

NATICK PUBLIC SCHOOLS
School Committee Meeting
April 1, 2024
6:15 PM
School Committee Room - 3rd flr, Town Hall

Posted Date: Thursday, March 28, 2024 @ 3:15 PM

Open Meeting 6:15PM, Executive Session 6:20PM, Return to Open Session approximately at 6:30PM. 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, Shai Fuxman at (sfuxman@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
1. METCO Regional Advocacy Day - April 5, 2024

EXECUTIVE SESSION - this portion of the meeting is not open to the public
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1. To Conduct Strategy Sessions in Preparation for Negotiations with Nonunion Personnel for Non-Represented Staff

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.

- Teacher Representative
- Student Representative

CONSENT AGENDA

1. Approval of Open Session Minutes from 2.26.24 and 3.4.24
2. Approval of Executive Session Minutes dated 2.26.24
3. Approval of the Non-Represented Staff Memo
4. Approval of Revised Overnight Baseball Field Trip to Cooperstown, NY - High School

CHAIRMAN'S REPORT

1. METCO Representative to School Committee
2. Paid Family and Medical Leave
3. SubCommittees and Liaison Reorganization

SUPERINTENDENT'S REPORT

1. Digital Learning and Personalized Learning Coaches - Grace Magley
2. Food Service Management Company Contract - Matt Gillis
3. Natick Wetland Safe Project Update - Claire Rundelli - Planner and Conservation Agent
4. Enrollment Report - April 1st, 2024

ACTION ITEMS

1. Vote Corrected Amount for Requested FY25 Appropriation
2. Vote Motion for Bus Subsidy
3. Approve Food Service Management Company Contract
4. Approve Letter of Endorsement for Wetland Safe Project

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

ITEM TITLE: METCO Regional Advocacy Day - April 5, 2024
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: To Conduct Strategy Sessions in Preparation for Negotiations with Nonunion Personnel for Non-Represented Staff

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of Open Session Minutes from 2.26.24 and 3.4.24

DATE:

ITEM TYPE:

ITEM SUMMARY: 2.26.24 - LINK
3.04.24 - LINK

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Approval of Open Session Minutes from 2.26.2	2.26.24_OPEN_SESSION_School_Committee_Meeting_Minutes_(1).pdf	Cover Memo
Approval of Open Session Minutes from 3.4.24	3.4.24_OPEN_SESSION_school_committee_meeting_minutes.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
February 26, 2024

The School Committee held a meeting on Monday February 26, 2024, at 6:05 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:05 pm.

Members Present:

Chair Fuxman took roll call to vote:

Chair Shai Fuxman - present
Elise Gorseth - present
Julie McDonough – present
Cathi Collins - *not present*
Matt Brand – present
Catherine Brunell - present
Kate Flathers - present

Others Present:	Dr. Bella Wong	Interim Superintendent
	Tim Luff	Deputy Superintendent
	Susan Balboni	Asst. Superintendent for Teaching, Learning & Innovation
	Matthew Gillis	Asst. Superintendent of Finance
	Linda McGrath	Recording Secretary

Chair Fuxman made a motion to move into Executive Session at 6:07 PM for the following purposes: Mr. Brand second the motion.

1. To Conduct Strategy Sessions in Preparation for Negotiations with Nonunion Personnel (Miscellaneous Stipends) and to Conduct Bargaining Sessions or Contract Negotiations with Union Personnel (Middle School and High School Conferences).
2. To discuss a complaint from the Office of Civil Rights brought against the Natick School Committee. (OCR # 014-24-1146)

Chair Fuxman took roll call to vote:

Chair Fuxman - yes
Ms. Gorseth - yes
Ms. McDonough – yes
Mr. Brand – yes
Ms. Brunell - yes
Ms. Flathers - yes

Chair Fuxman stated that we have returned to Open Session at 6:45 pm and that this meeting is being recorded by Pegasus for future viewing.

OPEN SESSION

Pledge of Allegiance

Moment of Silence - To honor those who have sacrificed for our country.

Announcements - Mr. Luff mentioned that the YMCA, which is currently running an afterschool program at Johnson, is likely to be able to relocate to the Congregational Church where ACHIEVE is and will share the space with them. This will be for next year and will consist of about 42 students. Mr. Luff stated that we are going to share transportation as we have in the past with the families and make sure that the routes will continue to be accommodating. He also commented that the YMCA will be separate and we will not see an MOU between the schools.

Mr. Brand announced and congratulated Mr. Luff for being selected as the new Superintendent of Norwood.

Ms. Brunell wanted to announce that the METCO program is running Persuasive Communication Series and the School Committee members can sign up for two free training sessions. She stated that there is also training for community allies, parents, and students.

PUBLIC SPEAK

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1. Dr. Donna McKenzie talked about the commemoration of Gordan S. Channel who was a graduate of Natick High School class of 1946. She stated that he served in WWII and then returned back to Natick to work in the school system and was also a Natick police officer for 43 years.
2. Ms. Vickers mentioned the program at the Kennedy Middle School called "Laps for Lunch". This volunteer run program allows students to get outside at lunch. Ms. Vickers is the "Laps at Lunch" parent coordinator and is looking for parents to volunteer. If anyone is interested, you can sign up on "sign up genius" and fill out a CORI form in the front office. You may also email at KennedyLaps@gmail.com. They might have to cancel the program if they do not get the help they need.

TEACHER REPRESENTATIVE - Jefferson Wood

No comment for tonight ~

STUDENT REPRESENTATIVE - Inkyoung Lee

Inkyoung stated that local scholarships are available this week for seniors and thanked the groups involved in giving them the opportunity.

CONSENT AGENDA

1. [Approval to Retired Technology Assets](#)
2. [Approval of donations to the Chinese Culture Club from Hickory Brook Realty, Middlesex Savings Bank, MT Law, LLC and It's All About Kids](#)
3. Approval of Open Session minutes from - [1/8/2024](#), [1/10/2024](#), [1/12/2024](#), [2/1/2024](#), and Executive Session minutes from - 1/12/2024, 1/22/2024, 2/1/2024
4. Approval of ASAP fees - pull
5. Approval of Summer Program fees - pull
6. Approval of Non-Rep Schedule – Misc Stipends \$ 0-1,000
7. [Approval of Out of State Field Trip to China](#)

Mr. Luff commented that we would need to pull the approvals for the ASAP and Summer Program fees as there was not enough information. Chair Fuxman approved to pull the approvals for the ASAP fees and the Summer Program fees from the Consent Agenda.

Mr. Brand made a motion to approve the remainder of the consent agenda. Ms. Brunell seconded the motion.

Chair asked “all those in favor” - All in favor 6-0-0

CHAIRMAN’S REPORT

1. [Presentation of NPS Permanent Superintendent - Dr. Melissa Spash](#)

Dr. Spash expressed how excited and grateful she is for the honor to serve students, staff and community of Natick.

Dr. Spash talked about her values such as equity lens, database decision making, and teamwork and collaboration. She commented how she appreciates the sense of community, the rich diversity of the community, and is looking forward to being a part of that.

Dr. Spash stated that she wants to see what the students are passionate about, athletics, arts, robotics, etc... to be observant of that and be a part of such. She then mentioned her next steps that she calls 90/90 which is 90 meetings in 90 days and wants to hear and see the people of Natick.

Dr. Spash commented that she is very honored and humbled and looking forward to being Naticks Superintendent for a very long time.

Chair Fuxman thanked Dr. Spash and Superintendent Wong for starting the transition process already.

Superintendent Wong said that she is excited and supports her transition into Natick.

2. 2023-24 School Committee Goals Updates

Chair Fuxman commented on the School Committee Goals for this year and said that aside from the 5 district goals, they have assigned themselves several other goals to lead which are as follows:

1. Superintendent Search Goal - School Committee
2. Sustainability Goal - Ms. Flathers who has joined the netzero committee that is town wide and said the big push right now is for the specialized code and would like to propose a vote for the next meeting.
3. Improve Systems Goal - Ms. Collins and Ms. Brunell are working to provide aid to improve the finance system between School and Town relationship.
4. Fields with Town and School Goal - Ms. McDonough stated that currently there is not an update. The original meeting needs to be rescheduled with Mr. Spratt, Mr. Goodhind and Mr. Farley.
5. Community Engagement Goal - Ms. McDonough and Ms. Gorseth stated that a letter will be sent out to the stakeholders in regards to nominating members of the community to the Task Force.
6. Equity Goal - School Committee

Goal 2 - Ms. Gorseth questioned what costs would be incurred and what would we need to consider when creating an all-electric school? Ms. Flathers stated she wasn't sure what costs would be incurred, but that there would be long term benefits to adopting the specialized code.

Chair Fuxman asked if the Select Board had already voted? Ms. Flathers said they are sponsoring to have it on the warrant.

Ms. McDonough asked if this would be something we would put on our application for the Memorial MSBA? Ms. Flathers said "yes".

Goal 3 - Ms. Brunell commented that currently they have some good updates to report. Ms. Brunell said she asked Superintendent Wong and Mr. Gillis and his team: What is the crux of the problem? She said that it was related to the Chart of Accounts that needed to be updated. The hope is by FY25, the Chart of Accounts would be mostly up to date. Ms. Brunell mentioned that the Town Administrator had added funds on the Town budget for anyone that works under the financial management for Town and School so there can be professional development training.

Mr. Gillis reiterated what Ms. Brunell stated that they have been making progress but there has been a bit of a trust relationship with the Town but that it is moving in the right direction.

Goal 4 - Ms. McDonough asked if there is a Director of Facilities and both Superintendent Wong and Mr. Gillis said there is not at the moment but it is in progress. Ms. McDonough said the hope is to have the meeting in the next few weeks to figure out who will be managing what as far as fields, playgrounds, courts, etc...

Chair Fuxman reiterated that the goal relates to the collaboration between the School Department and Town. Ms. McDonough stated that at this time, it is not clear who maintains what when it comes to fields, playgrounds, etc... Superintendent Wong commented that the fields and playgrounds are shared resources and supported by community resources and is usually a joint endeavor.

Goal 5 - Ms. Gorseth commented that this letter is a reminder to engage with staff, families, caregivers, school community at large and get feedback on what preferences are with regard to the structure of the school calendar. She stated the letter will be sent out to invite various community stakeholder groups to nominate members to be on the Task Force and to start meeting in March. The feedback will then be gathered and shared with the School Committee.

Chair Fuxman wanted to reiterate that this would not apply to the 24/25 calendar as that is already set but it would apply to future calendars.

Goal 6 - Chair Fuxman stated that for the Equity Goal, the School Committee was going to participate in training to learn equity informed decision making. He mentioned that they have been working with Dr. Fergusson as well as the METCO representatives and that Natick as a district has been working with METCO 2.0 which is an opportunity to receive consultation, training, and coaching from the METCO team. Chair Fuxman also mentioned that Dr. Darnisa Amante-Jackson will be their coach and is currently working on having her set-up a training for them.

Chair Fuxman asked if there were any other updates on the goals.

Ms. Brunell asked if we have kept the goal for community engagement with activities such as Natick Days, Farmers Market, and Virtual Coffee? Chair Fuxman stated that “yes, we should revisit that”.

Mr. Brand stated that we did do Natick Days this year and Ms. Brunell questioned if we should do Virtual Coffees as well towards the end of the year? She then offered to spearhead that activity.

Ms. McDonough mentioned that since we are asking for feedback on the calendar, and perhaps coordinate times and days so we are not overlapping.

Ms. Gorseth mentioned that having the Farmer’s Market when the weather is better as they are well attended.

SUPERINTENDENT’S REPORT

Superintendent Wong commented what a great job the School Committee has been doing with their goals along with everything else that has been going on.

Superintendent Wong then introduced Jason Hoye who is a Dean of Students at the High School to present Student Global Travel.

1. [Student Global Travel - Jason Hoye/High School Dean of Students](#)

Mr. Hoye went over the international trips/exchange travel that has been going on in Natick for decades. He stated that they are looking to expand post COVID. Mr. Hoye commented that they want to tie in the “Profile of a Graduate” with the goal of global and domestic travels and to develop the social and cross-cultural skills that inspire leadership, encourage teamwork, and promote communication. He said the students have recently traveled to Germany, Poland, and Costa Rica and that the chaperones shared how the students had bonded together who wouldn’t necessarily have before.

Mr. Hoye went over trips from last year and upcoming trips that consisted of France, Galapagos Islands, Spain, China, Eastern Europe, Costa Rica, Real Asia, Japan, London, and Iceland. He stated that they would like to offer

2-3 trips for February and April breaks across a two year rotation which would offer 8-12 trips over the two year period.

Mr. Hoyer wanted to mention other considerations such as the cost of the trips which becomes pricey. He said there is partial financial support available for students and that they did receive a gift from the class of 2020 for international travel assistance. He also talked about chaperones and that all trips have a 1:6 ratio with Natick Public School staff. The size of the trips will depend on securing chaperones.

Chair Fuxman thanked Mr. Hoyer for his presentation and sharing the great experience of the students.

Mr. Brand commented that he would like to chaperone if need be as he thinks these trips are wonderful experiences for the students.

Ms. Gorseth expressed her gratitude that trips like these are offered to the students. She said with respect to providing financial support, would there ever be a booster club that could fundraise for these trips? Mr. Hoyer said he didn't have experience with that but he would look into it. He stated that right now there are funds available but once that has been depleted, perhaps they will need to fundraise.

Superintendent Wong commented that sometimes the trips can be less money when they travel in the month of February. She mentioned how families comment that they would never have been able to send the whole family but could afford to send one child at a time with proper planning.

Ms. Flathers commented regarding boosters clubs and that if there would be opportunities to put into place if students know well in advance of their interest, that they could help with the fundraising.

Ms. Brunell questioned if we are considering going back to Gambia? Mr. Hoyer thought there was a small amount of interest for this year and that they are trying to get off and running but there is no third party managing the trip.

Ms. Brunell mentioned that there is a desire for the middle school students to go on domestic trips such as the trip to Washington D.C. Mr. Hoyer stated that there are opportunities for domestic trips at the high school as well.

Ms. McDonough talked about having a structured fund such as Mr. Hoyer mentioned if a family should need the financial aid which will allow more students to experience such trips. She also commented that other districts fundraise for global travel.

Chair Fuxman wondered if it is worth mentioning to the Education Foundation as they allow fundraising. He questioned if the chaperones and/or staff are able to better understand who the students are that are signing up for the trips and who are the students that are not. And for the students who are not, what are the reasons? There might be other factors besides financial.

2. Student Opportunity Act [Plan](#) and [Presentation](#) - Sue Balboni

Ms. Balboni presented the Student Opportunity Act. She stated that DESE requires that we write a Student Opportunity Act plan which is a three year plan. Ms. Balboni commented that the plan is currently in draft mode.

Ms. Balboni then walked everyone through the process as to how they came up with their thoughts around establishing goals. She said they will be sending out a survey hopefully tomorrow to school counselors, staff,

families, LPAC, CPAC to get feedback. Ms. Balboni also mentioned that it is required that the School Committee vote on the final plan prior to submission which is April 1st.

Ms. Balboni stated that within our district improvement plan we need to find one area to focus on and to see where students struggle the most. This is the purpose of the SOA. Ms. Balboni then went through the steps and the timeline. She commented that we will not be receiving any funding this year as we have in the past.

Ms. Balboni stated that DESE provides every district with a Heat Map to identify areas of concern and what to focus on and for Natick it is our MCAS data and scores. She stated that the biggest area to focus on was the students with disabilities as well as Math.

Ms. Balboni went over the goals for MCAS and the accountability targets as developed by DESE. She also discussed the strategic objectives to meet the goals. Ms. Balboni said that along with Ms. Miller, they have a plan around auditing.

Ms. Balboni talked about the cost and that some items are already built into the budget. She mentioned one of the items is an online Math program that is of high quality and will make it easier for the students to use. Ms. Balboni also mentioned that they applied for an acceleration academy grant through DESE and a grant for an instructional academy that is a summer program with a cost of \$40,000 but is a grant through the state.

Ms. Balboni stated that she would send out the presentation slide deck with an audio recording that explains to the families plus a feedback survey which she will then take the data from, summarize it and present back to the School Committee. She hopes to have the School Committee vote on it by the last meeting in March so she can submit it to DESE by the April 1st deadline.

Mr. Brand asked about the accountability targets by DESE and are the goals aggressive? Ms. Balboni said “yes, according to DESE” but achievable. He also asked if these numbers track individual students or is it on average? Ms. Balboni “yes” for this goal but we are tracking individual students.

Superintendent Wong stated that with MCAS, it is not tied to a particular cohort as in the past where they looked at longitudinal data.

Ms. McDonough asked how this thing that DESE has asked us to do fit into this piece? Ms. Balboni stated that DESE doesn’t necessarily look at our district improvement plan on a regular basis. The Student Opportunity Act, they look at on a regular basis. Ms. McDonough also asked if Ms. Balboni was comfortable with this fitting in with our larger data and plan picture and Ms. Balboni said “yes”.

Ms. Brunell stated that in terms of equity, the SOA is targeting specific groups that need to be targeted the most for improvement so it benefits our equity goals. Ms. Balboni agreed.

Ms. Brunell questioned the \$40,000 targeted intervention for 10th graders but why there is not any SOA funding. Ms. Balboni stated that Natick does not qualify for the funding. She also stated that surrounding districts are not receiving any funding either.

Superintendent Wong commented that Natick has done well with taking advantage of the one-time funds to meet the immediate needs of the students.

Ms. Brunell asked before the targeted intervention, is that for rising 9th graders? Ms. Balboni said it was for rising 10th graders. Ms. Brunell then asked what are we doing for the 27% of the students that didn't pass MCAS the first time? Ms. Balboni said those students are referred to workshops at the high school and receive intervention.

Ms. Brunell questioned the reading program but that the next SOA will be in 3 years and will that be focused on reading? Ms. Balboni said that would be her assumption.

Chair Fuxman commented that this is really important work and that it ties to the work we are already doing. He asked what are the set of interventions and how do we get to the accountability numbers that we are looking for? Ms. Balboni stated that the accountability targets are broken down by cohorts but we chose to look at students with disabilities.

Chair Fuxman asked Ms. Balboni if she agrees that the work we are doing will benefit a lot of students. Ms. Balboni said that she has been working with the inclusive academy at the high school along with the Novac coach and DESE. She stated that the coach she was working with had a quote that she used which is "what is helpful for all, is necessary for some, benefits most, and doesn't harm anybody" and Ms. Balboni had t-shirts made with the quote on them.

Public - Leah Parker Moldover

She asked what the difference is between a graduation diploma and a certificate of completion? Ms. Balboni said the certificate of completion is for the students who are taking the MCAS alt assessment which is a portfolio based assessment but there are students who can still get a diploma if they don't meet the target on MCAS by completing the educational proficiency program.

Superintendent Wong praised Ms. Balboni for the work that she has done. She also commented about the 3rd grade students being the most vulnerable because of the pandemic.

3. [FY25 Budget Review Discussion](#)

Superintendent Wong reviewed the FY25 budget with updates. She stated that the enrollment is pretty steady for the next couple of years across all grades with a slight decline in elementary and middle schools. But the high school is looking at an increase in the next 6 to 7 years.

Superintendent Wong went through the slides on Special Education, 504 plans, EL, McKinney Vento, MCAS which had been discussed previously. She then talked about the preliminary budget that was presented on February 5th. She commented that the budget level service had some improvements with a total appropriation of 7.9%. The biggest jump is the salary line of 10.2% and that Natick did well taking advantage of the one-time funds.

Superintendent Wong discussed the key FY25 budget elements. Some of the highlights are the new transportation bid, bus subsidy, the grant funded staffing positions to support student needs and district STP goals, out of district tuition, use of the one-time funding, staffing reductions, and modest improvements.

Superintendent Wong went over the highlights of recent new staff that included:
Student Services - Paraprofessionals, Special Educators, specialized programs.
Elementary Library Media Specialists - One for each of the elementary schools.
Elementary Assistant Principals - One for each of the elementary schools.

Elementary and Middle School Math Coaches - Are in their 3rd year.
 Elementary Math Interventionists - Added.
 Digital and Personalized Learning - Are in their 1st year.
 Elementary School Counselors - Now have 2 full-time counselors at each elementary school.
 Director of Social and Emotional Learning and Equity - Added.

Superintendent Wong went over staff changes for FY25 and stated that the week before February break, Administration had to communicate with staff for whom positions will no longer exist. She hopes that the staff would be able to stay in Natick and move into positions that are available but will support them in their next endeavor. Below are the changes for the following positions:

Elementary Schools

1. - 3 Professional Support (related to the Johnson School closing)
2. - 4 Instructional Support
3. +1 Special Educator (specialized program)

Middle Schools

1. - 1 Classroom Teacher (decreased enrollment)
2. - 3 WMS will move to KMS (shifted enrollment)
3. + 1 Student Services (EL)

High School

1. + .5 Classroom Teacher (EL, math, health and wellness)

Central Administration

1. - 3 (Administration, planning and budget analysis, safety and security)

Superintendent Wong wanted to express her sincere appreciation to the Administration team and to those who supported the decisions that were difficult to make and for supporting the communication to staff.

Superintendent Wong then went over the overview of FY25 budget funding which is slightly modified from the February 5th presentation.

Original FY24 Appropriation	83,279,134		
FY25 level service at 7.9%	89,869,102	[incl CB offset = 3,381,994]	
Difference	6,589,968		
Proposed available funding 4.22%	3,516,165	86,795,299	[Incl 1.6 mi ARPA]
Bus .52%	429,844		
Remainder	2,643,959		
	2,000,000	Additional CB offset	
	+149,780	Improvements	
		137,280 SS	
		12,500 Gen'l Education	
	793,639	Remaining Gap	
	-135,000	Johnson Closure	
	-658,739	Possible staff reductions	

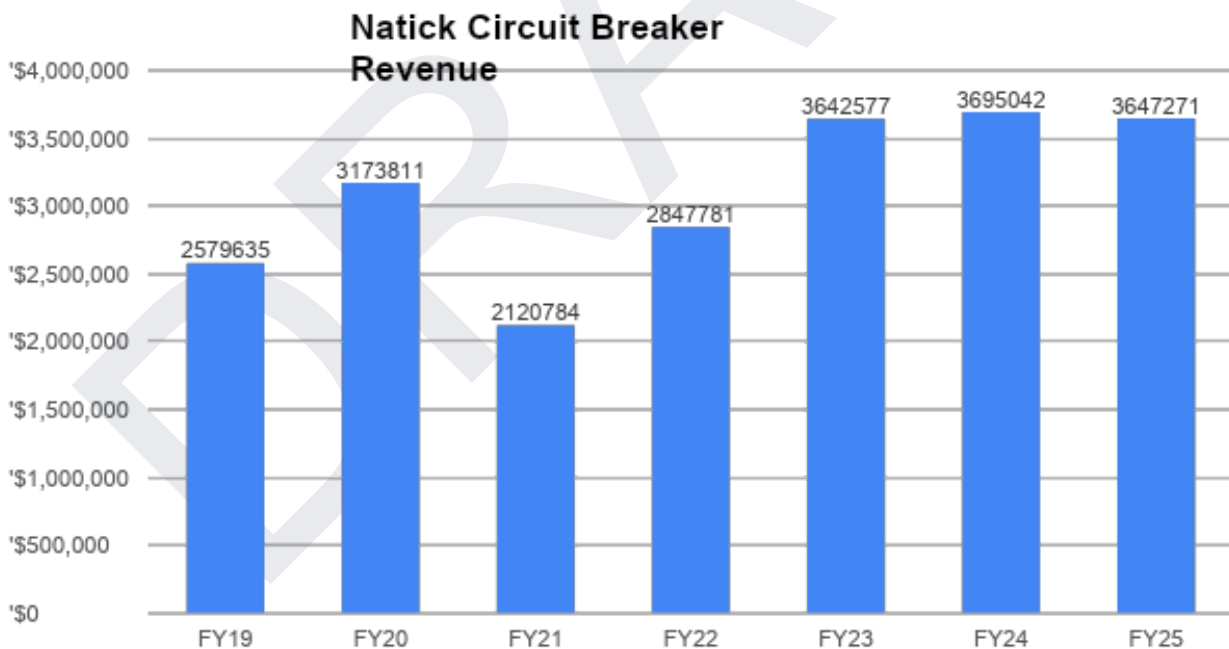
Revised FY25 Budget at 7.1%

0.00 Remaining Gap

Superintendent Wong discussed the entitlement grant summary which is as follows:

Grant Name	FY21	FY22	FY23	FY24	FY25 Est.
ESSER 1	\$ 279,511	\$ -	\$ -	\$ -	\$ -
ESSER III	\$ 464,968	\$ -	\$ -	\$ -	\$ -
ESSER III	\$ -	\$ 1,022,514	\$ -	\$ -	\$ -
Title II - A - Teacher Quality	\$ 86,820	\$ 85,836	\$ 86,906	\$ 77,194	\$ 77,194
Title II :ELA Acquisition -EL Migrant	\$ 25,654	\$ 26,952	\$ 25,166	\$ 32,777	\$ 32,777
Federal: IDEA	\$ 1,277,806	\$ 1,335,270	\$ 1,373,398	\$ 1,488,851	\$ 1,488,851
ARP: SPED	\$ -	\$ 305,273	\$ -	\$ -	\$ -
Early Childhood Special Ed - Fed	\$ 33,559	\$ 34,003	\$ 35,975	\$ 36,934	\$ 36,934
ARP: SPED Early Childhood	\$ -	\$ 28,447	\$ -	\$ -	\$ -
ARP: Homeless	\$ -	\$ 9,010	\$ -	\$ -	\$ -
Title I	\$ 198,875	\$ 206,448	\$ 464,052	\$ 210,028	\$ 210,028
Title IV, Part A: Student Support & Enrichment	\$ 24,749	\$ 10,000	\$ 14,772	\$ 34,005	\$ 34,005
Total Entitlements	\$ 2,391,942	\$ 3,063,753	\$ 2,000,269	\$ 1,879,789	\$ 1,879,789
% Change From Prior Year		28%	-35%	-6%	0%

And the circuit breaker revenue -



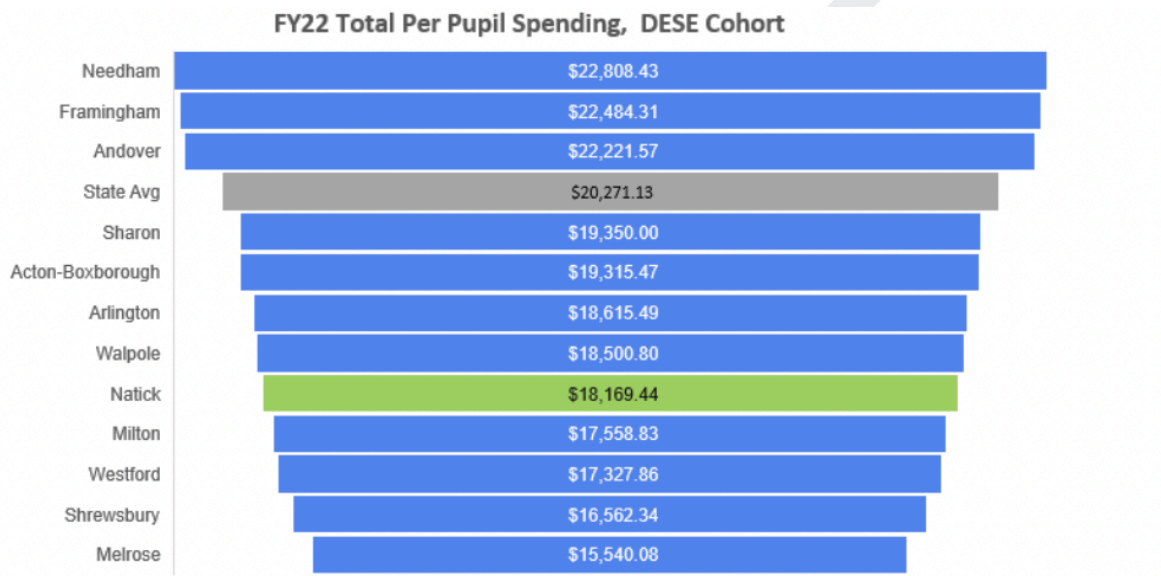
Circuit breaker overview -

- To be received in FY24: 3,647,271
- Projected use of circuit breaker for FY24: 3,943,821
- Projected amount to carry forward to FY25: 2,700,000

- Projected to be received in FY25: 3,647,271 (70% Reimb)
- Projected offset for FY25: 5,381,994
Projected remaining in FY25 to carry forward to FY26: 965,277
- Projected to be received in FY26 will be less than for FY25 due to decrease in tuition costs in FY25

Superintendent Wong stated that we will continue to advocate for more funding from the Town. We need to build up the reserve that goes to FY26.

Superintendent Wong showed the DESE cohort comparisons with other districts.



Superintendent Wong reminded that the budget hearing will be held on Monday, March 4th and could possibly vote then as well.

Chair Fuxman informed the public that the budget book is available on our website for anyone interested. He also reiterated that the public budget hearing will be held on March 4th for any comments or questions.

Superintendent Wong commented that we have been receiving questions from the School Committee earlier and have been answered as they came in. She stated that she will then share with FinCom.

Ms. Flathers questioned the increases that the 7.9% represents.

Superintendent Wong stated that what we have had between this year and next year isn't that much different. Between last year and this year, many of the positions were covered by the one-time funding for which we have had the advantage of for 3 years. She stated that she doesn't see a similar percentage increase for next year.

Superintendent Wong stated that she was working with the Town Administration to figure what would be a sustainable increase from year to year and how much of a base we need to adjust.

Mr. Gillis commented that he can put together a presentation that will show the breakdown of over the past few years of new staff and COLAs and how things have grown and evolved. He stated the results from FY21/FY22 there was a 11.9% increase, from FY22/FY23 a 5.2% increase, and FY23/FY24 a 5.4% increase.

Ms. McDonough commented that there is a chart that shows the increases over the years and earlier around 2015, the increases were smaller which is probably the reason for more of an increase in these past few years.

Ms. McDonough had a question about Panorama and Thought Exchange. She asked if we are moving away from using Panorama and just use Thought Exchange. Ms. Balboni said that “yes” because Thought Exchange creates a better opportunity for collecting data and having it analyzed.

Ms. McDonough asked about the staff moving over to Kennedy and wondering if we are looking to create a full team at each grade level or are they different positions? Superintendent Wong stated that they are not within teams and thought they are mostly specials? Ms. Balboni commented that two of the positions are academic teachers and wasn't sure exactly what it would look like?

Chair Fuxman asked about moving away from Panorama and moving to Thought Exchange and wondered if it's for all three surveys? Ms. Balboni said that it was and that we wouldn't want to keep paying for both and believes that Thought Exchange can do more than Panorama.

Ms. Brunell questioned the field trips that were added last year and didn't think it seemed even amongst the schools. She also questioned if it is a line item that was staying in the budget for next year?

Superintendent Wong said that she wasn't aware that there was an interest in having them come out of the budget. But she agreed that the trips weren't the same amongst the schools and that it was based on what was happening at each school. Ms. Balboni explained that when they started creating the budget, they were going to continue this year in looking at the traditional trips that have been taken over the years and base it on that. She did say that they will be making adjustments but is still waiting on that conversation.

Mr. Gillis talked about the Chart of Accounts and explained what it all meant and that some items are hard to find.

Ms. Gorseth asked what the timeframe would be for the adjustment? Ms. Balboni said that they meet monthly and will revisit at the April meeting so probably the end of May or beginning of June for next year.

Ms. McDonough asked about the athletic fees and wondered what the history of fees is and should it be on our radar? Mr. Gillis said looking at the revenue historically, for FY21 we took in \$288,000, FY22 we took in \$482,000, FY23 we took in \$577,000 and for this year so far we have taken in \$348,000. Superintendent Wong mentioned that the last time the fees were adjusted was 2015 and went from \$150 to \$225 and didn't think we needed another fee adjustment for FY25 but she did agree that we should look at a fee increase as a whole. She commented that on the bus transportation fee, if we increase it to \$25 more per person, it would yield about \$50,000.

Mr. Gillis commented that the athletic salaries have gone up about \$200,000 because over the past few years, the athletic revolving and general fund combine were over spent.

Ms. McDonough was concerned about transportation and the bus subsidy and how we decided to forgo it for this year. Chair Fuxman commented that during the COVID years, we received the ARPA funding but agrees that looking towards the future, he sees what the consequences are for giving up the funds.

Ms. McDonough asked about the negotiations for next year and whether we have the funding built in for the interest based bargaining training. Mr. Gillis said there is flexibility.

Chair Fuxman commented about the budget and the big picture of it all and questioned what are the positions that were brought in when there was a lot of funding from the government but now are in our budget? He also commented that it is a budget that is guided by priorities.

Chair Fuxman talked about the override and that it is really a Town override and not just a school override.

Ms. Brunell talked about the FTEs and that she has the confidence in the budget and that the override is not for the School Committee to decide.

Superintendent Wong wanted to acknowledge the impact that this has had on the staff and that it has been unsettling. She also wanted to remind everyone that we are closing a school at the end of this year and have a whole body of staff that do not know where they are going to be placed yet.

4. User Fee Review (no vote) - Matt Gillis

Mr. Gillis mentioned that the going out tomorrow is the Food Service Manager contract which is up. There is a federal template that he had to learn under DESE. He stated that in regards to the user fee review, he wasn't able to get all the details because of school vacation week, but that it is forthcoming that he will show the fee history analysis and logical procession.

ACTION ITEMS

1. [Approval of 24-25 School Calendar](#)

Ms. Balboni stated that there were two adjustments made to the calendar. One being that the 30th of April had been left off the calendar so it's been added back on and now the last day of school is a day earlier. The other adjustment is the early release day on November 20th for preschool, elementary and middle school conferences being moved to the January date. To clarify - the early release day in November will remain but will be for professional development.

Mr. Brand made a motion to approve the calendar. Ms. McDonough seconded the motion.

Ms. McDonough asked if we are adding an additional middle school early release day to the calendar? Ms. Balboni said "no" we have the same number of early release days for middle last year because they had conferences in November and they had the early release day in January for professional development and now we are just swapping those two days. Superintendent Wong stated that it was part of the negotiations.

Ms. McDonough asked if there is not an early release day for the high school in November? Ms. Balboni said that is correct. She said the high school gave up their December early release day and took that professional development time to the second half of NILS.

Chair took a vote and asked all those in favor of the revised calendar:

All in favor - 6-0-0 - motion passed.

2. [Approval of Parent/Teacher Conferences](#)

Ms. Balboni summarized the changes that were made in negotiations. She said the middle will continue to have conferences, they will have one afternoon conference day in January which will be set-up through Google appointments. In addition to that, they will have one day a cycle in their 6 day cycle that will be available to parents for conferences again through Google calendar. She stated that teachers will be sending out that information to families either at the beginning of year for the whole year or at the beginning of year for trimester 1, beginning of trimester 2, and beginning of trimester 3 so that parents will have options.

Mr. Brand made a motion to approve the changes to the middle schools conferences based on the results of the negotiations. Ms. McDonough seconded the motion.

Chair took a vote and asked all those in favor of the changes to the middle school conferences based on the results of the negotiations:

All in favor - 6-0-0 - motion passed.

Mr. Brand made a motion to adjourn the meeting at 9:40 pm. Ms. Brunell seconded the motion.

Chair took a roll call vote and asked all those in favor to adjourn the meeting:

All in favor - 6-0-0 - motion passed.

Respectfully Submitted by:

Linda McGrath - Recording Secretary

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
March 4, 2024

The School Committee held a meeting on Monday March 4, 2024, at 6:35 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:35 pm.

Members Present:

Chair Fuxman took roll call to vote:

Ms. Flathers - present
Ms. Brunell - present
Mr. Brand – present
Ms. Collins - present
Ms. McDonough – present
Ms. Gorseth - present
Chair Fuxman - present

Roll Call

Pledge of Allegiance

Moment of Silence - For those who have sacrificed for our country.

Announcements - Superintendent Wong made an announcement regarding the Ben/Hem contract for \$2 million dollars which is a grant from the US Department of Energy. The school will be switching to a more sustainable heating, ventilation and cooling system.

Others Present:

Dr. Bella Wong	Interim Superintendent
Tim Luff	Deputy Superintendent
Susan Balboni	Asst. Superintendent for Teaching, Learning & Innovation
Matthew Gillis	Asst. Superintendent of Finance
Linda McGrath	Recording Secretary
Corrie Kerr	Communications Director

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.

None ~

TEACHER REPRESENTATIVE - Jefferson Wood

No comment ~

STUDENT REPRESENTATIVE - No student

None ~

CHAIRMAN'S REPORT

1. Public Hearing - FY25 Budget

Chair Fuxman explained the process for the annual Public Hearing for the FY25 budget and if there is anyone from the public that would like to ask questions or make comments.

Ms. Collins made a motion to open the Public Hearing at 6:39 pm. Mr. Brand seconded the motion.

All in favor - Yes

Motion passes 7-0-0

Superintendent Wong went through the budget that was previously presented on February 5th and February 26th. She stated that at a previous meeting there was mention of modest savings from the Johnson School closure of about \$135,000. Superintendent Wong then noted that after some staff configurations, there is an additional \$400,000 in savings for a total of \$535,000 in the salary line.

1. Emily Parks - Ms. Parks thanked the Administration for the work they have done. She stated that she had concerns about two strategies that Superintendent Wong had proposed in the budget. One was increasing the size of the circuit breaker offset and the second was building the FY25 operating budget on \$1.6 million dollars on non-recurring ARPA funds.
2. Chris Therrien - Ms. Therrien wanted to make a plea to continue as last year's budget, and that is to advocate to support the schools and PTOs by helping fund curriculum based field trips.
3. Dr. Donna McKenzie - Dr. McKenzie thanked everyone for working on the budget. She also wanted to acknowledge the sadness for the loss of staff. Dr. McKenzie commented on her concerns for the enrollment at the high school and only adding a .5 staff and her concern regarding transportation and a later school start time.

Superintendent Wong made some clarifications regarding the librarians at the elementary schools and that in reducing the number of librarians to 4, it didn't necessarily mean that the librarian at Johnson was being let go.

Chair Fuxman stated that if there were no further questions regarding the budget, he would take a motion to close the Public Hearing.

Mr. Brand made a motion to close the public hearing at 7:11 pm. Ms. McDonough seconded the motion.

All in favor - Yes

Motion passed 7-0-0

CONSENT AGENDA -

Approval of the School Committee Executive Session dated: 11.6, 12.18.23, 1.8, 1.22, 2.5.24

Approval of the School Committee Open Session Minutes Dated: 1.8, 1.22, 2.5.24

Mr. Brand made a motion to approve the consent agenda. Ms. Collins seconded the motion.

SUPERINTENDENT'S REPORT

1. District Communications - Corrie Kerr -Director of Communications

Ms. Kerr wanted to thank everyone for having her at tonight's meeting and will fulfill any curiosities that anyone might have regarding her role.

Ms. Kerr went over the following [slides](#):

1. Role and Responsibilities
2. Audiences
3. Channels
4. Audience Behavior Data: Newsletter
5. Audience Behavior Data: Website
6. UX Improvements: With Users in Mind
7. SEO Fixes
8. Looking Ahead

Chair Fuxman thanked Ms. Kerr for the work that she has done.

Mr. Brand commented that if Ms. Kerr ever needed another set of eyes, he is willing to help. He mentioned that there were a few items that needed to be updated on the sitemap. Mr. Brand asked about the vendor selection and if clean-up is part of their responsibility? Ms. Kerr mentioned starting from scratch so that we are concise, clean and start with priorities and habits in mind. He also asked if these vendors have experience with comprehensive school districts? Ms. Kerr stated that at the moment they are only looking at vendors who have supported and created content management systems in the backend capabilities for school districts and school websites.

Ms. Brunell thanked Ms. Kerr for sending out all the communications that have gone out so far. She stated that she appreciates the discussion on the different audiences that Ms. Kerr communicates to. Ms. Brunell then mentioned Ms. Kerr effectively supporting change management and wondered if she could give details for transitioning to a new Superintendent? Ms. Kerr stated that she is trying to set up meetings and is asking general questions about staff members' comfort levels with communications.

Ms. Flathers thanked Ms. Kerr and then asked about the vendor perspective and is it a budget neutral vendor agreement we are looking for? And if we do want to do significant work, is that accounted for and there a cap? Or do we need additional funds? Superintendent Wong stated that Mr. Roche had put money in the budget for a new

vendor. She then talked about the misdirection when on our website and that Ms. Kerr had worked with our current vendor but it was made clear that we needed a new vendor. Superintendent Wong also stated that Ms. Kerr has a deep network and is able to figure out who could be a good vendor.

Ms. McDonough thanked Ms. Kerr for the presentation and had some feedback. She commented about the click through rate such as in the newsletter from the Engage newsletter and wondered if the Principals could send directly? Maybe if we could do a pilot with the Principals sending an email directly to the community? Other feedback she mentioned was regarding the School Messenger and wondering if there is something better to use such as Parent Square?

Superintendent Wong questioned when it was switched from the Principals sending out the newsletters to having to use Engage? Ms. McDonough stated that it has switched back and forth between Engage and the Principals sending emails last year.

Ms. Kerr suggested that the community reach out with their suggestions as to which form of communication they prefer.

Ms. Brand commented the reason he thought it switched over was because there was not any consistency among the Principals when the communication was being sent out and thought the newsletter would be more effective.

Chair Fuxman commented about the updated communication guide and wondered how messages for perhaps an event would be in which newsletters for the school related groups that are looking to reach the whole district/community and not just the schools? Ms. Kerr stated that with certain events, there is a guide for staff and a guide for external and that students would benefit from.

Chair Fuxman asked about external audiences and said that we struggle with communicating with them and questioned how we improve our communications to those who do not have students in the system? Ms. Kerr stated that she has connected with the local blogs and media outlets and might not need to change their habits.

Ms. Collins mentioned that she doesn't always get all the information as others with students in the school system. Superintendent Wong commented that Ms. Kerr has been working on improving the website so everyone can find any event information. Ms. Kerr mentioned that she has linked the sporting information to the calendar and to find space for all the information.

Ms. Flathers commented that she is the liaison at the Senior Community Center and that there is interest on how to do common work for the calendar.

Ms. McDonough mentioned that one of the challenges with School Messenger is that it only pulls from the student information system but having a tool such as Parent Square, where it can be set up for community groups so they are able to sign up for certain events. Ms. Kerr mentioned that currently you needed to sign up to receive the newsletters but stated that she has now deleted that link and replaced it with a contact for Ms. Kerr at communications@natickps.org.

Chair Fuxman questioned accessibility of the website and does that also include visible impairment accessibility? Ms. Kerr said "yes".

CHAIRMAN'S REPORT - continued

2. Natick Adoption of Specialized Code

Ms. Flathers gave an overview of the Specialized Code. She stated that Ms. Wilson Martin will be presenting to the Select Board on Wednesday night and if there are any additional questions, she'll be able to answer. Ms. Flathers said that the specialized code is to encourage all electrical construction and the pathway to electrification. She stated that Wayland is in the process and that they have been collaborating with them.

Ms. Gorseth wanted to clarify what a vote in favor of this from the School Committee will achieve? Ms. Flathers stated that we had voted to support anonymously (a few years back in 2021) our netzero action plan and this is a portion of that plan.

Mr. Gillis commented about us having a fixed budget and that the cost of going to netzero doesn't cost the students opportunities in the process.

Ms. Wilson Martin commented that what they have seen with the netzero new construction is the long term operating costs of those buildings end up being less than traditional buildings are. She stated that she personally is not concerned about the costs and thought it could be net neutral in cost or potentially positive in terms of reducing costs to the operational budget.

Ms. Brunell commented about what she learned at the MSBA seminar was that there is an added incentive for districts that commit to a netzero/all electric building and will be more likely to receive grants to support it. She also mentioned that Wellesley has already taken the route to go electric.

Chair Fuxman wanted to clarify that the School Committee is only endorsing it at tonight's meeting? Ms. Flathers said "yes".

Ms. Collins asked if we risk creating a second class of housing in the community for people who are not all electric and look at costs of upgrading for new purchases? Or will they have to if they decide to do renovations? Ms. Wilson Martin said it only applies to new construction and that new additions or renovations are not subject to the specialized code. Ms. Collins asked if this applies to commercial development as well and Ms. Wilson Martin stated that it does apply to commercial development.

Ms. McDonough asked Ms. Wilson Martin if she had any data for the school's energy cost use? Any comparison data? Ms. Wilson Martin stated that she spoke to the team in Westborough and that they have a net positive result. Ms. McDonough asked what they do with the energy they generate? Ms. Wilson Martin said that they sell it back to the grid.

Ms. McDonough asked about the cost to install all electric equipment and is it more expensive or about the same? Ms. Wilson Martin said that it would be about the same and that there are grants available that can help. She stated that she sees the cost getting cheaper and also sees the rebates and incentives there to support it.

Mr. Brand wanted to mention a concern about the requirements should be for all citizens of Natick regardless of schools. He feels that it might be out of scope for the School Committee to weigh in on this. Ms. Gorseth believes that we are looking at it from the perspective of school buildings and does this specialized code make sense for school buildings.

Chair Fuxman thought to have a motion that states we support the adoption of the specialized code as staff who oversee the schools.

Ms. Brunell stated that in the fall there was a warrant article about healthcare/the family medical leave act and at the town meeting, they wondered how it would impact the school budget. She commented that this would be us doing the preempted work as to something that would affect the schools we have already discussed.

Ms. Flathers stated that it can be on the agenda for the next meeting.

Dr. McKenzie wanted to clarify that the School Committee is supporting the stretch code for new construction and will have in their motion. Chair Fuxman stated that we will be drafting a motion for the next meeting. Dr. McKenzie asked if there was any data about the conversion of the library into electrification and any financial information about that? Ms. Wilson Martin stated that the library project is almost complete and it hasn't been in operation for a year so there isn't any data. She mentioned that the stretch code applies to renovations and the specialized code only applies to new construction. Dr. McKenzie wondered if we need to look at our other buildings to see if they need to be rewired so they could be all electric?

Chair Fuxman stated that we will put together a motion for the next meeting.

3. FY25 Budget Discussion

Chair Fuxman mentioned that there have been multiple presentations regarding the budget in the public forum. He asked the committee whether they want to approve the budget tonight or to postpone the vote till another meeting.

Ms. McDonough stated that her primary concern is the field trips in the budget. She commented that what she was looking for was what the district spent on field trips this year, what the PTOs spent on field trips this year, and what's allocated for next year. Ms. McDonough stated that the bottom line for the PCC is that the field trips were not fully funded by the district. She thought there should be equalizing across the schools for field trips. Ms. McDonough mentioned that both Lilja and Kennedy did not have line items for field trips but can see they are receiving funds so not sure where those monies are.

Ms. McDonough feels uncertain about the field trip components and wonders if it should be based on the number of students with a monetary amount per student or take a different approach.

Superintendent Wong questioned the numbers in the spreadsheet that was shared by Ms. McDonough and asked if they were entered by the PTSO? Ms. McDonough said "yes". Superintendent Wong commented that it was supposed to be looked at this year which is why it didn't get adjusted for the budget.

Ms. Flathers asked if this was the argument, taking it from the PTOs and putting in the budget to make it equitable? The response was "yes"

Ms. Brunell stated there was a concern about equity and whether or not students would be able to go on field trips and if there would be a consistent experience across the district. She stated that the field trip line items were always in the budget and hadn't been increased but were at the Principal's discretion. She commented that she would like to see our procedures support the PTOs entirely and thought that \$25/30 per student to jump start the field trips would be great.

Ms. Collins stated that part of the reason for bringing this in was for students to be getting similar field trips. She commented that if the field trips were curriculum related, then we should be responsible for funding part of the trips and perhaps having a certain amount per student. Ms. Collins stated that as a committee it is a decision that we should be making as to what these trips are for. She also commented that this should be a PLC decision and have the Principals weigh in.

Ms. Gorseth commented that the intention from last year was to have better funded field trips for all and have it tied to the curriculum. She also commented that they should have asked the stakeholders if they agreed and doesn't believe that it is our place to tell them where to go for field trips. Ms. Gorseth mentioned what to do with the money that is in the budget for this year.

Chair Fuxman summarized that all schools get the money that they need and what field trips they want to attend as part of their curriculum.

Ms. Brunell talked about the budget and how each number is in a specific line item but to be considered as a general fund from which the Principals/teachers can draw down. Mr. Gillis stated that is generally how they operate to plan for field trips now in the budget.

Ms. Brunell stated that she is comfortable with the idea that there is money in the budget this year that schools can use for field trips. First she wanted to state that doesn't want to decide what is curricular and believes the students are always learning. Secondly, she commented that we have made this commitment to the PCC to continue the funding for a few years and if it went away, they were to be alerted so they were able to fundraise for the future.

Ms. McDonough stated that she does not agree with the assessment that the School Committee should fund what the Principals are asking for. She would like to find a funding mechanism that is based on enrollment and a dollar amount per student.

Chair Fuxman commented that perhaps the schools are not budgeting the field trips the same way. Superintendent Wong stated that the numbers she received from the Principals do not match the spreadsheet. She commented that the funding should be evenly distributed and it was not taken care of. Also, the experiences are different amongst the schools. Ms. McDonough stated that all we can do for this year is to resolve the funding because the budget has to be approved for FY25.

Mr. Brand stated that he liked the idea that there is a rate per student.

Chair Fuxman said he is concerned that some of the funding requests were a bucket that consisted of supplies and field trips together. Mr. Gillis stated that it is a separate line item and part of the non-salary supplies and services which are field trips.

Ms. Gorseth stated she is comfortable with it as long as the total amount doesn't change and that there is a more equitable distribution.

Mr. Luff suggested that possibly having the field trip policy be brought to the policy subcommittee to talk about the equitable distribution of funds for field trips in the future.

Ms. McDonough said she doesn't feel comfortable supporting the current funding numbers right now for Kennedy and Wilson that are in the budget book and proposes a per pupil allocation.

Ms. Collins suggested not voting on the budget tonight so it will allow time to hear back from the Principals.

Superintendent Wong asked if we want to keep the amount the same but redistribute it? Mr. Brand said “yes” but mentioned that if we did that, the numbers would not come out even. Superintendent Wong stated that she appreciates the committee not adding to the budget and thinks we should try and even it out first.

Ms. Gorseth stated that whatever the adjustment that needs to be made to meet the needs of the school but not to overfund one school.

Ms. Brunell asked regarding the budget, if we have the healthcare number available from the Town yet? Superintendent Wong said they are still working on it.

Ms. Collins stated that she didn’t understand the salary line and went over the numbers. Superintendent Wong and Mr. Gillis went over the numbers as well.

Chair Fuxman asked if this can be discussed offline and Ms. Collins agreed. Other School Committee members would also like to have more information offline. Chair Fuxman stated that he wanted to recommend a clarification of the numbers to be able to come back with a presentation for all including the public.

Public Member - Mr. Gillenwater gave an update for the Finance Committee.

Ms. Brunell commented that we’re not “auditing” the budget but approving it.

Chair Fuxman wanted to reiterate what the School Committee process is and asked to have any questions sent ahead of time so they can be answered by the next meeting.

Ms. Brunell asked about the substitute line item because we had increased the payments and if we were able to get the subs we needed? Superintendent Wong stated that it wasn’t about funding but availability. Mr. Luff agreed.

Ms. Brunell then asked if we are market competitive? Mr. Luff said that he would reach out to the sub coordinator and try to get the numbers.

Chair Fuxman wanted to clarify for the community that the reduction in staff for security and safety was for the audit and not actual secure safety mechanisms. Superintendent Wong stated that the position was grant funded and was not put in the budget for FY25.

Superintendent Wong stated that as their interim, it has been a privilege working with the committee and her intention is to have a smooth transition from the previous year to the next year. She commented that she, Mr. Gillis and his staff have gone through every person to see what account they were charged to and build from there.

Chair Fuxman thanked all those who worked on the process as it can be difficult.

Mr. Brand made a motion to adjourn the meeting at 9:41 pm. Ms. Collins seconded the motion.

All in favor - Yes

Motion passes 7-0-0

Respectfully Submitted by:
Linda McGrath - Recording Secretary

ITEM TITLE: Approval of Executive Session Minutes dated 2.26.24
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: Approval of the Non-Represented Staff Memo
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: Approval of Revised Overnight Baseball Field Trip to Cooperstown, NY
- High School

DATE:

ITEM TYPE:

ITEM SUMMARY: Revised Version - [LINK](#)
Original Materials - [LINK](#)
Request Form - [LINK](#)

**BACKGROUND
INFORMATION:**

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
revised version of cooperstown field trip	Revised_4.1.24_NHS_FHS_Baseball_-_Cooperstown_2024_-_Updated_(3_20_24).pdf	Cover Memo
original materials	original_materials_-_cooperstown_ny_field_trip.pdf	Cover Memo
field trip request form	request_form_for_cooperstown_ny_field_trip.pdf	Cover Memo

Rough Itinerary

Sunday, April 14th 2024 (updated 3/20)

Hartford Yard Goats Game and Travel to Cooperstown

- 10:00am - Bus departs Mahan field
- 11:30am - Arrive at Dunkin Donuts Park
- 1:10pm - Hartford Yard Goats Game first pitch
- 3:45pm - Depart Hartford for Cooperstown
- 6:45pm - Arrive in Cooperstown
 - Hotel Check in and Dinner
- 8:00pm - Team meetings/Activities
- 10:00 pm - Lights out and room checks

Monday, April 15th 2024

- 7:00 am - 8:30 am - Breakfast at hotel
- 8:45 am - Depart for Doubleday Field
- 9:00 am - Arrive and pregame
- 10:00 am - 7 Inning joint intersquad practice with umpires (non MIAA)
- 12:00 pm - 1:30 pm - Lunch and last minute shopping
- 1:45 - 2:00 pm - Board bus
- 2:00 pm - Depart Cooperstown, NY
- 6:00 pm - Arrive at Mahan field parking lot

Cooperstown 2024 - Request for overnight trip



NATICK REDHAWKS



FRANKLIN PANTHERS

Purpose and Objective

- To give student athletes an educational experience through a non traditional athletic setting
- Demonstrate and promote independence, responsibility, and respect while representing each school district
- The National Baseball Hall of Fame and Museum offers trips for students grades 3-12 that offer content rich experiences delivered in a structured setting.
- Student athletes will experience a one of a kind participatory (non MIAA competition) game at the historic Doubleday Field, widely considered “the birthplace of baseball.”

NHS and FHS Coaching Staff

- NHS staff has experience running this trip in the past (2010, 2012, 2018, 2022)
- Both programs share similar goals, values, and high expectations for their student athletes
- Head coaches have a 20+ year baseball and personal history

Rough Itinerary

Sunday, April 14th 2024

- 7:30 am - Both teams meet and board charter bus at Mahan field parking lot
- 8:00 am - Bus departs Mahan field
- 12:00 pm - 2:00 pm Arrive in Cooperstown, NY - Lunch and souvenirs shopping
- 2:15pm - Tour National Baseball Hall of Fame and Museum
- 4:00 pm - Check in at hotel (BW Cooperstown)
- 5:30 pm - Team Dinners (Both NHS & FHS)
- 7:00pm - Bowling at Clark Sports Center or Curse of the Bambino Escape Room
- 9:00 pm - Return to hotel
- 10:00 pm - Lights out and room checks

Monday, April 15th 2024

- 7:00 am - 8:30 am - Breakfast at hotel
- 8:45 am - Depart for Doubleday Field
- 9:00 am - Arrive and pregame
- 10:00 am - 7 Inning joint intersquad practice with umpires (non MIAA)
- 12:00 pm - 1:30 pm - Lunch and last minute shopping
- 1:45 - 2:00 pm - Board bus
- 2:00 pm - Depart Cooperstown, NY
- 6:00 pm - Arrive at Mahan field parking lot

Anticipated Costs and Responsibility

NHS and FHS Baseball Programs will split the following costs:

- \$3300 - Charter Bus
- \$1200-\$1400 Hotel rooms (appx \$100 per room X 12-14 rooms)
- \$500-\$600 Admission to HOF
- \$600-\$800 Teams dinner
- \$500 - Rental of Doubleday Field
- \$150 - Umpires

Total rough cost \$5,950 - \$6,450

Cost per team \$2,975 - \$3,225

Players and Coaches are independently responsible for the following costs:

- Monday, April 18th - Lunch
- Monday, April 18th - Souvenirs shopping
- Tuesday, April 19th - Lunch and last minute shopping

Miscellaneous Information

- Date could change based on field availability, but only forward or back a day
- Times could fluctuate slightly based on travel/length of game etc.
- Both teams will hold parent/player meetings at their respective schools closer to the date to review all information in detail, as well as team expectations

School Sponsored Field Trip Request Form Out of State Travel ONLY

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

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

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

To: Dr. Bella Wong, Interim Superintendent

From Josepha Blocker, NHS Principal

Date: 1/4/24

Re: Cooperstown Trip - NHS Baseball

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

Lead teacher's name: Jason Hoxe

Group: NHS Baseball - Varsity only

Destination and also Itinerary: Cooperstown, NY - Itinerary + Info attached

Date of trip: Sunday, April 14th - Monday, April 15th 2024

Transportation: Coach Bus

Mode of transportation requested:

Method of payment (fundraising, etc.): From program funds

Names of chaperones: Jason Hoxe, Billy Gassett, Matt Lodi, Nick Robert

Estimated Cost of trip per student: \$0

Please state the purpose of the this trip: Educational Purpose of Baseball History at the National Baseball HOF and historical Doubleday Field.

I support this request and thank you for your consideration.

Sincerely,



Josepha Blocker
Principal

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

Revised June, 2023

ITEM TITLE: METCO Representative to School Committee
DATE:
ITEM TYPE:
ITEM SUMMARY: Natick Town Charter Section 3-3 - LINK
BBB-3 Bedford METCO - LINK
BDCB Wellesley METCO - LINK
BDCB Concord Carlisle METCO - LINK

BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description File Name		Type
natick town charter section 3-3	Natick_Town_Charter_Section_3-3_School_Committee.pdf	Cover Memo
bbb-3 beford metco	BBB-3_-_BEDFORD_METCO_REPRESENTATION_ON_THE_BEDFORD_SCHOOL_COMMITTEE.pdf	Cover Memo
bdc wellesley metco	BDCB_-_WELLESLEY_METCO_REPRESENTATIVE_TO_WELLESLEY_SCHOOL_COMMITTEE.pdf	Cover Memo
bdc concord carlisle metco	BDCB_-_CONCORD_CARLISLE_METCO_REPRESENTATIVE_TO_THE_CONCORD_AND_CONCORD_CARLISLE_SCHOOL_COMMITTEES.pdf	Cover Memo

Section 3-3 School Committee

(a) Composition, Term of Office - There shall be a school committee consisting of seven members elected for terms of three years each, so arranged that the terms of as nearly an equal number of members as is possible shall expire each year.

(b) Powers and Duties - The school committee shall have all of the powers and duties which are given to school committees by general laws and it shall have such additional powers and duties as may be authorized by the charter, by by-law, or by other town meeting vote. The powers of the school committee shall include, but are not intended to be limited to the following: 3-6 April 2023

- (i) to appoint a superintendent of the schools and all other personnel permitted by law connected with the schools, to fix their compensation and to define their duties, make rules concerning their tenure of office and to discharge them.
- (ii) to make all reasonable rules and regulations consistent with law for the administration and management of the public school system and for the conduct of its own business and affairs.

BBB-3 - BEDFORD METCO REPRESENTATION ON THE BEDFORD SCHOOL COMMITTEE

The Bedford School Committee, in addition to its regular members and Hanscom Representative (File BBB-2), will have one non-voting delegate as representative of the METCO community (the "METCO Representative"). The METCO Representative may participate in School Committee assignments, sit at the table and discuss matters in all open sessions.

The METCO Representative will be selected for a two year term. Candidates will be nominated to the School Committee by the Superintendent in consultation with the Bedford METCO Director, and the METCO Parents Group. Appointment will be made by a majority vote of the School Committee. The METCO Representative may apply for a second term subject to the same aforementioned requirements.

As a non-voting member of the School Committee, the METCO Representative will abide with the policies and procedures of the Bedford School Committee in the performance of their duties as the METCO Representative and the requirements of an elected member for the School Committee as outlined in the Bedford School Committee Policy Manual.

The role of the METCO Representative is to represent the interest of the METCO families in the operation of the Bedford Public Schools.

As a non-voting member of the Bedford School Committee, the METCO Representative will participate in all open Bedford School Committee functions, including those specifically related to the relationship between the School Committee and the METCO community:

1. To represent the interests of the METCO community in School Committee discussions.
2. To express their views on matters before the School Committee.
3. To facilitate communication between the METCO Families and the Bedford School Committee.
4. To attend school events as a representative of the Bedford School Committee.
5. To keep the METCO Parents Group and METCO Director informed on the proceedings of the Bedford School Committee related to the operations of Bedford Public Schools.
6. To communicate, when necessary, with the School Committee Chair and/or the Superintendent of Schools regarding matters related to the operations of Bedford Public Schools.

This policy and the terms of office for the METCO Representative will be piloted for one year beginning in January 2022 and reviewed by the School Committee in December 2022. Subject to approval of the Bedford School Committee, the METCO Representative may be selected to serve an initial two-year term. After the initial term, a member will be selected for a full two-year term to coincide with the election cycle of elected members (March to March).

Adopted at the School Committee Meeting on January 25, 2022.

BDCB - WELLESLEY METCO REPRESENTATIVE TO WELLESLEY SCHOOL COMMITTEE

The Wellesley School Committee hereby creates the positions of METCO Representative and alternate METCO Representative. The Representative shall represent families participating in the Wellesley METCO program and is authorized to sit at all open sessions of the School Committee and to discuss matters of concern in a fashion similar to School Committee members. The position has no voting rights, and the alternate Representative shall serve in the absence of the Representative. The Representative may accept other responsibilities, including subcommittee assignments, as determined and assigned by the chair of the School Committee or by majority vote of the School Committee.

Any parent or legal guardian of a student participating in the Wellesley METCO program may serve as the Representative or alternate Representative. The Wellesley METCO Parent Advisory Council shall conduct an election for the Representative and alternate Representative among the parents and legal guardians of students participating in the Wellesley METCO program. The Term of each position shall be for two years and shall commence on or around September 1 of each odd year. If a vacancy occurs in either position, the Wellesley METCO Parent Advisory Council shall nominate an eligible person for appointment by the School Committee to complete the unexpired term.

Voted: May 23, 2023

BDCB - CONCORD CARLISLE METCO REPRESENTATIVE TO THE CONCORD AND CONCORD CARLISLE SCHOOL COMMITTEES

The Concord and Concord-Carlisle School Committee, in addition to its regular members and its student representatives, will have two non-voting representatives who shall represent families participating in the Concord and Concord Carlisle METCO program, one who represents students in Kindergarten - 8th grades, and a second who represents students in 9th - 12th grades.

The METCO representatives will be authorized to sit at all open sessions of the School Committee and to discuss matters of concern in a fashion similar to school committee members. In addition, the METCO representatives may accept other responsibilities including committee assignments as determined and assigned by the chairs of the Concord and Concord Carlisle School Committees.

The two METCO representatives shall be chosen by Boston resident METCO families via a biannual election for a two-year term. All Boston resident Concord or Concord Carlisle METCO parents or guardians, and alumni families will be eligible for these positions. An election will take place through a fair and open process. If a vacancy occurs, the Superintendent's METCO Advisory Council may nominate a person for appointment to complete the unexpired two-year term.

LEGAL REF: MGL CH [41 Section 1](#)

[Concord Town Charter](#), Elected Officials

CROSS REFS:

[BBB](#), School Committee Elections

[BBBA/BBBB](#), School Committee Member Qualifications

[AA-E](#), Agreement of the Towns of Concord and Carlisle

[BID](#), School Committee Member Compensation and Expenses

[JIB](#), Student Involvement in Decision Making

Approved June 7, 2022

*Concord Public Schools and
Concord-Carlisle Regional School District*

ITEM TITLE: Paid Family and Medical Leave

DATE:

ITEM TYPE:

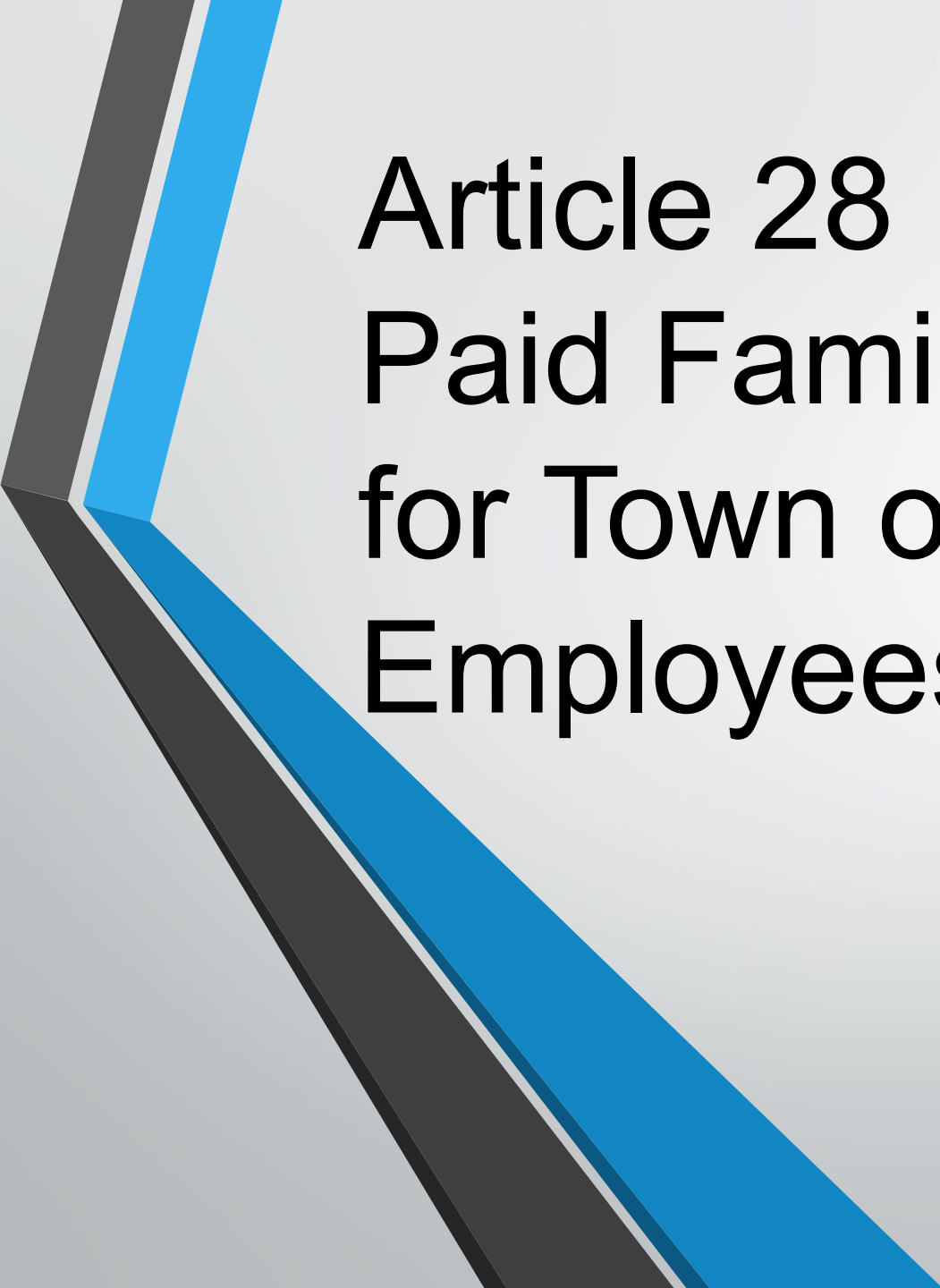
ITEM SUMMARY: Article 28 - LINK
2024 SATM - LINK
FY23 Annual Report for MA DFML Final - LINK
Paid Leave Works Evidence from State Programs - LINK
EE Groups Leave - LINK
D. Rogers email - LINK

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
article 28	Article_28.pptx.pdf	Cover Memo
FY23 annual report	FY2023_Annual_Report_for_the_Massachusetts_DFML_FINAL_(1).pdf	Cover Memo
paid leave works evidence	paid-leave-works-evidence-from-state-programs.pdf	Cover Memo
ee groups	EE_Groups_Leave_-_Sheet1_FWF_V1.pdf	Cover Memo
d rogers email	D_Rogers_email_-_PFML_for_Municipal_Employees.pdf	Cover Memo
2024 satm revised	2024_SATM_Response_Article_28_Monahan_03292024.docx.pdf	Cover Memo



Article 28 Paid Family Medical Leave for Town of Natick Employees

Spring Annual Town Meeting 2024

Sponsor: Kat Monahan

What is PFML?

- MGL 175m, passed in 2018, created a state-wide Paid Family & Medical Leave program.
- PFML is a fund of pooled employee and employer contributions that pays benefits on a weekly basis to approved applicants based on their historic wages.
- The Department of Family and Medical Leave reviews applications and approves paid leave for the following reasons:
 - Your own serious health condition including pregnancy, illness, or injury.
 - Your family member's serious health condition including pregnancy, illness, or injury.
 - Bonding with a child you've welcomed into your family through birth, adoption, or legal placement.
 - Your family member's recovery if injured serving in the armed forces.
 - Managing affairs while a family member is on active military duty.
- Municipal employers are exempt from PFML, and their employees are not eligible for benefits, unless the municipality's legislative body votes to adopt MGL 175.

Town Meeting, this means WE have to take the vote on PFML.

Who is Impacted by Article 28?

- Everyone who is paid through Town of Natick payroll - seasonal & part-time employees, Natick Public Schools employees, salaried & hourly employees, union and non-represented employees.
- In the 5 years since PFML passed, the Town of Natick has not provided meaningful paid family & medical leave beyond “use your sick time”.
 - Most employees of the town currently have 0 days of paid parental leave.
 - Employees who need to take family or medical leave need to use all of their vacation & sick time, then go unpaid.
 - There are restrictions on how many paid sick days can be used to care for a family member.
 - Actuarial data shows that most employees have not worked at the Town long enough to get their maximum PTO accrual or have weeks of Sick Time saved.
- Positive Health Impacts:
 - Paid maternity leave was associated with a 5.2 percent decrease in newborn death rates, a 2.4 percent decrease in infant death rates, and a 1.9 percent decrease in death rates for children under 5 years.
 - Paid leave is associated with a reduced risk for medical conditions that put children at risk. For example, paid leave is associated with a [3.2 percent reduced risk of being low birthweight and a 6.6 percent lower risk](#) of an “early term” birth (translation: birth between 37 and 39 weeks).
 - Paid leave also increases the likelihood for [continued breastfeeding](#) which provides important health benefits to infants. [Research](#) also finds that paid parental leave allows parents more time to make sure their child is up-to-date in terms of their well-child visits and vaccinations. Infants are [more likely to be vaccinated](#) and [less likely to be hospitalized](#) when their parents have paid leave.
 - Data from Psychology Today, January 2024 “The Benefits of Paid Family Leave”

<https://www.psychologytoday.com/us/blog/parenting-translator/202401/the-benefits-of-paid-family-leave#:~:text=Paid%20leave%20is%20associated%20with,between%2037%20and%2039%20weeks>).

Why should the Town of Natick provide PFML to its employees?

- Access to PFML will help attract & retain quality employees
 - Firm-level analysis of employers in California before and after paid family leave was implemented confirmed that for the average firm, wage costs had not increased and turnover rates had decreased.^
 - Workers in lower quality jobs who used the state paid leave program reported returning to work nearly 10 percent more than workers who did not use the program.^
 - Women who take a paid leave are 93 percent more likely to be in the workforce nine to 12 months after a child's birth than women who take no leave.^
- Access to PFML has been proven to improve health outcomes for all members of a family, not just the employee.
- Having PFML in the Town's 'employer toolbox' precludes strike demands for similar benefits.
- Accepting PFML does not diminish existing paid leave or other benefits, it enhances them.

Most employees would still use some of their PTO during extended leaves to cover medical premiums. Some leave paid by the town would be eligible for reimbursement.

- ^Data from National Partnership for Women & Families, November 2023 Fact Sheet "Paid Leave Works: Evidence from State Programs"
- <https://nationalpartnership.org/wp-content/uploads/2023/02/paid-leave-works-evidence-from-state-programs.pdf>

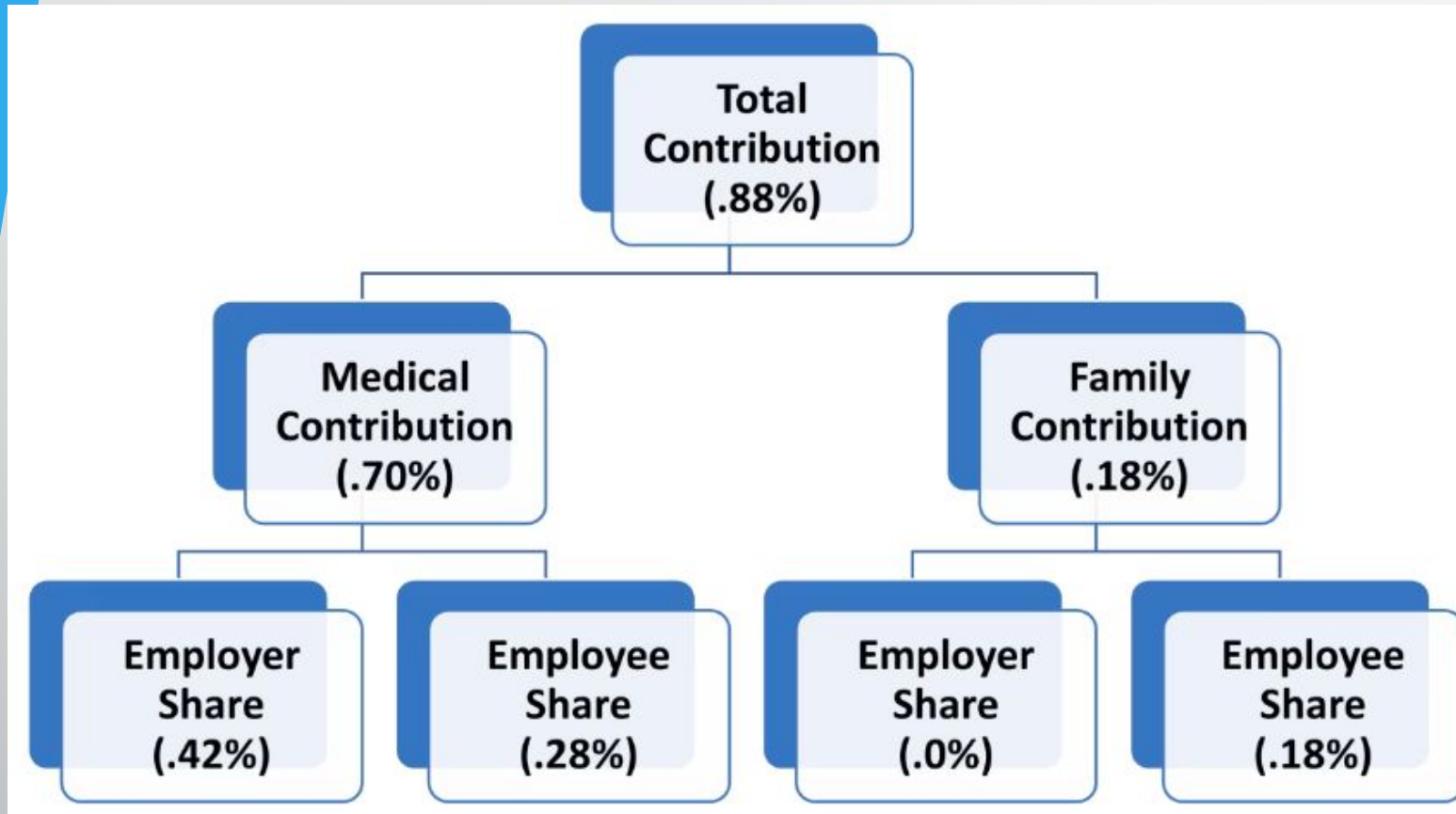
Why should Town Meeting act on Article 28?

- Town Meeting is the only body that can do this.
- We've done it before.
 - At Fall Annual Town Meeting 2022, we voted to adopt portions of the Brave Act to increase the number of paid leave days for military leave from 17 days to 40 days.
- We cannot achieve our goals of making Natick a vibrant, attractive place to work if the Town of Natick does not provide benefits that have become standard across the commonwealth.
 - As one of the five largest employers in Natick, the Town needs to catch up to peers in the private sector.
- The town is not able to create, administer, & pay for similar benefits outside of the PFML program for a lower cost. Offering PFML benefits is the most equitable way to give paid leave to employees regardless of seniority, full-time equivalency, or pay rate.
- Being the first municipality to adopt PFML is an opportunity to lead among peer communities and give Natick a competitive advantage.

How would Natick implement PFML?

- After we vote, the Town needs to submit a letter certifying the vote and complete the online form required by the Department of Family Medical Leave.
- Town of Natick Human Resources and Payroll offices will add the PFML withholding and employer contributions to their MUNIS payroll processing.
- The Town will add PFML information to their existing MassTaxConnect account to report eligible wages and contributions.
- The Town will assign a PFML administrator who will be able to view and add information to employee applications (similar to the unemployment portal).
 - The PFML administrator does not review or approve applications and the Town does not pay the benefits.
- The Town will submit PFML contributions for two quarters (2024 Q3 and 2024 Q4) before employees are eligible to apply for PFML benefits at the beginning of 2025.
- After adopting PFML, the Town of Natick will need to incorporate PFML employee contributions into the different bargaining agreements.

How much does PFML cost?



- Some existing forms of paid leave like Sick Bank or Administrative Parental Leave pay would be eligible for reimbursement by the state to reduce employer liability or offset costs for substitutes, additional overtime or coverage, etc.
 - Reimbursement funds for municipal employer PFML contributions may be in a future state budget; this type of fund was included an initial FY24 Budget but not the final one.
- The 2024 PFML Total Contribution rate for employers with 25+ employees is 0.88%.
 - An employee would contribute \$4.60 for every \$1,000 of eligible wages. For a salaried employee earning \$75,000, this would be \$345 annually.
 - Annually, the Town would be required to contribute a minimum of 0.42% of eligible wages to PFML, \$430,949 based on the FY25 budget.
 - Total annual employee contributions for FY25 would be \$471,992; of this, about \$353,000 or 75% would be from represented employees.

How much does PFML cost?

Other Employee Benefits	FY2024 Budgeted	FY2025 Budgeted	Percent Change
Insurance Group Health/Life	\$16,194,770	\$18,706,486	15.5%
FICA/Medicare Liability	\$1,482,988	\$1,552,937	4.7%
Workers Compensation Insurance	\$596,264	\$614,152	3%
(PFML would be here)			
Merit Performance Increases	\$150,000	\$250,000	66.7%
Chapter 111F Emergency Medical	\$250,000	\$250,000	-
Retirement Buyout Reserve	\$200,000	\$200,000	-
LIUNA Pension Contribution	\$152,952	\$179,446	17.3%
Unemployment Insurance	\$100,000	\$100,000	-
Long Term Disability	\$28,000	\$28,700	2.5%
Employee Benefits Reserve	\$25,000	\$25,000	-
DOT Testing	\$13,340	\$13,340	-
Total Other Employee Benefits	\$19,193,314	\$21,920,061	14.2%
PFML Employer Liability		\$430,949	
Updated Total Other Employee Benefits		\$22,351,010	16.4%

- PFML Liability would become a line on the Shared Services – Other Employee Benefits budget.
- Like FICA/Medicare, the employer liability is a percent of taxable payroll (PFML is 0.42% compared to Medicare's 1.45%)
- PFML would represent less than 2% of the Other Employee Benefits budget.
- While employer PFML rates have varied between 0.312% - 0.42%, 2024 was the first year with an increase.

Who would use PFML?

Child Bonding

- Jody works for the Town as a Parking Enforcement Officer and his wife is having a baby. He plans to take parental leave overlapping with his wife's so their child will start daycare at 5 months old.
- He's worked for the town for 4 years and earns \$52,000 per year or \$1,000/week (Personnel Board Grade 1 Point 2).
- He has no parental leave and earns 12 sick days and 15 vacation days per year. Although he has 35 sick days accrued, he can only use 5 of them to care for a family member.
- If Natick adopted PFML, Jody could receive benefits of \$770 per week for 12 weeks of child bonding leave. He can use 5 days of sick and vacation time to cover medical premiums and make up the difference in pay.

Medical Leave

- Carla is a Payroll Coordinator for the Natick Public Schools and has learned that she needs surgery and up to 6 weeks of recovery. She won't be able to drive or lift weight above her shoulders, and will need post-surgery care that cannot be accomplished at the workplace.
- She's worked for the Town of Natick for two years and earns a salary of \$60,000 or \$1,154/week.
- She earns 15 days of Vacation Time and 12 days of Sick Time per year, but her current balances are short of the 7 weeks of PTO needed to cover her surgery and recovery. As a non-represented employee, there is no applicable Sick Bank.
- If Natick adopted PFML, Carla could receive benefits of \$847 per week and use her sick

Who would use PFML?

Pregnancy/Maternity

- Sam is a teacher for Natick Public Schools and earns \$72,330 per year or \$1,391/week (Unit A Masters Step 6). She is pregnant and knows that taking at least 12 weeks is important to the health of her baby and for adjusting to their new family dynamic.
- Sam earns 12.5 sick days per year and per her CBA, is entitled to 5 days of Administrative Parental Leave. These together would cover about 7 weeks of paid leave.
- If Natick adopted PFML, Sam could receive a weekly benefit of \$965 for up to 12 weeks of leave, and use sick time and administrative parental leave to cover medical premiums and make up the difference in pay. The Town of Natick could be reimbursed for the Administrative

Care for a Family Member

- Kyle is a Clinical Social Worker for the Town of Natick and earns \$62,500 per year or \$1,201/week (Personnel Board Grade 2 Point 2). Kyle's mom has been diagnosed with cancer and needs home care in addition to transportation to ongoing treatments for the next 3 months.
- Kyle earns 12 sick days and 20 vacation days per year. Kyle has 20 vacation days available and can use up to 5 days of sick pay to care for a family member, so they have 5 weeks of PTO to use.
- If Natick adopted PFML, Kyle could receive a weekly benefit of \$871 for up to 12 weeks of leave, and use sick and vacation time to cover medical premiums and make up the difference in pay.

Who would use PFML?

Example	Leave Type	Leave Duration	Current Paid Leave Options	Potential PFML Benefit (duration x weekly benefit)	Annual Pay	Annual Employer PFML Liability	Annual Employee PFML Liability
Jody Town Parking Officer	Child Bonding	12 Weeks	1 Week Sick Time 3 Weeks Vacation Time 8 Weeks Unpaid	\$8,465	\$52,000	\$218	\$239
Carla School Administrator	Own Serious Medical Condition	7 Weeks	3 Weeks Sick Time 3 Weeks Vacation Time 1 Week Unpaid	\$5,926	\$60,000	\$252	\$276
Sam Teacher Unit A	Pregnancy/ Maternity	12 Weeks	1 Week Administrative Parental Leave 6 Weeks Sick Time 5 Weeks Unpaid	\$11,580	\$72,330	\$303	\$333
Kyle Town Clinical Social Worker	Care for Family Member	12 Weeks	1 Week Sick Time 4 Weeks Vacation Time 7 Weeks Unpaid	\$10,446	\$62,500	\$263	\$288



MAURA HEALEY
GOVERNOR
KIM DRISCOLL
LIEUTENANT GOVERNOR

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF FAMILY AND MEDICAL LEAVE

LAUREN E. JONES
SECRETARY
WILLIAM J. ALPINE
DIRECTOR

FY2023 Annual Report for the Massachusetts Paid Family and Medical Leave program Department of Family and Medical Leave

The enactment of the Family and Medical Leave Law, M.G.L. c. 175M on June 28, 2018, created Paid Family and Medical Leave (PFML) in Massachusetts.

The program provides benefits to covered individuals. A covered individual includes:

- (a) an employee who meets the financial eligibility requirements of M.G.L. c. 151A, § 24(a); provided, however, that all such employment shall have been with an employer in the Commonwealth;
- (b) a self-employed individual:
 - 1. who has elected coverage under M.G.L. c. 175M, § (2)(j);
 - 2. whose reported earnings to the Massachusetts Department of Revenue from self-employment meet the financial eligibility requirements of M.G.L. c. 151A, § 24(a) as if the individual were an employee; and
 - 3. who has made contributions as required by M.G.L. c. 175M, § 6, for at least two of the previous four calendar quarters;
- (c) a covered contract worker.

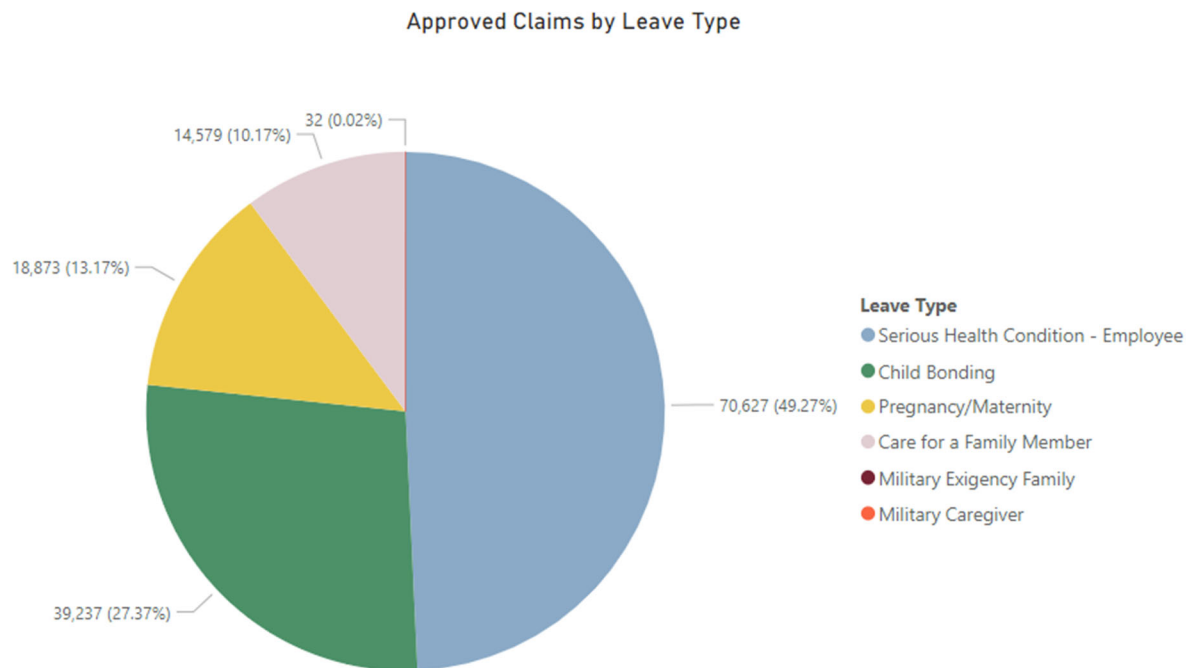
The Department of Family and Medical Leave (DFML) is required to issue annual reports containing information about applications for PFML benefits made to DFML (M.G.L. c. 175M s. 7(e)).

This report provides a summary of data on applications for paid leave benefits from July 1, 2022, to June 30, 2023 (FY23), including cases subsequently approved through the appeals process. The data used in this report is derived from various sources, including DFML's claims processing system and the Massachusetts Department of Unemployment Assistance. The report provides information on benefits, applications, and certain covered individual demographics during FY23.

Approved Applications Information

In FY23:

- **143,356** applications were approved.
 - That represents a **27.39%** increase in approved applications over FY22, when the Department approved 112,531 applications. Additionally, the approval percentage for applications in FY23 increased by **3.16%**, to **83.72%**.
- Medical leave accounted for **62.55%** of approved applications (**89,500** approved applications).
 - Medical Leave due to one's own serious health condition accounted for **49.36%** of approved applications (**70,627** approved applications).
 - Leave associated with standard recovery from childbirth or pregnancy are categorized as Medical Leave claims. Those leaves accounted for **13.19%** of approved applications (**18,873** approved applications). In FY23, **62.88%** of covered individuals with an approved medical leave claim to recover from childbirth or due to pregnancy also had an approved child bonding family leave claim.
- Family leave to bond with a child following birth, adoption or foster care placement accounted for **27.37%** of approved applications (**39,237** approved applications).
- Family leave to care for a family member with a serious health condition accounted for **10.17%** of approved applications (**14,579** approved applications).
- Military exigency leave accounted for **.02%** of approved applications (**32** approved applications).
- Leave to care for a family member who is a covered service member accounted for **.01%** of approved applications (**8** approved applications).



Denied Applications Information

As of June 30, 2023:

- **27,863** applications were denied, which was **16.27%** of all filed applications that received a decision from PFML.
 - That represented a **17.16%** reduction in the percentage of filed applications being denied from FY22, when **19.64%** of all filed applications were denied.

Reasons for Denials

The following categories accounted for the denials issued by DFML in FY23:

Eligibility	The applicant's employer was either covered by an approved exempt plan or was exempt from the requirements of the PFML statute entirely	7,649 applications
	The applicant had not satisfied the financial eligibility test under M.G.L. c. 175M in that they did not earn 30 times their weekly benefit amount over the 12 months preceding the individual's application	3,591 applications
	The applicant had wages too low to qualify for PFML	1,698 applications
	The applicant was ineligible due to being unemployed for more than 26 weeks at the time they applied	109 applications
Documentation	The applicant did not submit the required documents	7,559 applications
	The documents submitted by the applicant did not comply with DFML requirements	3,807 applications
Information from employers	The employer provided disqualifying information about the applicant to DFML (e.g., that applicant had taken prior leave during the benefit year)	442 applications
	The employer was not notified by the applicant of their need for leave in accordance with the timeliness requirements established under M.G.L. c. 175M	222 applications
Family leave	The leave did not fall within one year of the child's birth or placement	103 applications
	The applicant did not establish that they were caring for a covered family member	12 applications
	The applicant applying for benefits or the family member they were caring for passed away prior to the start of the leave	9 applications
Other	The application was submitted more than 90 days after the leave began	894 applications
	The requested leave exceeded the amount allowed for family leave	804 applications

Other Cont.	The requested leave exceeded the amount allowed for medical leave	685 applications
	The requested leave exceeded the total allowed for both family and medical leave	234 applications
	The application contained false statements	45 applications

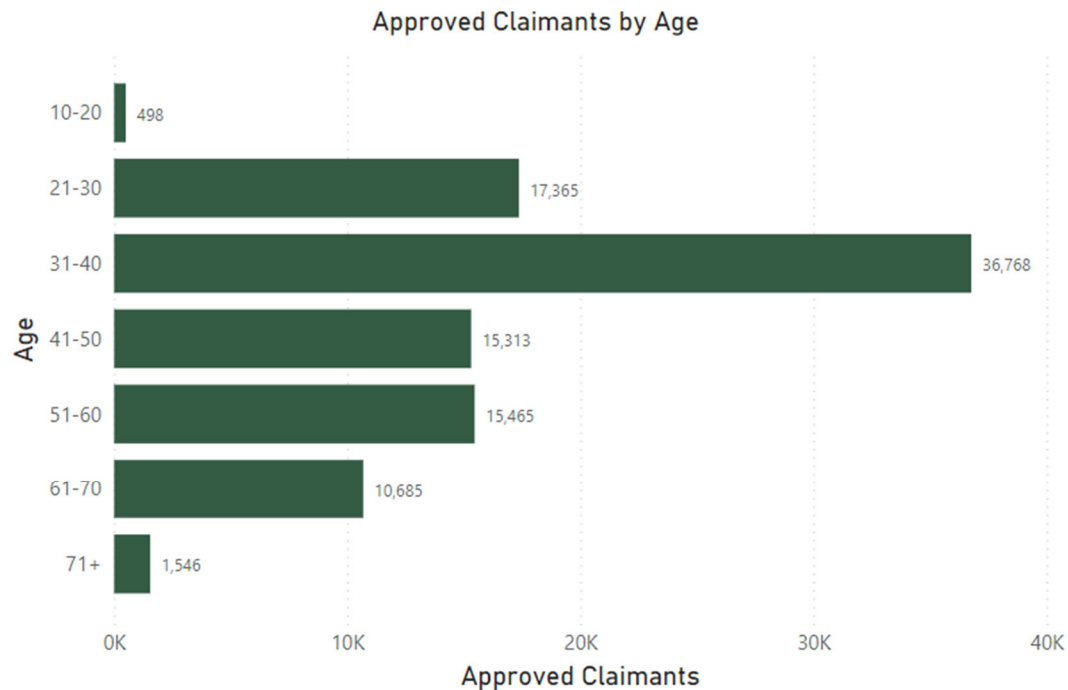
Abandoned Claims

In FY23, of the **7,559** applications that were denied for “The applicant did not submit the required documents”, **3,948** applications were denied because an individual started an application in the portal but did not complete and submit the application.

Demographics for Approved Covered Individuals

*Demographic information is provided for all covered individuals with approved leaves.

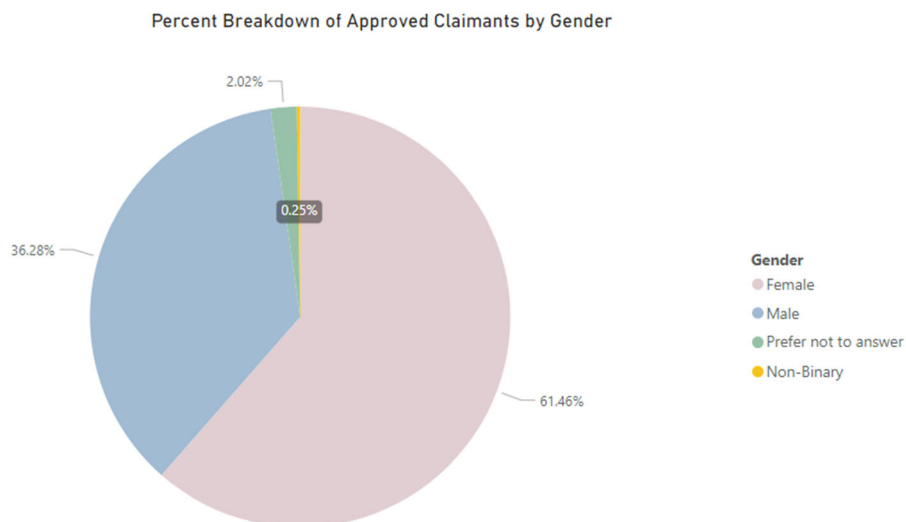
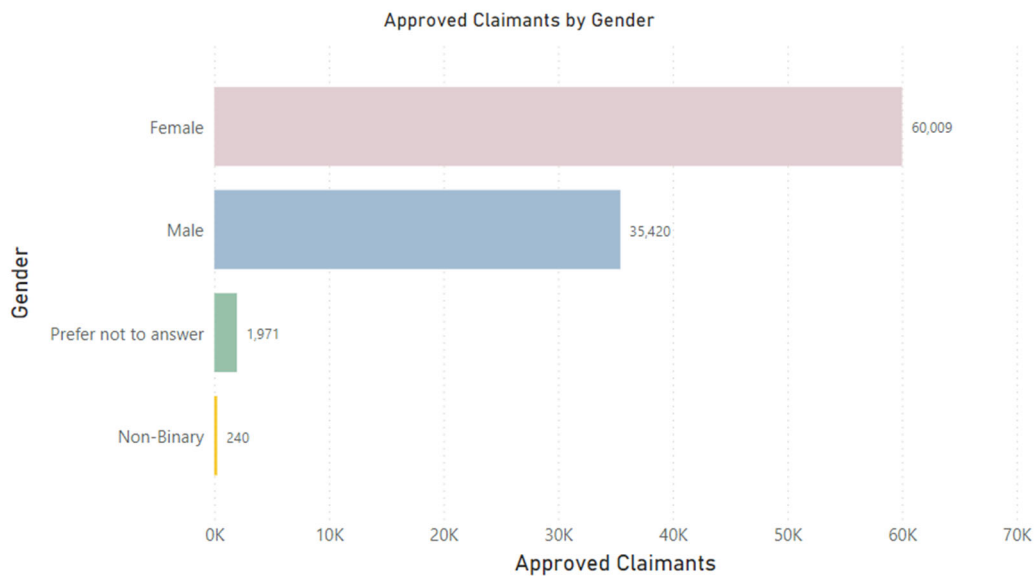
Age**



**The total number of covered individuals does not equal the total number of approved claims because covered individuals can file for multiple leaves within a year.

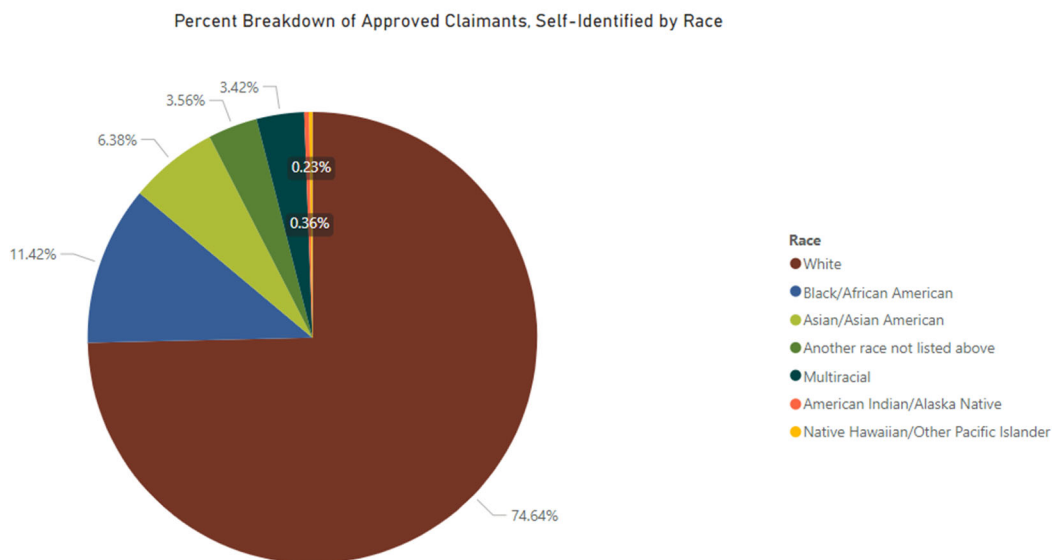
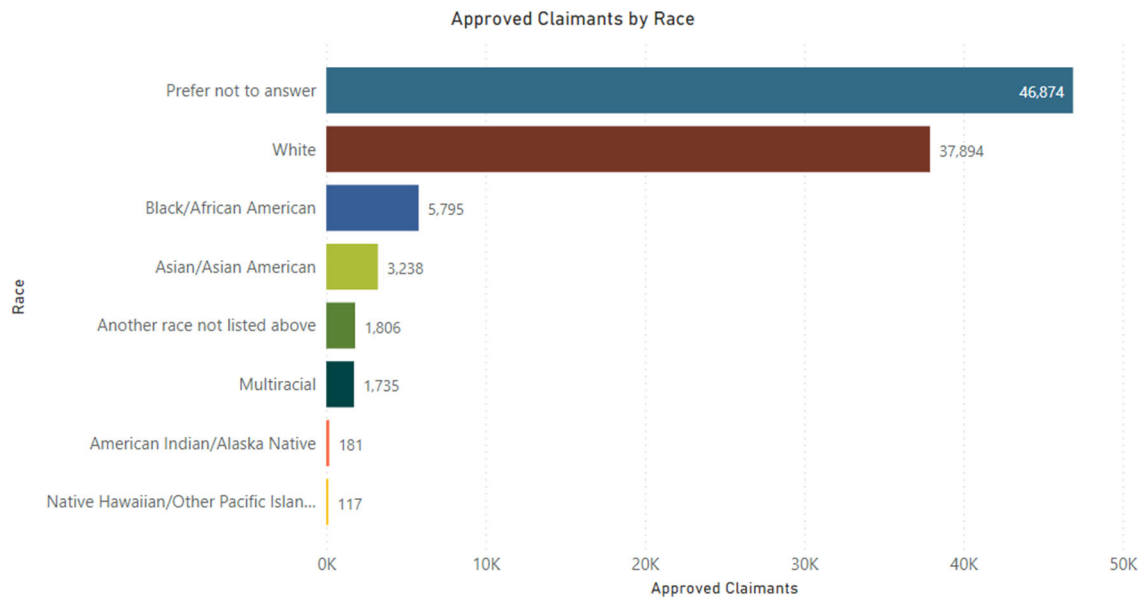
Gender

Demographic information for gender is optional for covered individuals to disclose to DFML. In FY23, **61.46% (60,009)** of covered individuals identified as female, **36.28% (35,420)** of covered individuals identified as male, **2.02% (1,971)** of covered individuals preferred not to answer, and **0.25% (240)** identified as non-binary.



Race

Demographic information for race is optional for covered individuals to disclose to DFML. In total, **48%** (**46,874**) of covered individuals preferred not to answer. After excluding covered individuals that preferred not to answer, **74.64%** (**37,894**) of covered individuals selected White as their race; **11.42%** (**5,795**) of covered individuals selected Black/African as their race; **6.38%** (**3,238**) of covered individuals selected Asian/Asian American as their race; **3.56%** (**1,806**) of covered individuals selected “Another Race not Listed Above” as their race; **3.42%** (**1,735**) of covered individuals selected Multiracial as their race; and less than **1%** (**298**) of covered individuals selected American Indian/Alaska Native or Native Hawaiian/Other Pacific Islander as their race.



*The above pie chart excludes “Prefer not to answer” responses.

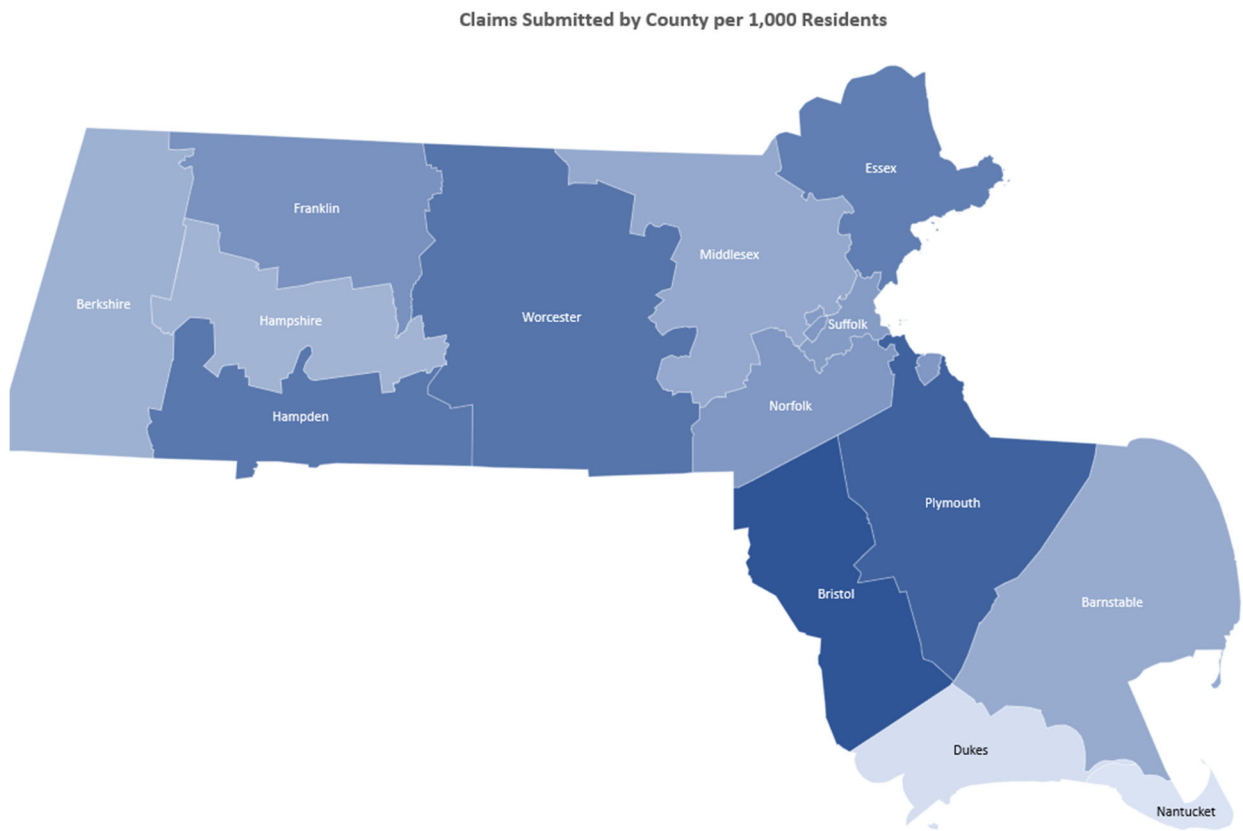
Occupation

Covered individuals for paid leave worked in a wide variety of industries, and the top 40 occupations are listed below. This data is derived from occupational information that employers self-disclosed to the Department of Unemployment Assistance.

Occupation	Approved Claimants
Waiters and Waitresses	412
Retail Salespersons	403
Cashiers	400
Personal Care Aides	361
Nursing Assistants	355
Sales Managers	319
Medical Assistants	289
First-Line Supervisors of Retail Sales Workers	282
Stock Clerks and Order Fillers	266
Preschool Teachers Except Special Education	211
Bus Drivers School or Special Client	209
Medical Secretaries and Administrative Assistants	207
Combined Food Preparation and Serving Workers Including Fast Food	201
Home Health Aides	200
Maids and Housekeeping Cleaners	196
Cooks Restaurant	195
Dental Assistants	189
Electricians	189
Licensed Practical and Licensed Vocational Nurses	183
Construction Laborers	181
Social and Human Service Assistants	181
Laborers and Freight Stock and Material Movers Hand	177
Bartenders	173
Heavy and Tractor-Trailer Truck Drivers	165
Food Service Managers	162
Light Truck Drivers	155
Packers and Packers Hand	154
Receptionists and Information Clerks	153
Carpenters	149
Hairdressers Hairstylists and Cosmetologists	149
Secretaries and Administrative Assistants Except Legal Medical and Executive	142
Janitors and Cleaners Except Maids and Housekeeping Cleaners	140
Sales Representatives Wholesale and Manufacturing Except Technical and Scientific Products	132
Security Guards	130
Dental Hygienists	129
Office Clerks General	129
Team Assemblers	122
First-Line Supervisors of Food Preparation and Serving Workers	119

Geography

The below figure shows utilization of PFML by county. Since population size varies by county, the data is presented on a scale of number of approved claims per 1,000 residents in each county. The darker colors indicate more claims submitted versus the lighter colors which indicate fewer claims submitted per 1,000 residents. **13.60 %** of claims were submitted with an out-of-state mailing address.



County	Claims per 1,000 Residents
Barnstable	15.12
Berkshire	14.59
Bristol	24.01
Dukes	9.90
Essex	19.71
Franklin	17.68
Hampden	20.39
Hampshire	14.28
Middlesex	15.39
Nantucket	9.40
Norfolk	17.08
Plymouth	22.52
Suffolk	16.68
Worcester	20.76

Weekly Wages

The average Individual Average Weekly Wage (IAWW) for PFML approved claims was **\$1,155.48**.

- In FY22, the Individual Average Weekly Wage (IAWW) for PFM approved claims was **\$1,421.80**, representing an **18.70%** decrease in the average wage of approved PFML applicants from FY22 to FY23.

Average Weekly Benefit

During FY23, the average weekly benefit was:

- **\$774.01** for family leave. In FY22, the average weekly benefit for family leave was **\$793.55**.
- **\$791.36** for medical leave. In FY22, the average weekly benefit for medical leave was **\$754.84**.

Processing Times

To apply for paid leave benefits, a covered individual must submit an application and upload supporting documentation. The application is then sent to their employer, which has 10 business days to review and respond. After the employer responds, or the 10 business days have lapsed, the application is adjudicated by DFML, and a decision is reached within 14 business days.

- The median response time from employers was **3** calendar days.
 - In FY22, the median response time from employers was **2.75** calendar days.
- The median initial determination (from application submission to initial decision) was **17** calendar days.
 - The median initial determination was unchanged from FY22 to FY23. In FY22, the median initial determination was **17** calendar days.
- The median final determination (from application submission to final decision, including the appeals process) was **27** calendar days.
 - That represents a decrease of 27% from FY22, when the median final determination was **37** calendar days.

Leave Duration

Assuming a five-day work week, the average duration of a leave completed in FY23 was **9.40 weeks**.

- For medical leave, the median duration of a leave completed in FY23 was **8.74 weeks**.
- For family leave, the median duration of a leave completed in FY23 was **10.44 weeks**.

Open Cases

At the end of FY23, there were **25,455** open leave requests, where covered individuals were in the midst of taking their leave. There were **117,844** closed leave requests, where the leave had been completed.

At the end of FY22, there were **25,718** open leave requests, where covered individuals were in the midst of taking their leave. There were **96,900** closed leave requests, where the leave had been completed.

Total Benefits Distributed

In FY23 (July 1, 2022-June 20, 2023), DFML paid out a total of **\$832,556,023.75** in family and medical leave benefits.

- In FY22 (July 1, 2021-June 20, 2022), DFML paid out a total of **\$602,767,692.31** in family and medical leave benefits, which resulted in a **37%** increase in total benefits paid between FY22 and FY23.

Employer Reimbursement

Employers may qualify for reimbursement of benefits paid to their employees if they offer a paid temporary disability, family or medical leave policy, or an extended illness leave bank that provides equal or more generous benefits than those provided under the PFML law.

In FY23 DFML paid out a total of **\$1,316,929.75** in family and medical leave reimbursements across **109** employers. The total employer reimbursement payment is included in the total benefit's distributed for FY23.

- **\$692,766.37** for family leaves
- **\$624,163.38** for medical leaves

Previous Fiscal Year Comparison at a Glance

Metric	FY22*	FY23	Percent Change
Approved Applications	112,531	143,356	27.39% Increase
Average Leave Duration	12 Weeks	9.40 Weeks	21.66% Decrease
Average Weekly Benefit - Family Leave	\$793.55	\$774.01	2.46% Decrease
Average Weekly Benefit - Medical Leave	\$754.84	\$791.36	4.84% Increase
Calendar Days to Final Determination	37 Calendar Days	27 Calendar Days	27.03% Decrease
Calendar Days to Initial Determination	17 Calendar Days	17 Calendar Days	0% Change
Covered Individuals	79,898	97,640	22.21% Increase
Denial Rate	19.64%	16.28%	17.16% Decrease
Denied Applications	27,507	27,863	1.30% Increase
Individual Average Weekly Wage	\$1,421.80	\$1,155.48	18.73% Decrease
Total Applications	140,038	171,219	22.26% Increase
Total Benefits Paid Out	\$602,767,692.31	\$832,548,618.16	38.12% Increase

*FY22 was the department's first full operational fiscal year.

Fiscal Year Improvements

The Department saw an increase of **27.39%** in approved applications in FY23:

- The increase in approved applications was brought on by a **22.26% increase** in total applications and a **17.16% decrease** in the percentage of applications that were denied.
- The **17.16% decrease** in the percentage of applications that were denied was the result of a decrease in the percentage of applications that were denied for insufficient documentation.
 - Despite claims increasing by **22.26%**, the overall number of applications denied for having insufficient documentation decreased by **45.5%**.

The number of unique covered individuals accessing PFML benefits increased by **22.21%**.

The Department issued final determinations faster, reducing the average time it takes to issue a final determination by **10** calendar days.

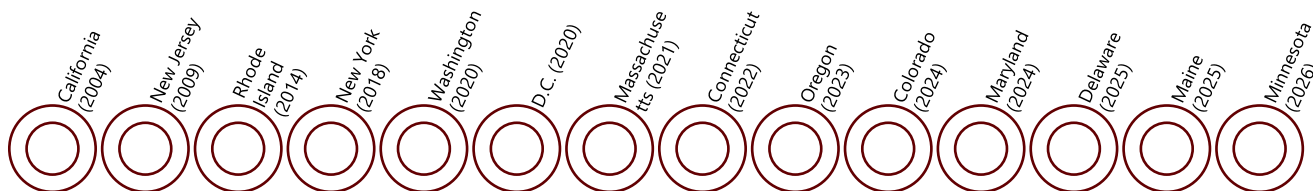
- Overall, there was a **27.03% decrease** in the time it takes the Department to issue a final determination.

The average wage for a covered individual decreased by **18.73%**.

Paid Leave Works: Evidence from State Programs

NOVEMBER 2023

At some point, nearly every working person will need to take time away from a job to care for their own health, bond with a new child or care for a family member with a serious health condition – but millions still lack access to paid family and medical leave when these needs arise. Fourteen states, including the District of Columbia, have enacted paid family and medical leave programs, charting the way forward. Evidence from these states demonstrates that paid family and medical leave programs are affordable and sustainable with benefits for working families, businesses and public health.



Paid Leave Programs Have Helped Millions of Workers and Families

- In **California**, more than 900,000 claims are paid each year – and nearly 14.2 million since 2004.¹ In recent years, nearly one-third of claims were for family caregiving or child bonding, while the other two-thirds were for personal medical reasons.² About 6.7 percent of covered workers used the program in 2020, up from about 5 percent in a typical year.³ Men have filed a growing share of bonding and caregiving claims over time.⁴
 - Since its implementation in 2004, the California program has been expanded multiple times – to broaden the range of family members for whom caregiving leave can be taken, to increase benefit levels for lower- and middle-wage workers, to make more workers eligible for job protection when they take parental leave, to increase the duration of leave and eliminate a waiting period for some benefits.⁵
- In **New Jersey**, nearly 1.4 million claims have been approved since the paid family leave program was implemented in 2009.⁶ Nearly one-third of claims are for family

caregiving or child bonding, and men's share of claims has increased. About 6 in 10 claims are made by workers with annual incomes of \$50,000 or less.⁷ Annually, approximately 125,000 claims are approved; more than 3 percent of the covered workforce makes a personal medical leave claim each year, and just over 1 percent makes a paid family leave claim.⁸ Three out of four workers (76.4 percent) say they view the program favorably, and support crosses gender, race/ethnicity, age, marital status, union affiliation, employment status and income.⁹

- To better support families with low incomes and reflect the diversity of today's families, the program was recently improved by increasing benefit payments, doubling the duration of family leave, expanding access to job protection, defining "family" more broadly and inclusively, covering safe leave for survivors of domestic or sexual violence, and implementing a sliding scale for wage replacement to ensure individuals with low incomes can afford to take leave.¹⁰

Paid Leave Works in the Pandemic

Within weeks of the first pandemic wave, state paid leave programs began supporting workers with health and caregiving needs.

When schools and child care centers closed, **Rhode Island** expanded its program to cover child care needs. In March 2020, nearly 1900 Rhode Islanders used family caregiving leave, compared to just under 500 in March 2019.

In **California**, 11 percent more family caregiving leaves and 20 percent more medical leaves were taken in March 2020 compared to one year earlier.

● **Rhode Island's** program has filled just under 300,000 claims since its paid family leave was implemented in 2014.¹¹ It was the first to offer workers reinstatement to their jobs and protection from workplace retaliation for taking paid leave. Data show that the program is serving both middle- and lower-income workers: two-thirds of program claims are made by workers with annual incomes of \$50,000 or less.¹² Between 35,000-40,000 claims are made in a typical year, about 8 to 10 percent of the covered workforce.¹³ In 2021, just over 1 in 5 claims were for child bonding or family caregiving, and men made nearly 4 in 10 claims.¹⁴ Rhode Island lawmakers recently began extending the duration of paid leave.^{15 16}

- In the first year of **New York's** paid family leave program, about 128,000 claims were paid (child bonding and family caregiving only), representing just under 2 percent of the covered workforce.¹⁷ About 3 in 10 claims were made for family caregiving and 7 in 10 for child bonding, and men filed about 3 in 10 claims.¹⁸ Approximately 150 military families benefited from paid leave for military exigency purposes – family needs related to active duty deployment – which New York was the first state to provide.¹⁹ Like programs in other states, New York's serves working people from across the income spectrum, and more than half of claimants had annual incomes of

\$60,000 or less.²⁰ New York's program provides 12 weeks of job-protected paid family leave.²¹ Recently, New York has expanded its definition of "family" in order to increase access to its paid leave program.²²

- In **Washington**'s first year of paid family leave, more than 97,000 claims were approved. Washington is the first state to collect detailed demographic data on claimants, and the racial and ethnic diversity of program beneficiaries generally reflects that of the state's labor force: just over 7 in 10 claims were filed by applicants identifying as white, 13 percent by Latinx workers, 11 percent by Asian American and Pacific Islanders, 6 percent by Black workers and 2 percent by American Indian or Alaska Native workers.²³ More than one-third of claims were filed by men. Like New York, Washington's program covers military leave as well as child bonding, family caregiving and personal medical leave. Just over 45 percent of approved claims were for child bonding, just over 10 percent for family caregiving, nearly 45 percent of approved claims were for medical leave.²⁴ In 2021, Washington's legislature chose to more broadly and inclusively define "family" while temporarily expanding the program to provide COVID-19-related relief.²⁵
- **D.C.'s** paid family leave program was implemented on July 1, 2020. In the first year of the program, more than 12,000 claims had been filed. Just under 70 percent of claims were for child bonding, just under 24 percent for personal medical leave and 7 percent for family caregiving.²⁶ The program ended its first year with a surplus, and the District has temporarily expanded the available duration of medical and family caregiving leaves, created an additional category of leave for prenatal care and eliminated the waiting period for benefits.²⁷
- **Massachusetts** implemented its program in 2021, **Connecticut** in 2022 and **Oregon** in 2023. More than 5,500 advance applications were filed ahead of Connecticut's program start, with just over 23 percent for child bonding, 66 percent for personal medical leave, and 10 percent for family caregiving.²⁸
- New programs will soon be fully implemented in **Colorado** (2024), **Delaware** (2025), **Maine** (2025), **Maryland** (2024) and **Minnesota** (2026). These states build on earlier successes with new innovations, including providing more progressive wage replacement rates, extended durations of leave for certain purposes and inclusive coverage of diverse family structures.²⁹

Demonstrated Benefits for Employers

- **Employers have adapted well to state paid leave programs.** The vast majority of California employers reported a positive effect on employee productivity, profitability and performance, or no effect.³⁰ The California Society for Human Resource

Management, a group of human resources professionals that initially opposed California's paid family leave law, declared that the law is less onerous than expected, and few businesses in their research reported challenges resulting from workers taking leave.³¹ In New Jersey, the majority of both small and large businesses say they have adjusted easily.³² Just one year after implementation of New York's paid family leave program, 97 percent of employers were in compliance with the new law.³³

○ State paid leave programs are a model that works

for small businesses. The majority of small business owners support the creation of family and medical leave insurance programs at the state and federal levels, as these programs make the benefit affordable, reduce business costs, increase their competitiveness and can allow small business owners themselves to take paid leave when the need arises.³⁴ In California, although all employers report positive outcomes associated with paid leave, small businesses (those with fewer than 50 employees) report more positive or neutral outcomes than large businesses (500+ employees) in profitability, productivity, retention and employee morale.³⁵ A survey conducted for the New Jersey Business and Industry Association found that, regardless of size, New Jersey businesses say they have had little trouble adjusting to the state's law.³⁶

"THE LAW CAME INTO EFFECT A FEW YEARS AGO, AND IT SEEMS LIKE MOST OF OUR MEMBERS ARE COMPLYING WITH IT...IT SEEMS TO BE WORKING OUT WELL."

— Director of a New Jersey business association

"I'VE DEVELOPED RELATIONSHIPS WITH LOYAL EMPLOYEES, AND YOU WANT TO HELP THEM. AND THIS SYSTEM MAKES IT RELATIVELY EASY."

— Small manufacturing employer in New Jersey

○ Paid leave boosts employee morale and reduces costly turnover. In California, virtually all employers (99 percent) report that the state's program has positive or neutral effects on employee morale and 87 percent that the state program had *not* resulted in any increased costs. Sixty percent report coordinating their benefits with the state's paid family leave insurance system – which likely results in ongoing cost savings.³⁷ Firm-level analysis of employers in California before and after paid family leave was implemented confirmed that for the average firm, wage costs had not increased and turnover rates had decreased.³⁸ Over a decade period, individuals who used

the program typically made only a single claim.³⁹ Workers in lower quality jobs who used the state paid leave program reported returning to work nearly 10 percent more than workers who did not use the program.⁴⁰ Women who take a paid leave are 93 percent more likely to be in the workforce nine to 12 months after a child's birth than women who take no leave.⁴¹ In multiple studies, New Jersey employers have noted

that the state's paid leave program is beneficial for employees and manageable for employers.⁴²

Proven Results for Workers and Families

- **Paid leave programs have wide-ranging benefits for public health.** Research from state programs shows that for young children, paid leave provides time to establish a strong bond with parents during the first months of life, increases rates and duration of breastfeeding,⁴³ supports fathers' involvement in care,⁴⁴ improves rates of on-time vaccination,⁴⁵ reduces infant hospital admissions,⁴⁶ and reduces probabilities of having ADHD, hearing problems or recurrent ear infections.⁴⁷ Paid leave may also help prevent child maltreatment by reducing risk factors, such as family and maternal stress and depression.⁴⁸ Paid leave reduces the odds of a new mother experiencing symptoms of postpartum depression⁴⁹ and is associated with improvements in new mothers' health.⁵⁰ In California, implementing paid family leave was linked to an 11 percent relative decline in elderly nursing home usage.⁵¹
- **Working families with paid leave are more economically secure and can better manage work and family responsibilities.** Parents in California and Rhode Island reported that paid leave improved their ability to arrange child care.⁵² State paid leave programs improve the labor force participation of family caregivers,⁵³ reduce the likelihood that new mothers would fall into poverty and increase household incomes,⁵⁴ and mean working people are significantly less likely to use SNAP or other public support programs in the year after a child's birth.⁵⁵

A Clear Case for a National Solution

People's access to paid leave should not depend on where they live or work or what kind of job they hold. The success of paid family and medical leave programs at the state level demonstrates that there is an effective, affordable and proven model that works for families, businesses and the economy.

It is past time for a national solution that is:

- **Inclusive** of all working people;
- **Comprehensive** to reflect the range of personal and family caregiving needs;
- **Meaningful** in duration of leave and wage replacement level;
- **Sustainably funded without harming other essential programs; and**
- **Secure** so that workers are protected from adverse consequences for needing or taking leave.

Learn more at [**NationalPartnership.org/PaidLeave**](https://NationalPartnership.org/PaidLeave).

¹ State of California Employment Development Department. (n.d.). *Disability Insurance (DI) - Monthly Data*. Retrieved 2 February 2022, from <https://data.edd.ca.gov/Disability-Insurance/Disability-Insurance-DI-Monthly-Data/29jg-ip7e/data>; State of California Employment Development Department. (n.d.). *Paid Family Leave (PFL) - Monthly Data*. Retrieved 2 February 2022, from <https://data.edd.ca.gov/Disability-Insurance/Paid-Family-Leave-PFL-Monthly-Data/r95e-fvkm/data>

² Ibid.

³ Estimate based on the total number of Temporary Disability Insurance (TDI) and Paid Family Leave (PFL) claims approved annually as a share of the annual average size of the workforce covered by the state plan each year. In 2020, approximately 1.9 percent of the covered workforce made a PFL claim and 4.7 percent a TDI claim. Employment Development Department, State of California. (2021, May). *May 2021 Disability Insurance (DI) Fund Forecast*. Retrieved 2 February 2022, from https://www.edd.ca.gov/about_edd/pdf/eddforecastmay21.pdf.

⁴ Mason, J. (2019, August). *Meeting the Promise of Paid Leave: Best Practices in State Paid Leave Implementation*. Retrieved 2 February 2022, from <http://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/meeting-the-promise-of-paid-leave.pdf>

⁵ 2013 Cal. Stat. ch. 350; 2016 Cal. Stat. ch. 5; 2017 Cal. Stat. ch. 686.

⁶ New Jersey Department of Labor and Workforce Development. (2020, August). *Temporary Disability Insurance Workload in 2019 Summary Report*. Retrieved 2 February 2022, from <https://www.myleavebenefits.nj.gov/labor/myleavebenefits/assets/pdfs/TDI%20Report%20for%202019.pdf>; New Jersey Department of Labor and Workforce Development. (2020, August). *Family Leave Insurance Workload in 2019 Summary Report*. Retrieved 2 February 2022, from <https://www.myleavebenefits.nj.gov/labor/myleavebenefits/assets/pdfs/FLI%20Summary%20Report%20for%202019.pdf>

⁷ See note 4.

⁸ New Jersey Department of Labor and Workforce Development. (2020, August) *Annual Report for 2019 Family Leave Insurance and Temporary Disability Insurance Programs*. Retrieved 2 February 2022 from https://www.myleavebenefits.nj.gov/labor/myleavebenefits/assets/pdfs/ANNUAL_FLI-TDI_REPORT_FOR_2019.pdf. Estimates based on the total number of TDI and Family Leave Insurance (FLI) claims approved annually as a share of the population covered by the New Jersey state TDI and FLI plans, respectively. It is not possible to report a combined utilization rate because the populations covered by state TDI and FLI programs are not fully overlapping..

⁹ Houser, L., & White, K. (2012, October). *Awareness of New Jersey's Family Leave Insurance Program is Low, Even as Public Support Remains High and Need Persists*. Center for Women and Work at Rutgers, The State University of New Jersey Publication. Retrieved 2 February 2022, from https://smlr.rutgers.edu/sites/default/files/Documents/CWW/Publications/FLI_Issue_Brief_Final_with_Appendix.pdf

¹⁰ N.J. Stat. Ann. § 43:21-38; A. 3975, 218th Leg., Reg. Sess. (N.J. 2019)

¹¹ RI Department of Labor and Training. (2016-2021). *2015-2020 Annual Reports and 2021 TDI Monthly Updates*. Retrieved 2 February 2022, from <https://dlt.ri.gov/labor-market-information/data-center/unemployment-insurance-ui-temporary-disability-insurance-tdi>

¹² See note 4.

¹³ Estimate based on the total number of TDI and Temporary Caregiver Insurance (TCI) claims approved annually as a share of the population covered by the state program. In 2020, approximately 1.9 percent of the covered workforce made a TCI claim and 7.1 percent a TDI claim. RI Department of Labor and Training. (2021, April). *2020 Annual Report*. Retrieved 2 February 2022, from <https://dlt.ri.gov/labor-market-information/data-center/unemployment-insurance-ui-temporary-disability-insurance-tdi>

¹⁴ Estimate based on TCI and TDI claims for every month in 2020. See note 11.

¹⁵ H.B. 6090, § 1, 2021-2022 Leg. Sess. (R.I. 2021) (enacted)

¹⁶ Text box citations: RI Department of Labor and Training. (2020-2021). *TDI Monthly Updates for March 2019 and March 2020*. Retrieved 2 February 2022, from <https://dlt.ri.gov/labor-market-information/data-center/unemployment-insurance-ui-temporary-disability-insurance-tdi>; See note 1.

¹⁷ Estimate based on the total number of Paid Family Leave claims filled in 2018 as a share of the population covered by New York Paid Family Leave insurance. Data was not available for Temporary Disability Insurance claims or for later program years. Office of Governor Andrew C. Cuomo. (2019, August 13). *New York State Paid Family Leave: 2018 Year in Review*. Retrieved 2 February 2022, from https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/PFL_EOYReport_2018_FINAL.pdf

¹⁸ Ibid.

¹⁹ Office of Governor Andrew C. Cuomo. (2019, August 13). *Governor Cuomo Announces Successful First Year of Nation's Strongest Paid Family Leave*. Retrieved 2 February 2022, from <https://ocfs.ny.gov/main/news/article.php?idx=1959>. Figures only refer to paid leave for child bonding, family caregiving and military exigency; utilization data was not reported for the state's temporary disability insurance (personal medical leave) program.

²⁰ See note 19, Office of Governor Andrew C. Cuomo.

²¹ S. 6406C, Part SS, 239th Leg., Reg. Sess. (N.Y. 2016)

²² S. 2928, §§ 1-2, 244th Leg., Reg. Sess. (N.Y. 2021) (enacted)

²³ In 2020, Washington's employed labor force was 79.1 percent white, 13.3 percent Latinx (of any race), 4.1 percent Black. U.S. Bureau of Labor Statistics. (2021). *Employment status of the civilian noninstitutional population in states by sex, race, Hispanic or Latino ethnicity, and detailed age, Preliminary 2020 Annual Averages*. Retrieved 16 June 2021, from <https://www.bls.gov/lau/ex14tables.htm>

²⁴ Asian American and Pacific Islander includes applicants identifying as East Asian, South Asian, Southeast Asian and Native Hawaiian or other Pacific Islander. Share of claims for medical leave includes those related to pregnancy, following reporting practices in other states. Washington Employment Security Department (2020, December) *Washington Paid Family & Medical Leave Annual Report*. Retrieved 2 February from <https://esdorchardstorage.blob.core.windows.net/esdwa/Default/ESDWAGOV/newsroom/Legislative-resources/2020Paid-Leave-Program-Report.pdf>

²⁵ S.B. 5097, 67th Leg., 2021 Regular Sess. (Wash. 2021) (enacted); H.B. 1073, 67th Leg., 2021 Regular Sess. (Wash. 2021) (enacted)

²⁶ District of Columbia Department of Employment Services. (2021, October 1). Quarter 4 Fiscal Year 2021 Report: D.C. Paid Family Leave. Retrieved 18 January 2022, from https://does.dc.gov/sites/default/files/dc/sites/does/publication/attachments/DOES%20-%20Paid%20Family%20Leave%20FY21%20Q4%20Report_.pdf

²⁷ D.C. Act 24-159, Fiscal Year 2022 Budget Support Emergency Act of 2021 (D.C. 2021)

²⁸ Soule, Alexander. (2022, January 10). "Thousands of CT workers -- mostly millennials -- seek paid time off under new program." *CT Insider*. Retrieved 11 January 2022, from <https://www.ctinsider.com/business/article/Thousands-of-CT-workers-mostly-millennials-16763345.php>. Medical leave includes leaves related to pregnancy and childbirth.

²⁹ For details about all state paid leave programs, see National Partnership for Women & Families. (2023, October). *State Paid Family and Medical Leave Insurance Laws*. Retrieved 17 November 2023, from <https://nationalpartnership.org/wp-content/uploads/2023/02/state-paid-family-leave-laws.pdf>

³⁰ Appelbaum, E., & Milkman, R. (2013). *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*. Ithaca, NY: Cornell University Press; Bartel, A., Baum, C., Rossin-Slater, M., Ruhm, C., & Waldfogel, J. (2014, June 23). *California's Paid Family Leave Law: Lessons from the First Decade*. Retrieved 2 February 2022 from U.S. Department of Labor website: <http://www.dol.gov/asp/evaluation/reports/PaidLeaveDeliverable.pdf>

³¹ Redmond, J., & Fkias, E. (2010, January). *California's Paid Family Leave Act Is Less Onerous Than Predicted*. Society for Human Resources Management Publication. Retrieved 2 February 2022, from https://www.sheppardmullin.com/media/article/809_CA%20Paid%20Family%20Leave%20Act%20Is%20Less%20Onerous%20Than%20Predicted.pdf

³² Ramirez, M. (2012). *The Impact of Paid Family Leave on New Jersey Businesses*. New Jersey Business and Industry Association and Bloustein School of Planning and Public Policy at Rutgers, The State University of New Jersey Presentation. Retrieved 2 February 2022, from <http://bloustein.rutgers.edu/wp-content/uploads/2012/03/Ramirez.pdf>

³³ See note 19.

³⁴ Small Business Majority & Center for American Progress. (2017, March 30). *Small Businesses Support Paid Family Leave Programs*. Retrieved 2 February 2022, from <http://www.smallbusinessmajority.org/our-research/workforce/small-businesses-support-paid-family-leave-programs>; See note 4.

³⁵ See note 30, Appelbaum and Milkman.

³⁶ See note 32.

³⁷ See note 30, Appelbaum and Milkman.

³⁸ Bedard, K., & Rossin-Slater, M. (2016, October 13). *The Economic and Social Impacts of Paid Family Leave in California: Report for the California Employment Development Department*. Retrieved 2 February 2022, from https://www.edd.ca.gov/disability/pdf/PFL_Economic_and_Social_Impact_Study.pdf

³⁹ Ibid.

⁴⁰ See note 30, Appelbaum and Milkman.

⁴¹ Houser, L., & Vartanian, T. P. (2012, January). *Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public*. Center for Women and Work at Rutgers, The State University of New Jersey Publication. Retrieved 2 February 2022, from <http://www.nationalpartnership.org/research-library/work-family/other/pay-matters.pdf>

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- ⁵⁰ Pal, I. (2016). *Work, Family and Social Policy in the United States - Implications for Women's Wages and Wellbeing*. Doctoral thesis, Columbia University. Retrieved 2 February 2022, from <https://academiccommons.columbia.edu/doi/10.7916/D87W6C74>
- ⁵¹ Arora, K., & Wolf, D. A. (2017, November 3). Does Paid Family Leave Reduce Nursing Home Use? The California Experience. *Journal of Policy Analysis and Management*, 37(1), 38-62. DOI: 10.1002/pam.22038
- ⁵² See note 31, Appelbaum and Milkman; Silver, B., Mederer, H., & Djurdjevic, E. (2016, April). *Launching the Rhode Island Temporary Caregiver Insurance Program (TCI): Employee Experiences One Year Later*. Rhode Island Department of Labor and Training and University of Rhode Island. Retrieved 2 February 2022, from <https://web.uri.edu/ssirep/files/RI-Paid-Leave-Final-Report-April-2016.pdf>
- ⁵³ Saad-Lessler, J. (2020, October). How does paid family leave affect unpaid care providers? *Journal of the Economics of Ageing*, 17(C). DOI:10.1016/j.jeoa.2020.100265/
- ⁵⁴ Stanczyk, A. (2019). Does Paid Family Leave Improve Household Economic Security Following a Birth? Evidence from California. *Social Service Review*, 93(2), 262-304. DOI: 10.1086/703138
- ⁵⁵ See note 41, Houser and Vartanian; Houser, L., & Vartanian, T. P. (2012, April). *Policy Matters: Public Policy, Paid Leave for New Parents, and Economic Security for U.S. Workers*. Rutgers, the State University of New Jersey Center for Women and Work Publication. Retrieved 2 February 2022, from http://go.nationalpartnership.org/site/DocServer/RutgersCWW_Policy_Matters_April2012.pdf

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

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Article 32 Paid Family Medical Leave PFML for Natick Employees

Unit	CBA?	FY23 Wages	# of Employees	Average Wage	Parental Leave	Care for Family Member	Sick Time Annual	Max Sick Time	Vacation Annual
Laborers	Y	\$5,001,957	78	\$64,128	0 days	Use up to 5 days of Sick Time	12 days	120 days	10 - 25 days depending on seniority
Clerks	Y	\$1,204,137	25	\$48,165	0 days	Unclear	12 days	120 days	10 - 25 days depending on seniority
Supervis/Admin	Y	\$1,616,716	14	\$115,480	0 days	Unclear	12 days	120 days	10 - 25 days depending on seniority
Deputies	Y	\$852,038	5	\$170,408	0 days	Use Sick time	12 days	120 days	10 - 25 days depending on seniority
Lieutenants	Y	\$704,854	5	\$140,971	0 days	Use Sick time	12 days	120 days	10 - 25 days depending on seniority
Sargeant	Y	\$1,559,803	13	\$119,985	0 days	Use Sick time	12 days	120 days	10 - 25 days depending on seniority
Patrolman	Y	\$4,829,941	50	\$96,599	0 days	Use Sick time	12 days	120 days	10 - 25 days depending on seniority
Firefighter	Y	\$9,325,146	86	\$108,432	0 days	Unclear	12 days	120 days	10 - 25 days depending on seniority
Personnel/PT	N	\$332,503	29	\$11,466	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
Personnel/FT	N	\$7,427,898	95	\$78,188	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
NonContrib Pension	N	\$20,195	1	\$20,195	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
Dispatchers	Y	\$659,887	17	\$38,817	0 days	Unclear	12 days	120 days	10 - 25 days depending on seniority
Elected Official	N	\$116,000	1	\$116,000	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
Morse Library	Y	\$1,730,281	52	\$33,275	0 days	Use up to 10 days of Sick time	12 days	120 days	20 - 25 days depending on seniority
PT/Per Diem Nonbenefit	N	\$1,092,182	79	\$13,825	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
Recreation	N	\$891,938	176	\$5,068	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
Retirement	N	\$340,053	3	\$113,351	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
EAN Teachers	Y	\$52,171,799	603	\$86,520	5 days	5 Days Admin Leave + 5 Days Sick Time	12.5 days	no maximum	0 days
Administrators	Y	\$1,872,932	16	\$117,058	0 days	5 Days Admin Leave + 5 Days Sick Time	15 days	no maximum	10 - 20 days depending on seniority
Secretaries	Y	\$1,822,617	33	\$55,231	0 days	5 Days Admin Leave + 5 Days Sick Time	15 days	no maximum	10 - 20 days depending on seniority
Custodians	Y	\$3,076,589	59	\$52,146	0 days	Use Sick time	12 days	120 days	10 - 25 days depending on seniority
Cafeteria Workers	Y	\$766,833	35	\$21,910	0 days	Use up to 5 days of Sick Time	11.5 days	no maximum	0 days
Paraprofessionals	Y	\$4,276,756	151	\$28,323	0 days	5 Days Admin Leave + 5 Days Sick Time	12.5 days	no maximum	0 days
Central Admin	N	\$3,419,605	45	\$75,991	0 days	5 Days Admin Leave + 5 Days Sick Time	15 days	no maximum	10 - 20 days depending on seniority
Title I	N	\$86,101	4	\$21,525	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
METCO	N	\$221,541	4	\$55,385	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
Nonreprestented School	N	\$6,865,482	545	\$12,597	0 days	Use up to 5 days of Sick Time	12 days	100 days	15 - 25 days depending on seniority
		\$112,285,784	2,224						

Submitted by Kat Monahan - 10/20/2023



Kat Monahan <katmonahan01760@gmail.com>

PFML for Municipal Employees

Rogers, Dave - Rep. (HOU) <Dave.Rogers@mahouse.gov>
To: Kat Monahan <katmonahan01760@gmail.com>

Mon, Mar 11, 2024 at 3:14 PM

Kat – I hope you are well.

Thank you for your interest on this issue. *An Act to ensure paid family and medical leave benefits for municipal employees* was a bill I filed in partnership with the Massachusetts Teachers' Association (MTA). After filing and advocating for the bill for two sessions, MTA decided not to seek a refile. From my understanding, this was part of a general downsize on the number of bills MTA backs. This particular bill was left out because of pushback from the Mass Municipal Association and the need to overcome the unfunded mandate law.

Still, last year MTA sought a budget request that would provide a financial incentive to municipalities that opt to paid family medical leave to employees (either through adoption of Massachusetts Paid Family Medical Leave law or provision of a locally administered leave program that is comparable to the standards of the state law). Unfortunately, this proposal was not included in the final budget for FY'24.

When I spoke with a colleague at MTA about why Municipal employees were excluded from PFML to begin with, they said that the form of PFML which passed was very similar to the proposed ballot question language, which did not include municipal employees because unfunded mandates are not permitted in initiative petitions.

It is disappointing that neither my bill nor this year's budget amendments passed. However, people like yourself prove that this issue is not going away any time soon, and I will continue to look for ways to seek remedy.

Please let me know if you have any other questions. Your Representative, Rep. Linsky, can also be reached at David.Linsky@mahouse.gov.

Best,

Dave

State Representative Dave Rogers

24th Middlesex District

Chair – Committee on Higher Education

Serving Arlington, Belmont, and Cambridge

Massachusetts State House, Room 473B

Boston, MA 02133

Office: (617)722-2263

Email: Dave.Rogers@mahouse.gov

[Click here to subscribe to my monthly email newsletter](#)

From: Kat Monahan <katmonahan01760@gmail.com>
Sent: Thursday, March 7, 2024 3:58 PM
To: Rogers, Dave - Rep. (HOU) <Dave.Rogers@mahouse.gov>
Subject: Fwd: PFML for Municipal Employees

You don't often get email from katmonahan01760@gmail.com. [Learn why this is important](#)

[Quoted text hidden]

Warrant Article Questionnaire

Citizen Petitions Articles

Article # 28 Spring Annual Town Meeting 2024	Date Form Completed: 03/26/2024
Article Title: Paid Family Medical Leave for Town of Natick Employees	
Sponsor Name: Kat Monahan	Email: katmonahan01760@gmail.com

Question	Question
1	Provide the article motion exactly as it is intended to be voted on by the Finance Committee.
Response	Move that pursuant to Massachusetts General Law - Part I, Title I, Chapter 4, Section 4 and Massachusetts General Law - Part I, Title XXII, Chapter 175M, Section 10 , the Town accept the following Massachusetts General Laws pertaining to Paid Family Medical Leave: M.G.L. Chapter 175M
2	At a summary level and very clearly, what is proposed purpose and objective of this Warrant Article and the required Motion?
Response	<p>The purpose of this Warrant Article is to implement the local option provision of Massachusetts General Laws so that Town of Natick employees may participate in the commonwealth's Paid Family Medical Leave program (PFML). The PFML program has been in place since 2019 for all private employers and is a cost-effective way to provide paid family & medical leave to eligible workers in Massachusetts. PFML is funded through employee and employer payroll tax contributions; benefits are paid from the state fund, not by the employer.</p> <p>Once the town has adopted the law, the Town of Natick will enact appropriate employee and employer withholding on wages paid to town employees. At the end of the third quarter of 2024, Natick will make its first payment through its existing MassTaxConnect employer account. Beginning January 1, 2025, Town of Natick employees will be eligible to apply for Paid Family Medical Leave.</p>
3	What does the sponsor gain from a positive action by Town Meeting on the motion?
Response	n/a
4	Describe with some specificity how the sponsor envisions how: the benefits will be realized; the problem will be solved; the community at large will gain value in the outcome through the accompanied motion?
Response	<p>Problem to Be Solved:</p> <p>When Finance Committee and Town Meeting discussed this issue in Fall 2023, there was a question of whether there was a need for this and some argument that current paid vacation and sick leave through existing personnel policies was likely sufficient. However, the FY2025 Budget book actuarial data on Page 277 shows that over 60% of the 1,239 employees enrolled in the Town's health plans have less than 10 years of</p>

Warrant Article Questionnaire

Citizen Petitions Articles

	<p>service, meaning they can't have reached their maximum sick accrual or vacation accrual rate. This cohort also includes 90% of the enrolled employees under the age of 40, those most likely to need parental leave.</p> <p>Departments across both the Town and School have expressed difficulties recruiting and retaining qualified candidates for a variety of positions. Offering PFML benefits is a cost-effective way to improve paid leave benefits for all positions without having to take on the burden of paying the benefits when employees need to use them (see NPWF State Paid Leave Program Fact Sheet). Qualified existing paid leave types like the teacher's 5-day parental leave and Sick Bank payments can be reimbursed to the Town by the Department of Family & Medical Leave.</p> <p>On the state level, bills were filed in both the 2019 - 2020 and 2021 - 2022 legislative sessions to bring municipal employers into PFML; these were sent to Study. State senate and house representatives tried to include \$30,000,000 in FY24 funding to create an incentive fund for municipalities that adopt PFML but this effort was unsuccessful.</p> <p>https://malegislature.gov/bills/191/h1681 https://malegislature.gov/Bills/191/S1045 https://malegislature.gov/bills/192/h2044 https://malegislature.gov/bills/192/s1160 https://malegislature.gov/Laws/SessionLaws/Acts/2023/Chapter28</p> <p>I am appending email correspondence from State Representative Dave Rogers who sponsored H.1681 and H.2044 referenced above.</p> <p>Outcomes gained by community:</p> <p>Access to the PFML program will give the Town of Natick a competitive advantage over other communities who do not offer the benefit to all employees. This is a step forward for equity, and Natick has an opportunity to lead the commonwealth by adopting these laws and granting over two-thousand members of our community paid family and medical leave.</p> <p>Many employees of the Town of Natick are also residents. Acknowledging that they deserve paid leave is a display of care for our community members. It keeps more people in their homes and financially stable. Access to paid leave improves physical and mental health outcomes for entire families (see APA Feature on Positive Health Impacts).</p>
5	How does the proposed motion (and implementation) fit with the relevant Town Bylaws, financial and capital plan, comprehensive plan, and community values as well as relevant state laws and regulations

Warrant Article Questionnaire Citizen Petitions Articles

Response	<p>Implementation:</p> <p>Once the Town of Natick has accepted the law, the town will implement the appropriate payroll withholding and employer contributions. For 2024, this would be 0.42% employer liability and 0.46% employee withholding. The town will need to appoint someone within the Human Resources office to be the PFML employer administrator to supply the program with relevant employee information. Estimated administrative time on this would be under 30 minutes per employee leave application. The Town already has a MassTaxConnect account as an employer.</p> <p>Paid Family and Medical Leave (PFML) coverage for statutorily excluded employers Mass.gov</p> <p>How to opt-into PFML as municipalities, districts, political subdivisions or authorities</p> <p>As a governing body, you must hold a vote to opt-into PFML under M.G.L. 157M Section 10. Once your vote has been finalized, you will need a notarized letter confirming the vote. In addition to the notarized letter, you will need to complete and submit the DFML's Employer Notice of Election.</p> <p>When the required documentation is complete, you should fill out this form to notify DFML of your request to opt into PFML and submit your Notice of Election. After you have submitted the forms, you will need to create a PFML account through the Massachusetts Department of Revenue's MassTaxConnect system to make contributions.</p> <p>Relevant Laws:</p> <p>At Fall 2023 Town Meeting, Town Counsel confirmed that the motion language and description of processes and legal consequences is correct and acceptable. This was after her September 6, 2023 memo to the Finance Committee.</p> <p>Massachusetts General Law - Part I, Title I, Chapter 4, Section 4 Section 4. Wherever a statute is to take effect upon its acceptance by a municipality or district, or is to be effective in municipalities or districts accepting its provisions, this acceptance shall be, except as otherwise provided in that statute, in a municipality, by vote of the legislative body, subject to the charter of the municipality, or, in a district, by vote of the district at a district meeting.</p> <p>Massachusetts General Law - Part I, Title XXII, Chapter 175M, Section 10, Section 10. A municipality, district, political subdivision or authority may adopt this chapter upon a majority vote of the local legislative body or the governing body. For the purposes of this section, a vote of the legislative body shall take place in a city by a vote of the city council subject to its charter, in a town by a vote at town meeting, for an authority by a vote of its governing body, in a district, by a vote of</p>
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Warrant Article Questionnaire

Citizen Petitions Articles

the district in a district meeting and by any other political subdivision or instrumentality, by a vote of its legislative body **in accordance with its charter or enabling act.**

Comprehensive plan and community values:

If Natick has employees who feel valued and have the peace of mind and economic stability of access to paid leave, the town will experience less employee turnover and better hiring outcomes. The Natick 2030+ Master Plan includes in its vision statement “Natick is a healthy community of diverse and interconnected citizens, businesses, organizations and neighborhoods, where citizens of all ages, backgrounds and income levels can live, work and thrive;”; providing PFML benefits to all employees furthers this goal. The Town of Natick continues to be one of the largest employers in Natick with close to 2,000 full time employees.

At Fall Annual Town Meeting 2022, Natick adopted the portions of MGL known as The Brave Act. Positive action on [FATM 2022 Article 28](#) entitled town employees to the same paid leave for military training and deployment that their peers in state government were granted in 2018. Adopting the Brave Act was a step towards equity for our town employees, and we need to continue this journey.

Financial and capital plan:

The town of Natick will incur additional employer tax liability equivalent to 0.42% of total taxable wages. For comparison, employer Medicare liability is 1.45% of taxable wages.

The Fiscal Year 2025 budget has a total payroll expense of \$105,451,481, so the town’s FY25 employer PFML liability would be \$442,896 (see last page). To give a benefit like this to 2,000 people - 1,500 FTE in the Natick Public Schools and 400 FTE across the rest of the town for under \$500,000 should be an easy choice to make. The town would be able to implement the payroll withholding on non-represented employees, which make up about 25% of payroll dollars, immediately. How, when, and if, the employee liability is imposed on represented employees is up to parties negotiating those particular CBAs and implementation may be delayed or graduated. If the Town had to cover the employee liability of all represented employees for FY25, I estimate this would increase the Town’s total PFML liability by an additional \$363,808 (75% of the total employee liability based on represented vs. nonrepresented payroll dollars). The Town’s Payroll administrator confirmed that the employee and employer contributions could be added and modified based on bargaining units (this capability is currently necessary for deducting union dues).

Once Natick implements PFML, employer liability is eligible to be offset by reimbursements of the Teacher’s 5-day Administrative Parental Leave pay, any Sick

Warrant Article Questionnaire Citizen Petitions Articles

	<p>Bank pay, and other qualified paid leave (not general sick and vacation time). The estimated current annual spending on the existing Teacher's parental leave is \$20,000.</p> <p>Current and Historic PFML Contribution Rates by Year</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="text-align: left;">Contribution Rate/Year</th><th>2024</th><th>2023</th><th>2022</th><th>2021</th><th>2020</th></tr> </thead> <tbody> <tr> <td>Employee Medical</td><td>0.28%</td><td>0.208%</td><td>0.224%</td><td>0.248%</td><td>0.248%</td></tr> <tr> <td>Employee Family</td><td>0.18%</td><td>0.11%</td><td>0.12%</td><td>0.13%</td><td>0.13%</td></tr> <tr> <td>Employee Total</td><td>0.46%</td><td>0.318%</td><td>0.344%</td><td>0.378%</td><td>0.378%</td></tr> <tr> <td> </td><td> </td><td> </td><td> </td><td> </td><td> </td></tr> <tr> <td>Employer Medical</td><td>0.42%</td><td>0.312%</td><td>0.336%</td><td>0.372%</td><td>0.372%</td></tr> <tr> <td>Employer Family</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td><td>0.00%</td></tr> <tr> <td>Employer Total</td><td>0.42%</td><td>0.312%</td><td>0.336%</td><td>0.372%</td><td>0.372%</td></tr> </tbody> </table>	Contribution Rate/Year	2024	2023	2022	2021	2020	Employee Medical	0.28%	0.208%	0.224%	0.248%	0.248%	Employee Family	0.18%	0.11%	0.12%	0.13%	0.13%	Employee Total	0.46%	0.318%	0.344%	0.378%	0.378%							Employer Medical	0.42%	0.312%	0.336%	0.372%	0.372%	Employer Family	0.00%	0.00%	0.00%	0.00%	0.00%	Employer Total	0.42%	0.312%	0.336%	0.372%	0.372%
Contribution Rate/Year	2024	2023	2022	2021	2020																																												
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Employer Total	0.42%	0.312%	0.336%	0.372%	0.372%																																												
6	<p>Have you considered and assessed, qualified and quantified the various impacts to the community such as:</p> <ul style="list-style-type: none"> Town infrastructure (traffic, parking, etc.) Neighbors (noise, traffic, etc.); Environment and green issues (energy conservation, pollution, trash, encouraging walking and biking, etc.); 																																																
Response	n/a																																																
7	<p>Who are the critical participants in executing the effort envisioned by the article motion?</p> <p>To this point what efforts have been made to involve those participants who may be accountable, responsible, consulted or just advised/informed on the impacts of executing the motion?</p>																																																
Response	<p>I have previously discussed the issue and the motion with the Town Administrator and corresponded with the Town's Human Resources Director, Payroll Manager, and NPS HR Director. They have confirmed the details that MUNIS implementation would be easily achievable, the MassTaxConnect account is actively integrated to the Town's payroll, and that monitoring the employer PFML account would not be overly cumbersome.</p> <p>Every employee of the Town of Natick that I have discussed Article 28 with, including current and former employees across departments and bargaining units, supports Paid Family Medical Leave and acknowledges that this would alleviate a huge burden for employees who need to take time for medical and family reasons.</p>																																																

Warrant Article Questionnaire Citizen Petitions Articles

8	<p>What steps and communication has the sponsor attempted to assure that:</p> <ul style="list-style-type: none"> • Interested parties were notified in a timely way and had a chance to participate in the process, that • Appropriate town Boards & Committees were consulted • Required public hearings were held
Response	<p>Town Meeting vote is the appropriate process for this action. After Fall 2023 referral, I've had successful communication with members of the Public Employee Committee, who confirmed that town employees support and want these benefits and acknowledge the cost is something to consider, but well worth what they would gain for all employees. I have followed up directly with Town Meeting members who expressed concerns via email or debated in the article previously. Several Natick residents (not employed by the Town) have come to know me as 'the PFML person' and have asked me to help research their own PFML eligibility, income thresholds, and rights to Sick pay.</p> <p>School Committee – Article Consideration scheduled for April 1, 2024. I have discussed the article with four School Committee members including three members of their Negotiating committee. They acknowledge that PFML is the most equitable way to provide these benefits to Natick Public Schools employees; many of their concerns are focused on specific bargaining units and 'what if X employee has a baby and needs to be out for longer than usual' scenarios. The Department of Family Medical Leave report details that almost half of all approved leaves are for the employee's own serious medical condition, that pregnancy and child bonding leaves make up about 40% of all claims, and that the average duration of leave is 8.74 weeks for medical leave and 10.44 weeks for family leave.</p> <p>Town Administrator – Meeting occurred on Thursday, March 21, 2024. The Town Administrator let me know that questions about PFML will be included in a survey sent out during open enrollment (April 2024, only benefits-eligible employees would receive). There is no plan for the Town to update paid leave policies, implement benefits similar to PFML, or take action beyond the existing collective bargaining process.</p> <p>Select Board – Article Consideration scheduled for April 3, 2024.</p>
9	Why is it required for the Town of Natick AND for the sponsor(s)?
Response	It is required that we implement this through Town Meeting due to the way the law was written. Action on this matter is required in that it is the right thing to do for the people that serve our community and are employed by Natick.
10	Since submitting the article petition have you identified issues that weren't initially

Warrant Article Questionnaire Citizen Petitions Articles

	considered in the development of the proposal?
Response	No.
11	What are other towns and communities in the Metro West area, or the Commonwealth of MA doing similar to what your motion seeks to accomplish.
Response	<p>The Commonwealth of Massachusetts passed the law in 2018. Executive department employees can apply for PFML, and in some cases have paid family and medical leave benefits which exceed those of the PFML program. Since 2019, all private employers have had to comply with this law.</p> <p>https://www.mass.gov/guides/family-and-medical-leave-options-fmla-and-pfml-for-commonwealth-employees</p> <p>Ten Massachusetts communities have endured teacher strikes over the last two years, some of them asking for the same parental leave benefits that are already provided by the Massachusetts PFML program. They have had costly and contentious negotiations that cost significantly more than 0.42% of payroll. Other communities have had piecemeal negotiations to give some subsets of employees comparable benefits. To date, no other municipalities have made a local adoption of the law.</p> <p>In Fall 2023, a Town Meeting member indicated that she worked for a neighboring municipality that offered these types of benefits without the PFML deduction. I've reached out to her for more details.</p>
12	If this Warrant Article is not approved by Town Meeting what are the consequences to the Town and to the sponsor(s)? Please be specific on both financial and other consequences.
Response	<p>If the Article is not passed, it could potentially erode the confidence, trust, and morale of employees who are living and working in the Town.</p> <p>Employees who want or need PFML will have no access to this program.</p>

Additional Links:

WGBH Reporting on Educators Negotiating for Paid Parental Leave. September 2023.

<https://www.wgbh.org/news/education-news/2023-09-28/paid-parental-leave-for-mass-teachers-gains-traction>

Massachusetts DFML Report FY23. February 2023.

<https://www.mass.gov/doc/fy2023-dfml-annual-report/download>

Warrant Article Questionnaire Citizen Petitions Articles

National Partnership for Women & Families State Paid Leave Programs Fact Sheet. November 2023.
<https://nationalpartnership.org/wp-content/uploads/2023/02/paid-leave-works-evidence-from-state-programs.pdf>

American Psychological Association's "Monitor on Psychology" Feature. April 2022.
<https://www.apa.org/monitor/2022/04/feature-parental-leave>

Warrant Article Questionnaire Citizen Petitions Articles

<u>Total Salary Pulled from FY 2025 Town Administrator's Preliminary Budget 02/01/2024</u>			
<u>Total School Salary Pulled from NPS FY25 Budget to Fincom 3/26/24</u>			
Department	FY24 Amended	FY25 Budget	# of Full-Time Employees
Natick Public Schools	\$65,790,516	\$71,325,904	1500
Keefe Tech	\$0	\$0	0
Morse Institute Library	\$2,120,031	\$2,263,558	
Bacon Free Library	\$196,071	\$203,913	
Public Safety Emergency Management	\$5,000	\$5,000	
Public Safety Parking Enforcement	\$115,455	\$104,041	
Public Safety Police	\$8,001,272	\$8,379,775	
Public Safety Fire	\$10,494,245	\$10,750,672	
Public Works	\$4,791,379	\$4,947,054	
Community Services	\$1,653,225	\$1,730,253	
Board of Health	\$633,099	\$633,607	
Select Board Salaried	\$1,256,845	\$1,412,380	
Finance	\$147,106	\$1,641,181	
Information Technology	\$408,668	\$424,200	
Town Clerk	\$373,343	\$362,755	
Board of Records	\$73,850	\$99,150	
Weights & Measures	\$32,908	\$34,238	
Community Economic Development	\$107,670	\$1,133,737	
			400
Total	\$96,200,683	\$105,451,481	1900
PFML Employee Rate	0.318%	0.46%	
PFML Employee Contribution	\$305,918	\$485,077	
PFML Employer Rate	0.312%	0.42%	
PFML Employer Contribution	\$300,146	\$442,896	
Total PFML Liability	\$606,064	\$927,973	

ITEM TITLE: SubCommittees and Liaison Reorganization
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: Digital Learning and Personalized Learning Coaches - Grace Magley

DATE:

ITEM TYPE:

ITEM SUMMARY: Personalized Learning - LINK
NPS Central Office - Who can help with...? - LINK
Translation Directions - LINK

**BACKGROUND
INFORMATION:**

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
personalized learning	Personalized_Learning_4.1.24.pdf	Cover Memo
nps central office - who can help with...?	NPS_Central_Office__Who_Can_Help_With_...____(2).pdf	Cover Memo
translation instructions	translation_instructions.pdf	Cover Memo



[PL Coaches Website](#)

Everyone Deserves a Coach!

**April 1, 2024
School Committee**

The Personalized Learning Instructional Coaching Team:
Sandy Lemon, Chris Cook, Kate Joyce, Lauren Carter, Nili Bartley and Grace Magley

WHAT DOES IT MEAN TO PERSONALIZE LEARNING?

Personalized learning refers to instruction in which the pace of learning and the instructional approach are optimized for the needs of each learner. Learning objectives, instructional approaches, and instructional content may all vary based on learner needs. In addition, learning activities are made available that are meaningful and relevant to learners, driven by their interests and often self-initiated. - US Department of Education



OUR PILLARS

ENGAGEMENT

BELONGING

AGENCY

Belonging
Engagement
Agency



PROFESSIONAL LEARNING FOR COACHES

**COACHING
CONVERSATIONS**



INCLUSIVE ACADEMY



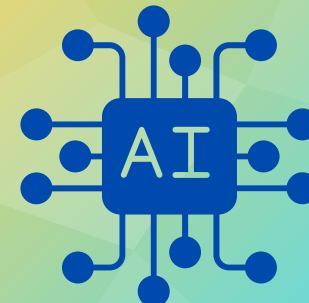
**CULTURALLY
RESPONSIVE
SUSTAINING
EDUCATION (CRSE)**



**COACHING
UNIVERSAL DESIGN
FOR LEARNING (UDL)**

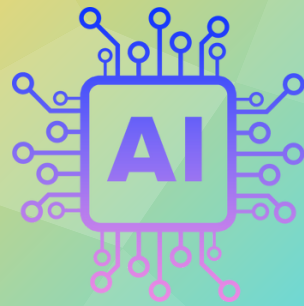


**DIGITAL WELLNESS/
DIGITAL EQUITY**

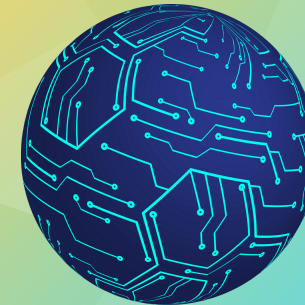


COACHING TOOLKIT

**GENERATIVE AI FOCUSED ON
THE EDUCATOR**



CLASSROOM DIGITAL TOOLS



**UNIVERSAL DESIGN FOR
LEARNING (UDL)
SEL/CRSE**



FEEDBACK LOOPS



**PROJECT BASED LEARNING &
DESIGN THINKING**



SCHOOL PROJECTS



ELEMENTARY LEVEL:

- **LIBRARY CURRICULUM, DLCS STANDARDS**
- HANDS ON STEAM
- JOHNSON LEGACY PROJECT (WEBSITE)



MIDDLE/HIGH SCHOOL LEVEL:

- **MY CAREER AND ACADEMIC PLAN GR 6-12**
- ACCESSIBILITY / INCLUSIVE PRACTICES
- **MTSS INCLUSIVE ACADEMY GRANT GR 9-12**



DISTRICT WIDE:

- DIGITAL TOOLS / EMERGING AI TECHNOLOGIES
- PROJECT BASED LEARNING
- SOCIAL AND EMOTIONAL LEARNING CURRICULUM
- COMMUNITY PLANETARIUM (WEBSITE)

[PL Coaches Website](#)



Our Impact

Teachers Matter More to Student Achievement Than Any Other Aspect of Schooling.



WHAT WE'VE LEARNED

*PL COACHES ARE MAKING AN IMPACT FOR
STAFF AND STUDENTS EVERY DAY!*

- Building trusting relationships
- Improving collaboration
- Improving teacher practice
- Improving student outcomes
- Increasing visibility and transparency
- Increasing morale and Joy!
- Supporting teacher retention

All Educators Deserve a Coach!

**We are grateful for the opportunity we have had this year
and we look forward to the future!**



Thank You!



Questions?

Natick Public Schools
Central Office: Who Can Help
13 East Central Street Fl. 3 | 508-647-6500

SUPERINTENDENT	
Interim Superintendent	Bella Wong - belwong@natickps.org x1500
Executive Assistant to The Superintendent	Linda McGrath - lmcgrath@natickps.org x1500
DEPUTY SUPERINTENDENT	
Deputy Superintendent	Tim Luff - tluff@natickps.org x6503
Administrative Assistant to The Deputy Superintendent	Marylu Doherty - mdoherty@natickps.org x1497
ASSISTANT SUPERINTENDENT FOR TEACHING, LEARNING, & INNOVATION	
Director of Teaching, Learning & Innovation	Susan Balboni - sbalboni@natickps.org x6494
Administrative Assistant to The Director of TLI	Rosie Palanukorn - rpalanukorn@natickps.org x1493
BUSINESS OFFICE (FINANCE & PAYROLL)	
Assistant Superintendent For Finance	Matthew Gillis - mgillis@natickps.org x6491
Assistant Director of Finance	Brian Lynch - blynch@natickps.org x1492
Planning & Budget Analyst For Finance	Marie Vasselin - mvasselin@natickps.org x 1475
Payroll Coordinator	Jason Abbascia - jabbascia@natickps.org x1505 / payroll@natickps.org
Accounts Payable	Allison Assencoa - aassencoa@natickps.org x1397
Transportation Coordinator & Facility Rentals Coordinator	Robin Agostinelli-Solivan - ragostinellisolivan@natickps.org x1489
Food Services	Kristin Gentili - kgentili@natickps.org x6611
Administrative Assistant to The Business Office	Rosie Palanukorn - rpalanukorn@natickps.org x1493
COMMUNICATIONS (INSIDER, ENGAGE, MEDIA, SOCIAL MEDIA & WEBSITE)	
Director of Communications	Corrie Kerr - ckerr@natickps.org x1496
DIGITAL LEARNING (508-647-6400)	
Director of Digital & Personalized Learning (Located at KMS)	Grace Magley - gmagley@natickps.org x1510
FACILITIES & SAFETY (508-647-6500)	
Executive Director of DPW & Facilities	Bill Spratt - wspratt@natickps.org x1550
Director of Facilities for Schools	TBD - @natickma.org
Administrative Assistant to The Director of Facilities	Carolyn Cain - ccain@natickma.org x1503
Director of Safety & Security	Jim Caimano - jcaimano@natickps.org x2647
HUMAN RESOURCES	
Director of Human Resources	Julie Skipper - jskipper@natickps.org x6505
Assistant Director of Human Resources	Kayla Hurst - khurst@natickps.org x6502

Administrative Assistant to The Director of HR	Jenn Hemenway - jhemenway@natickps.org x1501
Administrative Assistant to The Director of HR	Rosie Palanukorn - rpalanukorn@natickps.org x1493
SOCIAL-EMOTIONAL LEARNING & EQUITY	
Director of Social-Emotional Learning & Equity	Dr. Art Fergusson - afergusson@natickps.org x1494
Administrative Assistant to The Director of SEL & Equity	Linda McGrath - lmcgrath@natickps.org x1500
STUDENT SERVICES	
Director of Student Services & Equity	Erin Miller - emiller@natickps.org x6646
Administrative Assistant to The Director of Student Services & Equity	Marylu Doherty - mdoherty@natickps.org x1497
Out-of-District (OOD) Coordinator	Kathryn Garcia - kgarcia@natickps.org x1406
Planning & Budget Analyst For Student Services	Luanna Moreira - lmoreira@natickps.org x1498
Administrative Assistant For Elementary Special. Ed. & OOD Coordinator	Judy Maggs - jmaggs@natickps.org x2886
Administrative Assistant Data Coordinator	Julia Eisan - jeisan@natickps.org x1495
TECHNOLOGY/IT	
Chief Technology Officer	Dennis Roche - droche@natickps.org x6628
Assistant Director of Technology (NHS)	Herb Williams - hwilliams@natickps.org x1748
Help Desk Manager (NHS)	LaKisha Wilson - lwilson@natickps.org x1749
Engineering Manager	Andrew Painter - apainter@natickps.org x1729
Systems Engineer	Matt Nagle - mnagle@natickps.org x1728
Deployment Specialist	Chris Cruz - ccruz@natickps.org x1751
Data Quality & Control Manager	John McAndrew - jmcandrew@natickps.org x1625
Data Manager of Curriculum & Assessment Systems	Sherry Culver - shculver@natickps.org x1506
Data Analyst	Maureen Bamberry - mbamberry@natickps.org x1511
PowerSchool Data Specialist	Cindy Moore - cmoore@natickps.org x1401
Data & Budget Analyst For Technology/IT	Pam Marascia - pmarascia@natickps.org x1727

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BENEFITS, INSURANCE & RETIREMENT

Benefits & Insurance

Aimee Carnicelli, Town Benefits Manager

acarnicelli@natickma.org | x6411

[Click Here For The Natick Benefits Website](#)

For Questions Regarding:

- Medical & Dental Insurance
- Life Insurance
- Disability Insurance
- FSA (Flexible Spending Accounts)
 - [Click Here For The FSA Website](#)
- HSA (Health Savings Accounts)
 - [Click Here to Contact HSA](#)
- 457 Plan (OBRA, Deferred Compensation Plan)
- COBRA

MTRS

Please contact MTRS directly with any questions.

geninfo@trb.state.ma.us | 617-679-6877

[Click Here For The MTRS Website](#)

- Enrollment: **Jenn Hemenway**
- Verification of Service: **Rosie Palanukorn**
- Verification of Pay: **payroll@natickps.org**

Natick Retirement

Donna Rozon, Retirement Board Executive Assistant

drozon@natickretirement.org | x6440

[Click Here For The Natick Retirement Website](#)

OBRA

John R Heise, Atlas Financial Group LLC 53

1-888-568-5268 (Toll Free) | 1-603-661-3069 (Cell)

403(B)

TSA Consulting Group

888-796-3786 (Toll Free) | 850-362-6840

[403B Deferred Compensation Plan](#)

[2024 Universal Availability Materials](#)

BUSINESS OFFICE

Accounts Payable

Allison Assencoa, Accounts Payable

aassencoa@natickps.org | x1397

For Questions Regarding:

- Purchase orders
- Reimbursement (not tuition reimbursement)
- Is a vendor in our system?

Employee Self-Service (ESS)

Tom Mui, Finance Coordinator

tmui@natickma.org | x1461

[Click Here For The ESS Website](#) | [ESS Instructions](#)

You May Review The Following in ESS:

- Paychecks
- W-4s
- W-2s
- Deductions
- Withholding
- Personal Info/Address
- Accruals are NOT accurate
 - See Frontline for accrual information

Payroll

Jason Abbascia, Payroll Coordinator

jabbascia@natickps.org | x1505 | payroll@natickps.org

[Payroll Calendar For 23-24](#)

[How Your Pay is Calculated](#)

You May Update The Following In [TalentEd](#):

- Direct deposit
- W-4
- M-4

COLLECTIVE BARGAINING AGREEMENTS

FY23-FY25 CBAs

[Unit A CBA 22-25](#)
[Unit B CBA 22-25](#)
[Unit A & B Side Letter Between SC 22-25](#)
[Unit S CBA 22-25](#)
[Administrative Assistants' CBA 22-25](#)
[Custodial & Maintenance Contract 22-25](#)
[Facilities MOA FY23-FY25](#)
[Food Service 22-25](#)
[FY24 Non-Rep Compensation Schedule](#)

FY23-FY25 Summary of Agreements

[Unit A & B Summary 22-25](#)
[Unit S Summary 22-25](#)
[Food Service Summary 22-25](#)
[Summary of Agreements 22-25](#)
[FY23 Non-Rep Compensation Schedule](#)

FY19-FY22 CBAs

[Unit A CBA 19-22](#)
[Unit B CBA 19-22](#)
[Unit S CBA 19-22](#)
[Facilities CBA 19-22](#)
[Facilities MOA FY22](#)
[Food Service CBA 19-22](#)
[Administrative Assistants CBA 19-22](#)

HUMAN RESOURCES

FAQs	Click Here For HR FAQs
Frontline Accruals, Sick, Personal & Vacation Days	<p>Rosie Palanukorn, Administrative Assistant to HR rpalanukorn@natickps.org x1493</p> <hr/> <p>Click Here For The Frontline Website</p> <p>Please note: For FY 23/24, the accruals are NOT correct on your paycheck or in ESS as the town awaits an update in Munis. Your Frontline account will show your CORRECT balances under "Absence Reasons"</p>
Internships & Student Teachers	<p>Rosie Palanukorn and/or Jenn Hemenway rpalanukorn@natickps.org x1493 jhemenway@natickps.org x1501</p> <hr/> <ul style="list-style-type: none"> • All internships and student teaching positions MUST be approved by the Superintendent. • All onboarding paperwork MUST be completed before the intern may begin. • Intern Process (Staff Mentors)
Leaves of Absence, FMLA, Accommodations	<p>Kayla Hurst, Assistant Director of Human Resources khurst@natickps.org x6502</p> <hr/> <p>You May Apply For The Following In TalentEd</p> <ul style="list-style-type: none"> • Maternity Leave/Medical Leaves • NPS Application For FMLA • NPS Application For LOA (Non-FMLA) • NPS Return From Leave of Absence • NPS Sick Leave Bank Applications • Request for a Reasonable Accommodation (ADA)
TalentEd Onboarding, Name Change, Address Change, Etc.	<p>Jenn Hemenway, Administrative Assistant to HR jhemenway@natickps.org x1501</p> <hr/> <p>For Questions Regarding:</p> <ul style="list-style-type: none"> • Applying to NPS • Requisitions & Job Postings • Onboarding • Fingerprints & Letters of Suitability • CORIs • Mandated Training • Name, Address or Phone changes

	<p><u>TalentEd Forms</u></p> <ul style="list-style-type: none"> • NPS Employee Contact/ICE Information • NPS Employee Address/Phone Change Request • NPS Employee Name Change Request
Verification of Employment & Letters of Suitability (Fingerprints)	<p>Rosie Palanukorn, Administrative Assistant to HR rpalanukorn@natickps.org x1493</p> <ul style="list-style-type: none"> • Verification of Employment Forms • Loan Forgiveness Forms <hr/> <p>Jenn Hemenway, Administrative Assistant to HR jhemenway@natickps.org x1501</p> <ul style="list-style-type: none"> • Letters of Suitability
Workplace Accidents & Return To Work	<p>Mary Saunders, Occupational Health Nurse msaunders@natickma.org x6402</p> <hr/> <p><u>Work Injury Report Form</u></p> <p>You must see Mary before returning to work after an accident or extended absence.</p>

REGISTRAR

Student Registration & Residency Verification	<p>Lynda Berg, Registrar lberg@natickps.org 774-721-7500</p>
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STUDENT SERVICES

Student Services	<p>Erin Miller, Director of Student Services emiller@natickps.org x6646</p> <hr/> <p><u>NPS Special Education Process & Procedure Help Sheet</u> <u>NPS Student Services Process & Procedure Guide</u></p>
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SUBSTITUTES

Substitute Applications & Substitute Pay	<p>Gail Barbato, Substitute Coordinator subcoordinator@natickps.org 508-820-7795</p> <hr/> <p><u>Substitute Handbook</u></p>
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SUPPORTS FOR STAFF

Employee Handbook

[NPS Employee Handbook/Guidelines 23-24](#)

Technology Services & Phone Support

School IT

helpdesk@natickps.org

Urgent matters: call x5555 from any school or town building or visit the help desk in person at any one of the following locations:

- Natick High School Library
- Wilson Middle School Library
- Kennedy Middle School - across from library

School Help Tickets:

Include in the subject line: the nature of the request so it is properly routed to the Tech Services or the Office of Digital Learning

Phones:

Phone system and all phone related issues are supported by Town IT.

Town IT email:

ithelpdesk@natickma.org

Employee Assistance Program

The Town of Natick provides a no-cost employee assistance program through the Perspectives EAP. The program is voluntary and confidential. Its services are available to provide help to employees and their immediate family members in need of counseling or rehabilitation.

Call The Educators' EAP at 1-800-456-6327 for immediate assistance or to schedule an appointment. Other valuable resources can be found on their website at www.perspectivesltd.com

We are pleased to announce the launch of Perspectives Wellness Coaching.

- Your employees and their families will have access to professional coaches for four (4) 30-minute phone sessions a year on the topic of your choice. This is in addition to your current counseling and resource services.
- Learn more about coaching and how to access it from the attached flyer and below. The flyer can also be shared with your employees to announce this new offering.

What is Coaching?

- Individualized sessions with certified coaching professionals to help you tap into your goals and motivations. The ongoing support and accountability increase the likelihood of lasting positive change.

Who Benefits From Wellness Coaching?

- Coaching services are for people who have a general sense of satisfaction in their day-to-day but are hoping to enhance their lives by targeting specific goals, such as: health and wellness, career, work/life balance, financial fitness, etc.

How does a Wellness Coach help you achieve your goals?

1. Refine or build on your current plans.
2. Provide strategies, encouragement, and support when you encounter roadblocks in your wellness journey.
3. Get the ball rolling when you know you want a change but are feeling stuck.

How to Access Perspectives Wellness Coaching:

- Through the Perspectives App
- [iOS Perspectives Ltd App Download](#)
- [Google Play Perspectives Ltd App Download](#)
- On the WorkLife Website www.perspectivesltd.com

- Call/Text 800-456-6327
- Username or Code is: mega; Password is: perspectives

Assistance With Discrimination & Harassment Concerns

Natick Public Schools does not discriminate in employment nor its educational programs, services, and activities based on race, creed, color, age, sex, gender identity, religion, nationality, sexual orientation, disability, pregnancy and pregnancy-related conditions, physical and intellectual differences, immigration status, homeless status, or any other basis prohibited by law.

Title IX Coordinator (Staff): Julie Skipper | jskipper@natickps.org

Title IX Coordinator (Students): Sue Balboni | sbalboni@natickps.org

504 Coordinator: Tim Luff | tluff@natickps.org

Health & Wellness - Monthly Workshops, Resources, Health Challenges, Etc.

[The Importance of Stretching](#)

[September: Importance of Fruit & Vegetables](#)

[October: Lower Blood Pressure](#)

[Relax & Rejuvenate Classes Nov-Dec](#)

[November: Diabetes Awareness](#)

[November: Improving Cholesterol](#)

[December: Mental Wellness Through The Holidays](#)

[Living Well at Home January & February](#)

[January: Resolutions That Stick](#)

[February: Heart Health](#)

[Living Well at Home March & April](#)

TLI

Leadership Roles, Stipends, Mentors

Susan Balboni, Assistant Superintendent for TLI

sbalboni@natickps.org | x6494

- Leadership Roles and Mentor Application will come out in April 2024
- Pay Voucher for Mentors
- [Mentor/Protege Handbook 23-24](#)

Licensure

Please remember YOU are responsible for keeping your license current for the courses you teach. Provisional and Initial licenses are good for five (5) years of teaching 'under' that license. Once you have reached five years the license expires, even if DESE shows it with no expiration date. This is because they don't know when you have used it. Professional licenses are good for five calendar years, regardless of whether you have used them or not. DESE has created and posted an extensive series of videos to assist educators in navigating the licensure process.

<https://www.youtube.com/c/MassachusettsOfficeofEducation/licensure/videos>

Titles of videos found on this site include:

- [Moving from an Emergency License to Provisional or Initial License](#)
- [Emergency Extension Special Education and ESL](#)
- MELS- Prepared as a Reading Specialist Outside of MA & Obtaining First Reading Specialist License
- MELS- Renewing Your Academic Professional License
- [SEI information](#) and the [SEI MTEL](#)

Professional Development, Lane Changes & Transcripts	<p>Susan Balboni, Assistant Superintendent for TLI sbalboni@natickps.org x6494</p> <hr/> <ul style="list-style-type: none"> • Master PD 2023-2024 • Request Professional Development • Voucher For Leading Professional Development • EdX Courses For Teachers at Master's/Unit B • Professional Development Resources For Staff • NPS Initial Lane Change Request for 24-25 School Year Process, Due 11/1/23 • Final Verification of Transcripts for Lane Change Requests Process, Due August, 2024 • +60/+75 Plan & Meeting Request Form
Tuition Reimbursement & Course Approval	<p>Kayla Hurst & Susan Balboni khurst@natickps.org x6502 sbalboni@natickps.org x6494</p> <p>TalentEd Forms</p> <ul style="list-style-type: none"> • Tuition Reimbursement Request • Is the university offering a course accredited? <ul style="list-style-type: none"> ○ https://www.ed.gov/accreditation



Natick Public Schools
CENTRAL OFFICE
13 East Central Street, Natick, MA 01760

Bella Wong, Superintendent
Timothy Luff, Deputy Superintendent
Matthew J. Gillis, Assistant Superintendent For Finance
Susan Balboni, Assistant Superintendent For Teaching, Learning, and Innovation

TRANSLATION DIRECTIONS

English

If you need this information translated, please copy and paste it into Google Translate. The link to Google translate is <http://translate.google.com/>

Arabic

إذا أردتم ترجمة هذه المعلومات، فيرجى نسخها ولصقها في خدمة الترجمة الآلية لغوغل. رابط ترجمة غوغل هو
[/com.google.translate://http](http://com.google.translate://http)

Farsi

اگر می خواهید این اطلاعات ترجمه شود، لطفاً آنها را در مترجم گوگل کپی کنید. لینک: <http://translate.google.com/> گوگل م

Greek

Εάν θέλετε να μεταφράσετε αυτές τις πληροφορίες, παρακαλούμε αντιγράψτε και επικολλήστε τις στο Google Translate. Η διεύθυνση του Google Translate είναι <http://translate.google.com/>

Gujarati

જો તમને આ માહિતી ના અનુવાદની જરૂર હોય, તો કૃપા કરીને તેને ગૂગલ અનુવાદમાંથી કોપી કરીને પેસ્ટ કરો. ગૂગલ ભાષાંતરની કડી છે <http://translate.google.com/>

Japanese

この情報を翻訳する必要がある場合は、Google翻訳にコピー&ペーストしてください。Google翻訳へのリンク
<http://translate.google.com/>

Korean

본 정보를 번역하기 원하시면, 구글 번역에 복사, 붙여 넣기 하십시오. 구글 번역 링크는 다음과 같습니다:
<http://translate.google.com/>

Mandarin

如果您需要翻譯該資訊，請將其複製並粘貼到 Google 翻譯。Google 翻譯的鏈接是
<http://translate.google.com/>

Portuguese

Caso precise traduzir esta informação, por favor, copie-a e cole-a no Google Tradutor. O link para o Google Tradutor é <http://translate.google.com/>

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

Russian

Если вам нужен перевод этой информации, скопируйте и вставьте ее в Google Переводчик. Вот ссылка на Google Переводчик: <http://translate.google.com/>

Spanish

Si necesita que se le traduzca esta información, por favor, copie y pegue en Google Translate. El enlace de Google Translate es <http://translate.google.com/>

Ukrainian

Якщо вам потрібно перекласти цю інформацію, будь ласка, скопіюйте та вставте текст у Google Перекладач. Посилання на Google Перекладач: <http://translate.google.com/>

Urdu

اگر آپ کو اس معلومات کے ترجمہ کی ضرورت ہو تو، برائے مہربانی اسے نقل کر کے گوگل ٹرانسلیٹ میں پیسٹ کریں۔ گوگل ٹرانسلیٹ کی نقل یہ ہے [/com.google.translate://http](http://com.google.translate://http)

Vietnamese

Nếu bạn cần thông tin này được dịch, vui lòng chép lại và dán vào công cụ Google Translate. Đường dẫn tới Google Translate là <http://translate.google.com/>

** Please note these disclaimers and directions were professionally translated.*

ITEM TITLE: Food Service Management Company Contract - Matt Gillis
DATE:
ITEM TYPE:
ITEM SUMMARY: FY25 FSMC Award Recommendation - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
FY25 fsmc award recommendation	FY25_FSMC_Award_Recommendation.pdf	Cover Memo



Natick Public Schools

CENTRAL OFFICE


13 East Central Street, Natick, MA 01760

Dr. Bella Wong, Superintendent

Timothy Luff, Deputy Superintendent

Matthew J. Gillis, Assistant Superintendent for Finance

Susan Balboni, Assistant Superintendent for Teaching, Learning, and Innovation

To: School Committee
Bella Wong, Superintendent
From: Matthew Gillis, Assistant Superintendent for Finance 
Date: March 28, 2024
Re: FSMC Recommendation

Background

Natick has used a Food Service Management Company (FSMC) for more than a decade. In short, NPS hires the FSMC to provide the Food Service Director and backup support services including: procurement, staff training, and dietitian services to lead the NPS kitchen managers and food service workers. The management of the program is outsourced to FSMC and the labor in the school kitchens are NPS employees. Like all contracts in the Massachusetts public sector, we need to go through the procurement process every few years and FY24 is the last year of the existing contract.

New Procurement Process and New Contract

The new procurement process, more prescriptively regulated by DESE and USDA, is a combination of the Request for Proposals (RFP) and then the Invitation For Bid (IFB) process. The new contract is for 1 year term (FY25) with four one-year renewal options, at Natick's discretion, ending in FY29.

Three Proposals Received & Evaluated

Natick received proposals from Aramark, Chartwells, and Whitsons on/before the deadline on March 20, 2024. The following volunteers evaluated proposals: Kate Flathers, School Committee & parent of four NPS students, Karen Ghailani, Principal, Ben-Hem Elementary, Zach Galvin, VP Natick High School, Allison Assencoa, AP Coordinator going through IG Procurement training, and me. Special thanks to Brian Lynch, Assistant Director of Finance for helping with minimum criteria checks,

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

reference checks and scoring tabulations. The Evaluation team members all came prepared for a Tuesday March 26 meeting to discuss and submit their evaluation scores for each proposal. Below is the summary of the results and the price proposal.

Rank	Proposal Company	Summary Rank	Cumulative Score (Max 540)	Guaranteed Return Bid
1	Aramark	Highly Advantageous	437	\$ 1,024,643.00
2	Chartwells	Highly Advantageous	418	\$ 529,820.00
3	Whitsons	Advantageous	395	Not Opened*

Unlike most services where the school department or town pays a price for goods or services, in this case, we (along with DESE, our financial partner in the program) are seeking a guaranteed return, or guaranteed addition, to the revolving fund balance.

Analysis

The top ranked proposal has the highest guaranteed return, and Aramark happens to be the existing FSMC. Through years of Natick service they know the Natick program well and opted to be competitive with the guaranteed return. Group members had their own opinions on various criteria. All companies were considered to be able to do the work well, but the scores reflect the independence of the evaluators in the process. With this type of return, we can look to make improvements to the program and will consider options for the future.

Recommended Vote

"Move to approve the awarding of the Food Service Management Contract to Aramark with minimum guaranteed return of \$1,024,643 for FY25, and for the School Committee and administration to follow the renewal process timeline for all option years the Committee wishes to exercise in the future."

Next Steps

After the SC votes to award the contract, we send a blank contract and the price proposal for DESE to approve, before both parties sign. DESE reviewed the RFP and contract terms before we released them to the public, but this a confirming step in the process.

CC: Bridget Ziniti, DESE School Nutrition Program Specialist

CC: Bryan LeBlanc, Natick Procurement Officer

ITEM TITLE: Natick Wetland Safe Project Update - Claire Rundelli - Planner and Conservation Agent

DATE:

ITEM TYPE:

ITEM SUMMARY: CRFM Team Meeting - LINK
Letter of Support Template - LINK

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
crfm team meeting	CRFM_TeamMeeting_6.13.23_Natick.pdf	Cover Memo
letter of support template	Letter_of_Support_Template.docx.pdf	Cover Memo

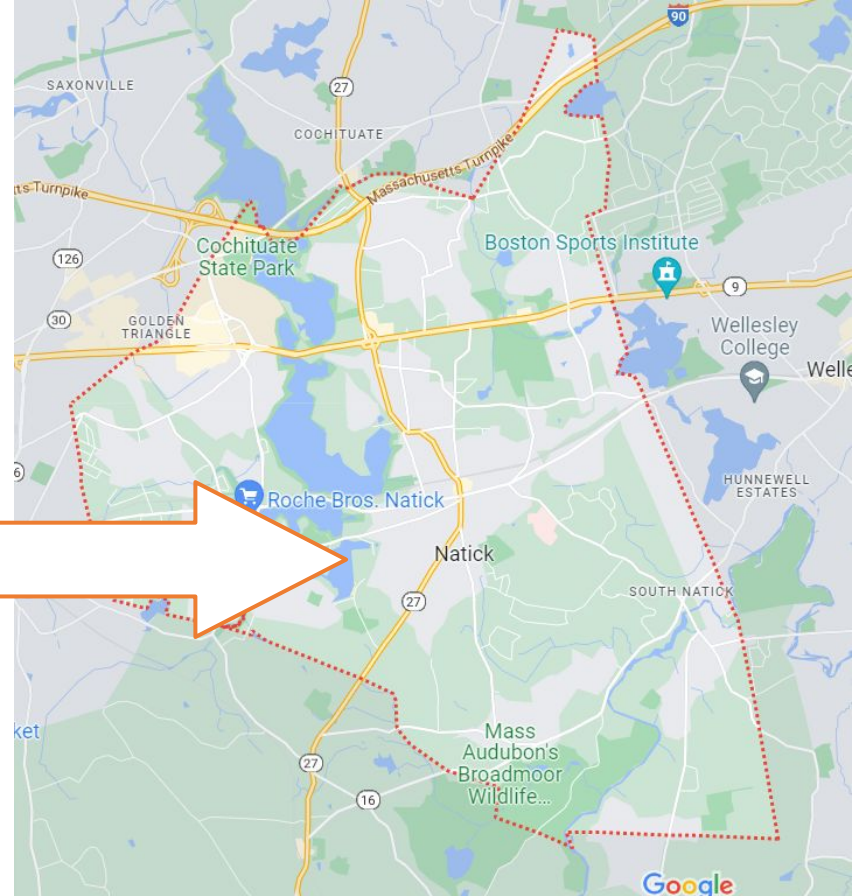
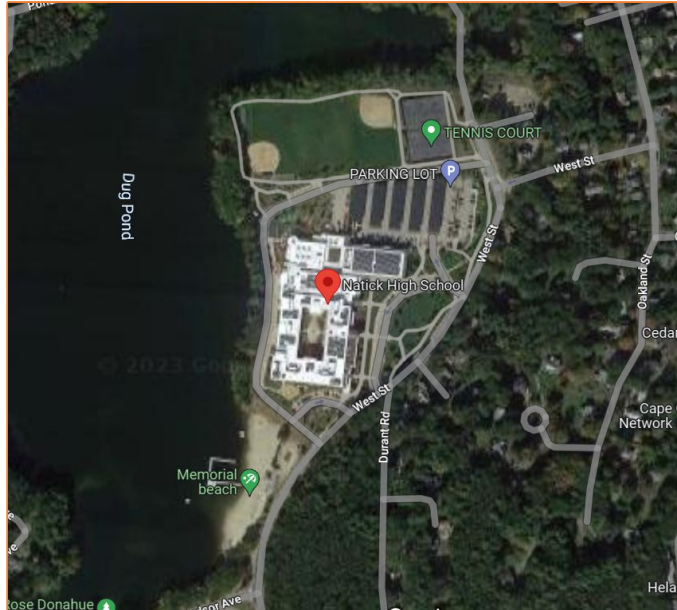
Solutions for Future Flooding: Charles River Watershed

June 14, 2023

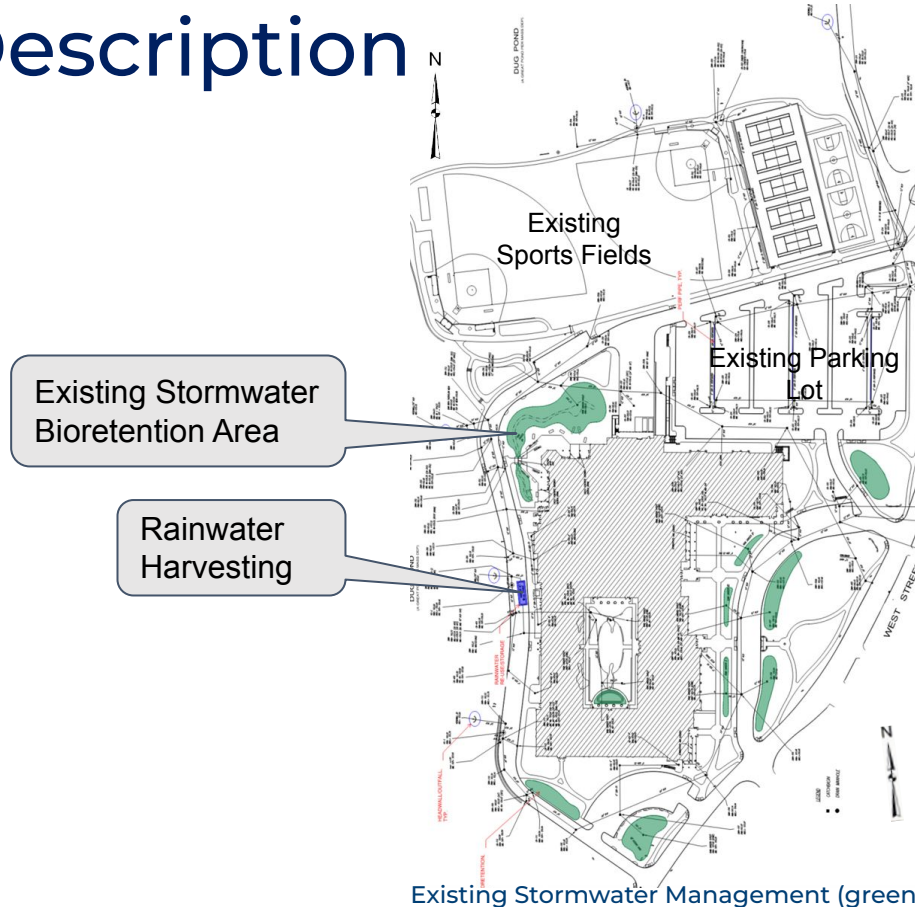
MVP Action Grant Funded Project



Project Location



Site Description



FEMA flood extents

Dug Pond/Subwatershed Contexts

Subbasins



10-yr (10% AEP) 24-hour storm - 2070

MAXDEPTH



>3.0'



>2.0' - 3.0'



>1.0' - 2.0'



>0.5' - 1.0'

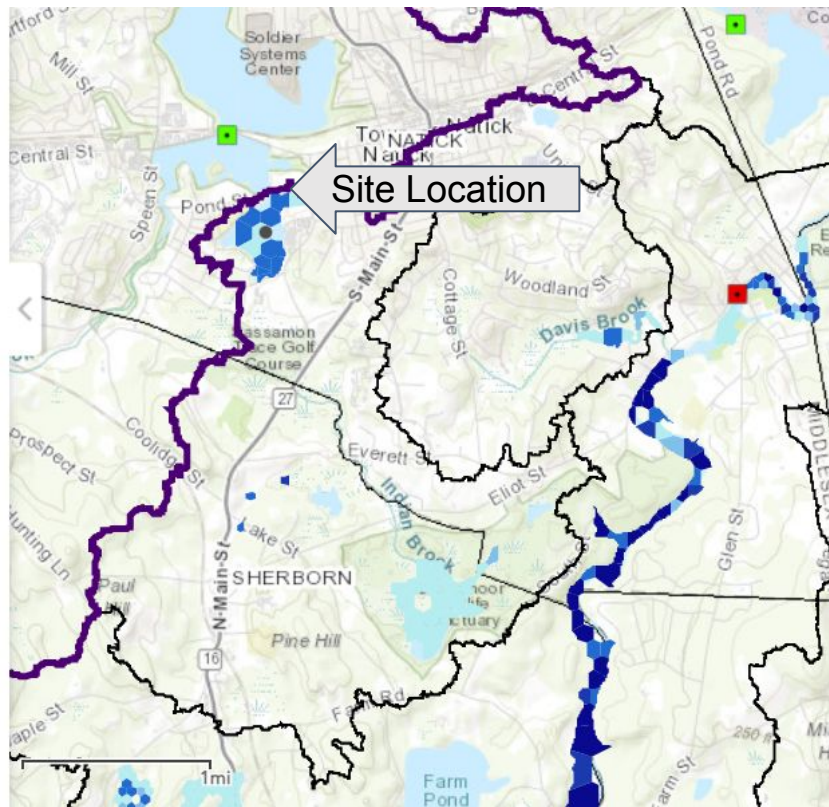


>0' - 0.5'

No Flood

Massachusetts Boundaries

Massachusetts Municipalities



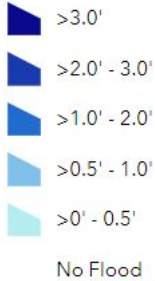
Projected Future Flooding

Subbasins



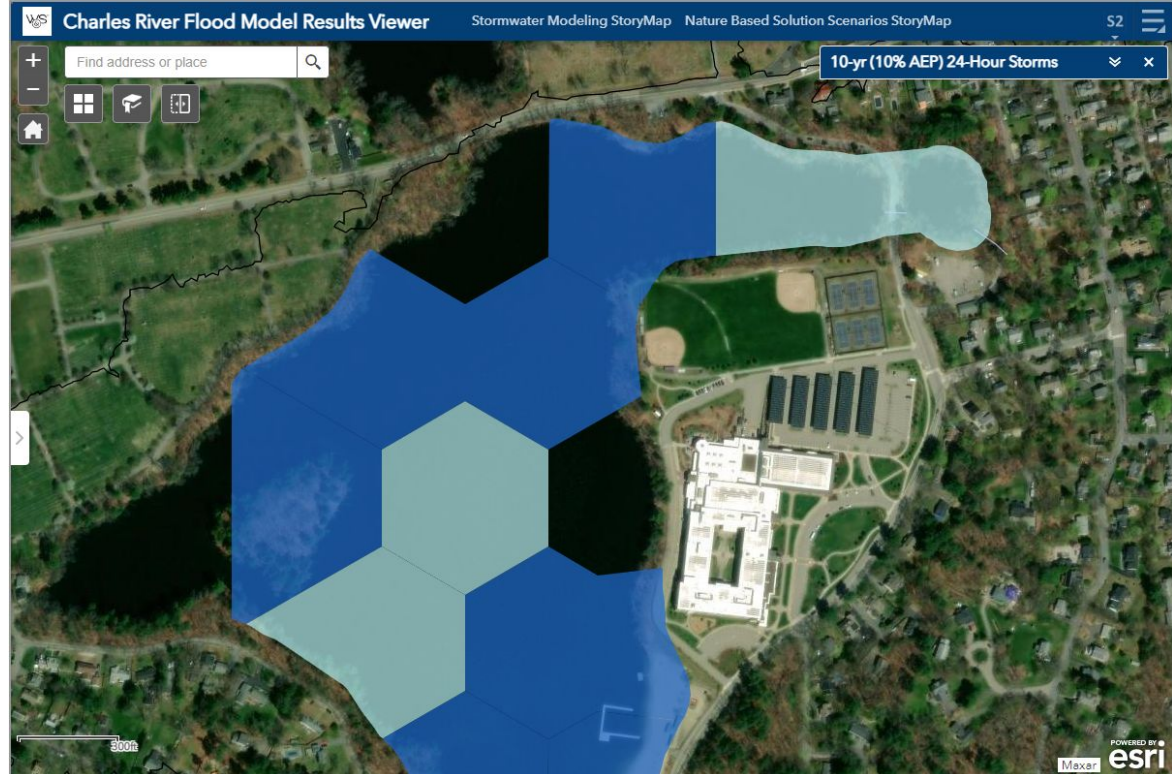
10-yr (10% AEP) 24-hour storm - 2070 (7.1 inches)

MAXDEPTH



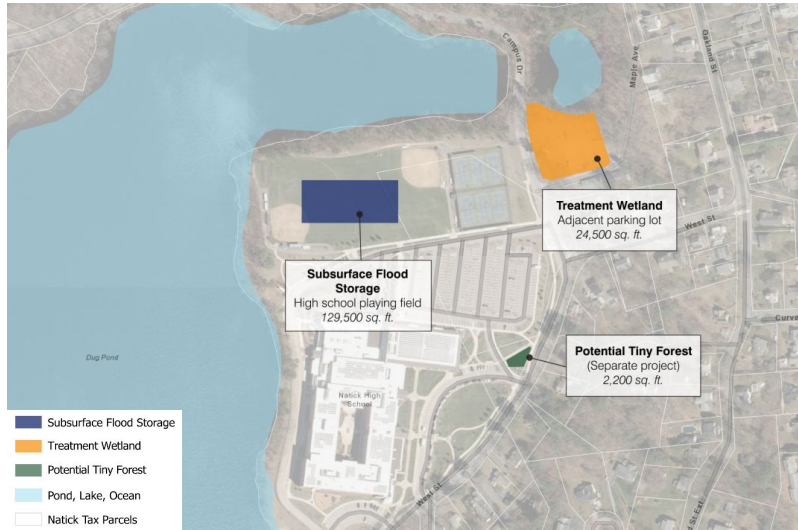
Massachusetts Boundaries

Massachusetts Municipalities



Opportunities

- Underground storage with controlled outlet structure
- Combined grey and green infrastructure



Subsurface storage
underneath playing field

Potential to connect
existing drainage system

Approx. **3.6 ac** available at this site where additional stormwater storage opportunities can be implemented



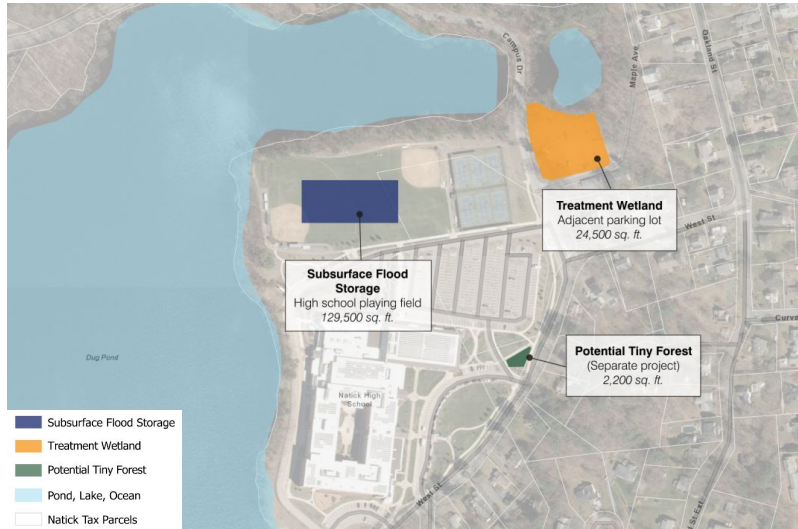
Modular storage with
ability to infiltrate



Tank with controlled outlet

Opportunities

- Auxiliary parking lot
- Frequent flooding from small pond (yellow circle)



Renaturalize space



Constructed Wetland



Additional floodable storage space

Results of Modeling

- The Concept for Natick High School is able to reduce flooding for the 2070 10-year storm
 - 2.1 MG
 - 0.8 cfs

Benefits and Co-Benefits

- Water quality improvement
- Increased storage capacity
- Increased rain water harvesting and reuse
- Education / STEM resource
- Less-intense and more frequent storms can be managed

Potential Challenges and Concerns

- Already significant stormwater management upgrades
- Large scale flood benefits require a big footprint
- Playing field improvements: need to maintain function for students
- Auxiliary parking lot: Field house present, need to maintain access



INSERT LETTERHEAD HERE

Kara Runsten, Municipal Vulnerability Preparedness Manager
Executive Office of Energy and Environmental Affairs
100 Cambridge Street, Suite 900
Boston, MA 02114

05/03/2023

Subject: Letter of Support for Natick MVP Application

I am writing on behalf of the [Insert organization here] to express our support for the Town of Natick's Municipal Vulnerability Preparedness (MVP) Action Grant Application to the Massachusetts Executive Office of Energy and Environmental Affairs.

Through this application, the Town seeks to partner with the Executive Office of Energy and Environmental Affairs to address the Constructed Wetland at Natick High School.

Climate Resilience Design: This project will provide an opportunity to strengthen the community's climate resilience, as this area serves as an outfall for a large drainage subwatershed in Town. The Charles River Flood Model demonstrated that nature based solutions at this location will help reduce future flooding impacts, and the co-benefits of a constructed wetland will also improve water quality as it enters into the Town's primary swimming area (Dug Pond).

Community Engagement and Education: As this location is directly adjacent to the Natick High School campus, this project, in conjunction with the Tiny Forest installed at the campus in fall of 2023, serves as a great opportunity to engage with the High School on curriculum that can utilize resiliency features in the area as outdoor classroom spaces.

Moving Natick's Workforce Forward: In order to ensure that designs developed during this project can be properly maintained by Public Works and Facilities staff, we plan to prioritize workforce development training for staff in those departments. There is another constructed wetland here in Town for which maintenance is currently outsourced, and training funded under this proposal will improve the Town's ability to maintain these installations and future installations.

This project is critical to managing and improving stormwater in a significantly developed subwatershed. The impacts of climate change and inland flooding were felt strongly during the latter half of 2023, and the Town is committed to this, and other projects like this, in order to bolster community resiliency and bring Natick's stormwater management into the future.

Thank you for considering Natick's application.

Best regards,

Name
Title

ITEM TITLE: Enrollment Report - April 1st, 2024

DATE:

ITEM TYPE:

ITEM SUMMARY: Enrollment Report - April 1, 2024 - [LINK](#)



BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
enrollment report - 4.1.24	4.1.24_NPS_Student_Enrollment_-_2024_04_April.pdf	Cover Memo

Natick Public Schools - Student Enrollment April 01, 2024

	March 01, 2024															April 01, 2024																	
		K	1	2	3	4	5	6	7	8	9	10	11	12		Total		K	1	2	3	4	5	6	7	8	9	10	11	12	Total		
NHS											435	428	382	375	1,620	NHS											435	426	382	374	1,617		
KENNEDY							243	215	236	221					915	KENNEDY							245	215	237	221					918		
WILSON							186	193	181	189					749	WILSON							186	193	179	189					747		
BEN-HEM		22	17	20	20	20										BEN-HEM		22	18	20	20	20											
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BROWN		20	21	20	21	22										BROWN		20	21	20	22	22											
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JOHNSON				7	13	15										JOHNSON				7	13	15									35		
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		16																16															
Combo Classes:			9	11															9	11													
Combo Classes:			8	12															8	12													
Total:		83	92	93	70	76									414	Total:		83	92	95	70	76									416		
MEMORIAL		20	23	19	21	19										MEMORIAL		20	23	19	21	19											
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				18	21															18	21												
Total:		82	91	94	103	80									450	Total:		82	91	94	103	80									450		
PRE-K EAST		55													55	PRE-K EAST		57													57		
PRE-K NHS		68													68	PRE-K NHS		68													68		
PRE-K BEN		12													12	PRE-K BEN		12													12		
TOTAL:		135	366	355	428	370	399	429	408	417	410	435	428	382	375	5,337	Total:		137	368	355	430	372	397	431	408	416	410	435	426	382	374	5,341

ITEM TITLE: Vote Corrected Amount for Requested FY25 Appropriation
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: Vote Motion for Bus Subsidy

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approve Food Service Management Company Contract
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: Approve Letter of Endorsement for Wetland Safe Project
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:
