:](#)

[Accept part 2 draft budget considerations](#)

[LINK to Superintendent's Presentation](#)

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE:	Open Meeting Law and Minutes Training
DATE:	12/19/2022
ITEM TYPE:	Discussion
ITEM SUMMARY:	LINK to Superintendent's Presentation
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	FY24 Budget Presentation
DATE:	12/19/2022
ITEM TYPE:	Report, Discussion
ITEM SUMMARY:	FY24 NPS Budget Request - As of December 19, 2022
	FY24 NPS Budget Assumptions - As of December 19, 2022
	LINK to Superintendent's Presentation
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	Appoint Member to Serve on Director of Finance Search
DATE:	12/19/2022
ITEM TYPE:	
ITEM SUMMARY:	LINK to Superintendent's Presentation
BACKGROUND INFORMATION:	
RECOMMENDATION:	
