

NATICK PUBLIC SCHOOLS
School Committee Meeting
April 29, 2024
6:00 PM
School Committee Room - 3rd flr, Town Hall

Posted Date: Thursday, April 25, 2024 @ 3:25 PM

Open Meeting 6:00PM, Executive Session 6:05PM, 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. FY24 FC318 METCO Supplemental Special Education Grant

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 (ASAP; Business Office Positions)
2. To Discuss Strategy with Respect to Collective Bargaining if an Open Meeting May Have a Detrimental Effect on the Bargaining Position of the Public Body and the Chair so Declares (Administrative Assistants)

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 3.18.24 and 4.1.24
2. Approval of Executive Session Minutes from 3.18.24 and 4.1.24
3. Approval of Special Open Session minutes from 4.1.24
4. Donations for Chinese Culture Club and Gay Straight Alliance
5. Approval of FY25 Non-Rep Schedule

CHAIRMAN'S REPORT

1. Liaison and Subcommittee Re-Assignments
2. SATM Article 28: Paid Family and Medical Leave

SUBCOMMITTEE/LIAISON UPDATES

1. First Reading of Draft Policy: BDA, BDB, BDC, BDD:School Committee Organizational Meeting, Officers and Officials

SUPERINTENDENT'S REPORT

1. School Choice Public Hearing
2. Evaluations: UDL and Walkthroughs - Sue Balboni
3. ACCEPT Quarter 3 Report

ACTION ITEMS

1. Vote to Approve or Withdraw School Choice
2. Vote to Approve Paid Family and Medical Leave: SATM Article 28
3. Vote to Approve Removal of Shared Trees on Johnson School Property Line
4. Approval of the Last Day of School for the 2023-2024 School Year

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

ITEM TITLE:

FY24 FC318 METCO Supplemental Special Education Grant

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 (ASAP; Business Office Positions)

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ITEM TITLE: To Discuss Strategy with Respect to Collective Bargaining if an Open Meeting May Have a Detrimental Effect on the Bargaining Position of the Public Body and the Chair so Declares (Administrative Assistants)

DATE:

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ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of Open Session Minutes from 3.18.24 and 4.1.24
DATE:
ITEM TYPE:
ITEM SUMMARY: 3.18.24 open session minutes - [LINK](#)
4.1.24 open session minutes - [LINK](#)
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
3.18.24 open session minutes	3.18.24_OPEN_SESSION_School_Committee_Minutes.pdf	Cover Memo
4.1.24 open session minutes	4.1.24_OPEN_SESSION_School_Committee_Meeting_Minutes.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
March 18, 2024

The School Committee held a meeting on Monday March 18, 2024, at 6:04 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:04 pm.

Members Present:

Chair Fuxman took roll call to vote:

Chair Fuxman - present
Ms. Gorseth - present
Ms. McDonough – present
Ms Collins - present
Mr. Brand – present
Ms. Brunell - present
Ms. 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
	Rasheedah Clayton	METCO Director

Chair Fuxman made a motion to move into Executive Session at 6:05 PM for the following purposes: Ms. Gorseth second the motion.

1. To Discuss Strategy with Respect to Litigation if an Open Meeting may have a Detrimental Effect on the Litigation Position of the Public Body and the Chair So Declares.

Chair Fuxman took roll call to vote:

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

Chair Fuxman stated that we have returned to Open Session at 6:30 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 -

Superintendent Wong made an announcement that she attended the Arts Extravaganza at the high school on Thursday which included fine art, media art and music of all grade levels. She congratulated the High School Show Choir who attended the New England Show Choir Showdown in Andover and won all categories including the grand champion. Superintendent Wong also congratulated the High School Jazz Group that went to the UNH Jazz Festival and also competed in the Mass Association of Jazz Education and won a gold medal as well as Michael Scorpa, a senior won most valuable player. They will all be a part of the Mass Association of Jazz Education Showcase being held at the Hatch Memorial Shell in Boston on May 5th, 2024.

Superintendent Wong mentioned that today was the first day of Spring sports.

Superintendent Wong congratulated everyone that organized the Full Day Student Equity Day at the High School for this Thursday.

Chair Fuxman made an announcement for Spark Kindness for the following event:



SPARK Kindness presents a FREE community event
WEDNESDAY, MARCH 20 AT 7PM
WILSON MIDDLE SCHOOL, NATICK

The poster has a green background. On the left is a portrait of Deborah Farmer Kris, a woman with long blonde hair, smiling. To the right of the portrait, the text reads: "Managing Moods 101" in large, bold, black font. Below that, in smaller bold black font: "How to Help Kids Develop Their Emotional Vocabulary", "Practical Advice for Supporting Kids in Navigating Their Feelings and Building Emotional Awareness", and "with Deborah Farmer Kris, Child Development Expert & Author". At the bottom right, it says "Register and learn more at SPARKKINDNESS.ORG" and "Please reach out to info@sparkkindness.org with any accessibility requests or questions".

Managing Moods 101
How to Help Kids Develop Their Emotional Vocabulary
Practical Advice for Supporting Kids in Navigating Their Feelings and Building Emotional Awareness
with Deborah Farmer Kris, Child Development Expert & Author
Register and learn more at SPARKKINDNESS.ORG
Please reach out to info@sparkkindness.org with any accessibility requests or questions

Special Thanks to Our Community Spotlight Partners!



PUBLIC SPEAK

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1. Brinley Vickers - Talked about the Kennedy “Laps at Lunch” and if anyone would like to participate please reach out to KennedyLaps@gmail.com. She also mentioned the South Natick Park Plan if anyone would be interested in joining please reach out at NatickMa.gov —> Project:Charles River Park Improvements.
2. Xristian De Jesus - Talked about suggestions for the schools regarding the cafeteria food, students with disabilities and the classes.

TEACHER REPRESENTATIVE - Kristin McEnaney

No Comment tonight ~

STUDENT REPRESENTATIVE - No Student Representative

Email from Inkyoung Lee - Last week NHS held the annual Arts Extravaganza, showcasing our theater program, instrumental, strings, and a cappella groups, as well as media and visual arts.

CONSENT AGENDA

1. Approval of [Proposed FY25 Fees](#) - Ms. McDonough asked to have the FY25 Fees pulled from the Consent Agenda.
2. Approval of ACCEPT Collaborative Agreement - [Summary](#), [Proposed changes](#), and [Final Version](#)
3. Approval of [Field Trip to Washington D. C.](#) for the NHS Music Department for 2025

Mr. Brand made a motion to approve #2 and #3 of the Consent Agenda. Ms. Collins seconded the motion. All those in favor - Yes. 7-0-0. Motion passes.

Ms. McDonough questioned the salary structure changes for ASAP that were made from either last year or the year before and wondered if there was any report on the impact of those changes to attract and retain staff to ASAP? Mr. Gillis stated that he believes the salary changes worked as ASAP is fully staffed from the last time he spoke with Megan Cap-Renzi.

Ms. McDonough asked if there is going to be another memo regarding other fees that we charge as only a few were mentioned in the current memo? Mr. Gillis stated that they took a different approach with the user fees and tuition and that the tuition notice is sent out sooner as it is a bigger ticket item for families. Ms. McDonough thinks that we should take a similar approach with the other fees and not have to increase it substantially in one year.

Ms. Collins made a motion to approve the proposed FY25 Fees as outlined in the memo. Mr. Brand seconded the motion. All those in favor - Yes. 7-0-0 - Motion passes.

SUBCOMMITTEE/LIAISON UPDATES

1. Policy Sub-Committee

Mr. Brand gave a quick update on the policies and stated that there will be a policy subcommittee this Thursday at 1:00 in the School Committee Room. He mentioned that once Dr. Spash is here, they would like in the next 3 or 4 months to let everyone know what set of policies will be reviewed so the public would know ahead of time and have any input. Also, they would let everyone know in the newsletter what policies will be reviewed at what meeting.

Ms. Brunell asked if the full committee was approving the policies that will be sent to the policy subcommittee? Mr. Brand stated that the policies that get reviewed come from either the School Committee recommending that they would like a policy reviewed or the District. He said that at the least he would like to have it be a discussion so people have an opportunity for a say.

Ms. Gorseth thought it would be helpful to have the whole School Committee review the policies before major decisions are made.

Ms. Brunell stated that she fully supports what Ms. Gorseth suggested as it is a practice that a lot of committees in Massachusetts follow. She asked about MASC policy recommendations? Mr. Luff stated that most of the policies that were reviewed this year are based on the MASC policy newsletters.

Mr. Brand said that a decision does not have to be made tonight just wanted to let everyone know.

Ms. McDonough asked about the policy manual being updated and Mr. Luff said it would be updated shortly.

Chair Fuxman summarized that it will be discussed and brought up at a future meeting. Mr. Brand said possibly waiting for Dr. Spash to be here and in the meantime figure out what to do.

2. School Committee Handbook

Ms. Brunell mentioned that they do have a draft for the handbook and wants to know what the next best step would be for finishing? Should there be a document or a subcommittee meeting?

Ms. Collins stated that she would like to look at it first before making that decision.

Mr. Brand suggested putting it on a future Consent Agenda, attaching the document and that way everyone could review and make comments.

Ms. Gorseth questioned how far along the process is for the handbook? Ms. Brunell and Mr. Luff said it was getting close to being finished.

There was a question whether the committee can look at the document before it is on the agenda or have a document without editing it? Mr. Luff stated that technically it should go to the committee the same time as the public so if it was released to the public and the committee at the same time then it is possible just to review? But if it is going to be voted on later then you are not supposed to.

Mr. Luff suggested putting it on the agenda for viewing and then comments at the first meeting, have a conversation and come back at the next meeting to finalize.

Ms. McDonough asked if this is the document that was started two years ago and created controversy? Ms. Brunell said “yes” but this one is an expansion of that one.

Ms. Flathers asked if it would be appropriate to have Dr. Spash to have a copy of it first? Mr. Luff said he didn’t see why not.

Mr. Brand wondered if the first discussion should be focused on the direction of the document and making sure there isn’t anything missing then having someone wordsmith at another time.

3. Adoption of Specialized Code as Specified in the Warrant Article for Spring Town Meeting

Ms. Flathers explained about the specialized codes, what it represents and how it works. Ms. Flathers made the motion to express the School Committee's support for the adoption of specialized code as specified in the warrant article for Spring Town Meeting in the capacity of the body overseeing school buildings and related capital projects in the town of Natick. Ms. Collins seconded the motion.

Ms. Gorseth commented that Ms. Wilson Martin had arranged a call with the Lexington Select Board and had a great amount of information that was shared with Natick and thought we would be leaving money on the table if we did not adopt this code.

Chair Fuxman expressed his support for this code as it is good for the climate, finances, town budget but more importantly it’s good for the students physical and mental health as electric buildings produce less carbon dioxide.

All those in favor - Yes. 7-0-0 - Motion passes.

4. Field Update

Ms. McDonough gave an update on the goals for the parks and fields from the meeting that was held. She stated that they formalized the work that has been done over the past several years and created a path going forward for the maintenance of the parks and fields. Ms McDonough mentioned that they would like to have an MOA by the end of the year for the parks and fields that will lay out who is responsible for what? Then by next fall, have a capital plan for the parks and fields that would fit within the town 5 year capital plan. She also was looking to see if any local vendors would be willing to partner with the committee to fund some of the bigger ticket items.

SUPERINTENDENT’S REPORT

1. Student Opportunities Act (SOA) Report Follow Up - Sue Balboni - Assist Superintendent for TLI

Ms. Balboni gave an update on the SOA report that was originally presented on February 26, 2024. She stated that she had shared the report with the school principals for them to then share within their schools and was also placed on the school website to receive feedback. Ms. Balboni stated that most of the feedback was positive and then went over the questions that were asked. She did remind that it does need to be submitted by April 1, 2024.

Mr. Brand made a motion to approve the SOA. Ms. Collins seconded the motion. All those in favor - Yes. 7-0-0 - Motion passes.

Superintendent Wong then introduced Rasheedah Clayton who is the Director of METCO. She also mentioned that there is a team that is working together with Darnisa Amante-Jackson as Natick had applied for this opportunity and was one of four towns selected. Superintendent Wong mentioned that the School Committee would be interested in an equity training session with Darnisa Amante-Jackson.

2. METCO Program Data Presentation - Rasheedah Clayton - METCO Director

a. METCO 2.0

Ms. Clayton first played a video presentation called [A Vision for METCO 2.0](#).

Ms. Clayton went over the highlights from the [Blueprint for METCO](#) and the 13 Unifying Commitments for Building Just, Equitable, Integrated Schools.

Ms. Clayton stated that she would like to see either a METCO parent or a METCO alumni have a seat on the Natick School Committee.

Ms. Clayton also mentioned that Natick was selected as a committed METCO 2.0 district for which we received a grant for coaching from Darnisa Amante-Jackson.

Ms. Clayton closed by reading a letter from a former Wilson teacher, Paula Cohen.

Chair Fuxman thanked Ms. Clayton for the work she has done and opened the floor for questions.

Ms. Brunell asked about the high school students regarding the higher level courses and wondered if Ms. Clayton was happy with the direction it was taking? Ms. Clayton stated that she was happy and that she had spoke with Ms. Blocker about course recommendations and to think about the student's "skill and will."

Ms. Brunell asked about the EAB report and wondered which one she meant? Ms. Clayton stated that it is the Blueprint for METCO.

Ms. Gorseth commented that she likes the part of the report about the examples of excellence. She then asked about the METCO 2.0 work and is any part of that work building curriculum as well as trust building? Ms. Clayton responded with "yes" but not at this stage regarding the curriculum.

Superintendent Wong commented about the team building and Natick as a group choosing to work on relational trust. She also credited Ms. Clayton, when she talks about positivity and intentionality, feels she models that for all of us and believes that because of that, we are one of the four districts that participate in the next level of coaching.

Ms. Gorseth commented that she plans on coming up with a proposal for a METCO parent or alumni for the School Committee.

Chair Fuxman asked how long is the work with Darnisa Amante-Jackson? Superintendent Wong stated that it was through the end of April but they also signed up for extra coaches sessions in May.

Chair Fuxman commented that the goal from last year was to increase our ability to bring equity lens to the School Committee level decision making process.

3. MSBA SOI for Memorial School (including preschool classrooms) - Matt Gillis - Assist Superintendent for Finance - [MSBA draft](#) and [MSBA memo](#)

Superintendent Wong introduced Mr. Gillis to talk about the MSBA SOI for the Memorial School as well as the preschools. She also stated that the preschools are located at the high school, East, and Ben/Hem.

Mr. Gillis stated that this was our third time applying for an SOI for the Memorial School. He said that we are checking the boxes for overcrowding and that there is a potential for a yes from MSBA.

Chair Fuxman questioned the process for submitting to MSBA. Mr. Gillis explained the process and timeline and commented that going through the whole process, it could take about 5 or 6 years.

Superintendent Wong stated that because Memorial has a sufficient lot size, it is considered for the MSBA SOI application.

Ms. Flathers asked if the preschool classes would be consolidated for students across the district or a move to have classes that feed into the elementary schools? Superintendent Wong said that the ones that are designed at the high school would remain there, the sighting at the East School was only meant to be for a few years and there's one classroom at Ben/Hem. She also said that these classrooms would not be able to all feed into the Memorial School.

Mr. Gillis stated that part of the feasibility study is to get an analysis to determine overcrowding.

Ms. McDonough asked if it was reasonable to claim overcrowding when we just closed an elementary school? Mr. Gillis stated that he wasn't sure how often both would come up at the same time but that he thought the rationale for closing Johnson was justified as he didn't think the MSBA would contribute to the building.

Superintendent Wong mentioned that the MSBA is moving more to consolidating schools and that is happening across the country.

Mr. Luff commented that in the closure letter to the MSBA regarding the Johnson School that we cited the removal of staff and asked them not to weigh that into any future interest in an MSBA project.

Ms. McDonough asked if we are doing outreach to our elective representatives? Superintendent Wong said that there is a meeting already scheduled with our local representative.

Ms. Collins mentioned part of the problem for overcrowding is the number of students but also could it be the size of the classrooms since they were built back when the building was constructed and perhaps doesn't meet the proper requirements. Mr. Gillis said that based on the report, the classroom size would probably seat about 21/22 students and it gets hard to put more desks in beyond that number and to move desks around.

Superintendent Wong said that the common space is undersized for this size population and the MSBA allowances are not overly generous.

Ms. Collins made a motion to approve "Having convened in an open meeting on March 18, 2024, prior to the SOI submission closing date, the School Committee of the Town of Natick, in accordance with its charter, by-laws, and ordinances, has voted to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated March 15, 2024 for the Memorial Elementary School located at 107 Elliot Street

which describes and explains the following deficiencies and the priority category(s) for which an application may be submitted to the Massachusetts School Building Authority in the future Natick seeks to remedy:

Priority # 2 Elimination of existing severe overcrowding.

Priority # 4 Prevention of severe overcrowding expected to result from increased enrollments.

Priority # 5 Replacement, renovation or modernization of school facility systems, such as roofs, windows, boilers, heating & amp; ventilations systems, to increase energy conservation and decrease energy related costs in school facilities.

Priority # 7 Replacement of or addition to obsolete buildings in order to provide for a full range of programs consistent with state and approved local requirements and hereby further specifically acknowledges that by submitting this Statement of Interest Form, the Massachusetts School Building Authority in no way guarantees the acceptance or the approval of an application, the awarding of a grant or any other funding commitment from the Massachusetts School Building Authority or commits the Natick School Committee to filing an application for funding with the Massachusetts School Building Authority.” Mr. Brand seconded the motion.

Ms. Flathers asked a question about priority #4 and if it is all tied to the Johnson closure? Mr. Gillis said that it was not all tied to the Johnson closure but general projections.

All those in favor - Yes. 7-0-0 - Motion passes.

5. [March 1st Enrollment Report](#)

Chair Fuxman asked for a motion to approve the FY25 budget before there can be any discussion.

Ms. Collins motioned to approve an appropriation request of \$89,220,800 for the operation of the Natick Public School for FY25. Ms. Brunell seconded the motion.

Superintendent Wong went over the [FY25 budget](#) presentation.

Superintendent Wong discussed the selected cost centers that included: Technology Budget, Student Services, Transportation, Teaching, Learning and Innovation.

Superintendent Wong stated there was an update regarding field trips. She said that they learned for this year the budget was based on Principal requests which was based on what they used for the year before but ended up being a big difference between the two years. Superintendent Wong stated since the pension assessment that they budgeted for was paid by the town, they were able to use those monies and then had taken from some Admin functions so it would even out somewhat.

Chair Fuxman commented that this is the third conversation regarding the budget. And that the School Committee members have been sending questions to the Administration which they have responded to. They will be made public over the next couple of days.

Superintendent Wong stated that FinCom has received from us the EOY report for FY22, the EOY report for FY23, the first and second quarter reports for FY24 and the FY25 projected budget.

Chair thanked everyone for the hard work on the FY25 budget.

Ms. Collins commented about not being able to explain FY24 budget but feels confident about the salary line in the FY25 budget. She thanked Mr. Gillis for his detailed work that he had done in the salary lines.

Both Ms. Gorseth and Ms. McDonough had questions and comments about the field trip budget spreadsheet.

Ms. Flathers thanked everyone for those who worked on the budget. She asked for some clarification with the transportation budget line. Mr. Gillis explained why the numbers were the way they were presented on the spreadsheet.

Ms. Flathers asked about the 1.6 million in ARPA funds that the town put in and would it be included in their new baseline for negotiations next year? Superintendent Wong said “yes, that would be the assumption.”

Ms. Brunell commented about a deficit for next year and was glad it wasn’t going to be as big as thought but know that we are starting for FY26 without the amount of funding that we will need going forward.

Ms. Brunell asked about the circuit breaker and if the state comes through at 75%, what happens with those funds? Superintendent Wong said it goes directly to the school department.

Ms. Brunell asked about money for Science of Reading? Ms. Balboni said there is money in the PD budget and also in the title grant.

Ms. Brunell repeated a quote from a FinCom member which was “we are moving in the right direction.”

Ms. McDonough stated she would like to create a process by which we talk to the other town leaders about the operational override. Chair Fuxman stated that they have been having informal conversations with other committee chairs to figure out a process.

Chair Fuxman stated the motion is already on the table. All those in favor - Yes. 7-0-0 - The motion passes.

CHAIRMAN’S REPORT

1. Update on Memorial Field Rededication - Chair Fuxman stated that Paul Carew could not make it but sent a memo that he read stating that the project is moving forward at the high school and he will present at a later date.

ACTION ITEMS

1. Approve Student Opportunities Act (SOA) Report - All those in favor - Yes. 7-0-0 - Motion passes.
2. Approve MSBA SOI for Memorial School - All those in favor - Yes. 7-0-0 - Motion passes.
3. Approve the Recommended FY25 School Budget - All those in favor - Yes. 7-0-0 - Motion passes.
4. Vote on School Committee Support of Adoption of Specialized Code as Specified in the Warrant Article for Spring Town Meeting - All those in favor - Yes. 7-0-0 - Motion passes.

Mr. Brand made a motion to adjourn the meeting at 8:55 pm. Ms. Collins seconded the motion. All those in favor - Yes. 7-0-0 - Motion passes.

Natick Public Schools
SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES
April 1, 2024

The School Committee held a meeting on Monday April 1, 2024, at 6:15 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:15 pm.

Members Present:

Chair Fuxman - present
Ms. Gorseth - present
Ms. McDonough – present
Ms Collins - present
Mr. Brand – present
Ms. Brunell - present
Ms. 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
Grace Magley	Director of Digital Learning

Chair Fuxman stated that the meeting was being recorded by Pegasus.

Pledge of Allegiance

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

Announcements - METCO Regional Advocacy Day - April 5, 2024

Superintendent Wong announced that our METCO Regional Advocacy Day is this Friday, April 5th, 2024 from 11:00 to 12:00 at Needham Town Hall. She stated that we are seeking funds to increase services for our METCO students.

Chair Fuxman made a motion to move into Executive Session at 6:17 PM for the following purposes: Ms. Collins second the motion.

1. To Conduct Strategy Sessions in Preparation for Negotiations with Nonunion Personnel for Non-Represented Staff.

Chair Fuxman took role call to vote:

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

Chair Fuxman stated that we have returned to Open Session at 6:40 pm and that this meeting is being recorded by Pegasus for future viewing.

OPEN SESSION

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.

1. Dr. Donna McKenzie - Mentioned a comment that was made about an override to the budget and was looking for clarification on the School Committee's role for such an override.

TEACHER REPRESENTATIVE - *Kristen McEnaney*

Ms. McEnaney congratulated the School Committee members for being reelected to the current positions and did not have any other comments.

STUDENT REPRESENTATIVE - *Inkyoung Lee*

Inkyoung stated that next Tuesday, Student Council is holding their Annual Blood drive at the High School. She also mentioned that for seniors only, they can participate in the Stanford Young America trip to Washington D.C. that details were sent out in an email.

Chair Fuxman asked for a motion to approve the Consent Agenda.

CONSENT AGENDA

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

Mr. Brand made a motion to approve the Consent Agenda. Ms. Collins seconded the motion.

All in favor - No. 6-0-1. Motion passes.

CHAIRMAN'S REPORT

1. METCO Representative to School Committee

Ms. Gorseth talked about having a METCO parent representative on the School Committee which has been discussed in the past. She mentioned that she had looked at other School Committees (policies listed below) that participate in METCO and that they all have appointed members but they are non-voting members.

1. [Bedford METCO](#)
2. [Wellesley METCO](#)
3. [Concord-Carlisle METCO](#)

Ms. McDonough asked if the process would be to refer this to the policy subcommittee? Ms. Gorseth said "yes".

Ms. Collins stated she is fully supportive of the idea but wondered if the parent has to have a student that is currently in the METCO program?

Mr. Brand commented that the Concord-Carlisle policy states they can be an alumni but Wellesley's policy states it must be a current member of METCO. Mr. Brand commented that he thinks it should be at the committee's discretion and that he was leaning towards allowing alumni to have a broader selection.

Ms. Brunell questioned that charter and if it states that a member has to live in Natick? And wondered if a METCO parent could run for a voting position? Chair Fuxman thought that you do have to be a resident of Natick but wasn't sure where in the charter it states that.

Ms. Brunell wondered if there were other district School Committees that had a METCO parent who was able to vote? Ms. Gorseth stated that not that she could find it and she also contacted METCO and they were unaware as well.

Ms. Balboni mentioned that she had a conversation with a METCO parent and that the parent commented she would put in the time even if it was a non-voting position if she still had a student in the Natick Public Schools.

Mr. Luff stated that there was not anything in the School Committee section that talked about being a resident of Natick. However, in the election section it states that any person who is qualified to vote in the town of Natick may be a candidate for an elective position.

Ms. Flathers commented that she thinks the METCO families should select who the representative should be.

Chair Fuxman stated that he too is very supportive of the idea and recommends that the subcommittee develop more specific details about the nomination and selection process.

Ms. Gorseth made a motion to create a non-voting position of METCO representative to the School Committee and that we refer this to the policy subcommittee to develop a policy of how that person would be appointed. Ms. Brunell seconded the motion.

Chair Fuxman made a friendly amendment to add a date to Ms. Gorseth's motion.

Ms. Gorseth made a motion to create a position of a non-voting parent representative representing METCO families to the Natick School Committee with the position starting September 1, 2024 and to refer this matter to the policy subcommittee to develop a policy for appointing such a person by June 30, 2024. Ms. Brunell seconded the motion.

All in favor - Yes.

Motion passes - 7-0-0

2. Paid Family and Medical Leave - [Article 28](#) - *Kat Monihan*

Chair Fuxman introduced Kat Monihan to present a presentation on the Paid Family and Medical Leave. Kat discussed article 28 in regards to who is impacted, positive health impacts, and why Natick should provide this to their employees.

Ms. Gorseth mentioned that they have reached out to their town partners and that they were going to do a survey of all the employees to see their thoughts on the subject. She stated that they had concerns as they hadn't heard from the union employees as to what this benefit was.

Ms. McDonough stated that she wished they had more time to go over the data and wondered what kind of impact it would have. She mentioned that she had several questions regarding sick time, retirement, and what costs would be. She thought it would need a working group to talk through it first.

Ms. McEnaney mentioned having Ms. Monihan at one of the EAN meetings so staff could ask questions.

Mr. Brand asked if it works like an insurance policy where people pay into it whether they use it or not? Ms. Monihan said "yes". He then wondered what percentage of the people don't use it or take advantage of it? Do they receive anything back if it is not used? Mr. Brand mentioned that it is people's money that is being put into this benefit and that they will receive nothing, not even a tax break, if not used. Ms. Monihan said "yes". Ms. Monihan stated that the FY23 Department of Family Medical Leave report showed that 15 per 1,000 residents filed a family medical leave per year.

Ms. Collins questioned the statistic that Ms. Monihan just explained and asked if it's 15 per resident and not per participant/employees? Ms. Monihan stated that it is per resident. She thinks it is important to move forward but all together with Boards, Administration, employees, etc... Ms. Collins stated that she thought the costs were low and that this is a discussion that they can't have on their own or at the meeting. She believes that it could be a delay for another year. Ms. Monihan explained the law about the voters opting in. Ms. Collins commented that Natick has a lot of employees that do not qualify for health insurance and that there will be a lot of those employees who will not receive the survey if it is sent out as described.

Chair Fuxman stated that the town will be sending out the survey. Ms. Collins said that it would be going out with the open enrollment.

Ms. Brunell thanked Ms. Monihan for the work she put into the presentation. She mentioned that she has looked into other districts that have also been looking into participating in the PFML and believes that this is coming down the line for all districts. She asked Ms. Monihan if this is something that the School Committee would recommend to the town? Ms. Monihan said "yes." Ms. Brunell said that she would like to support Article 28 now.

Ms. Flathers questioned the liability part and when do the employees pay their part? Ms. Monihan stated that the non-represented employees can pay right away in July and the represented employees will be paid by the town in that first quarter until it is built into their contract.

Ms. Flathers then asked if this would change any negotiations regarding the sick policy?

Ms. Gorseth stated that if the Town does adopt this policy, that every employee of the town could make the claim to be reimbursed by the State for any leave that they took but until contracts are renegotiated, there will be no obligation to contribute to the fund by the employees. Ms. Gorseth also stated that this would not change anything that is in the contract.

Chair Fuxman that we have the option to recommend to or not to adopt this and can we make that recommendation at the next meeting?

Ms. Gorseth asked Ms. Monihan when she thought she would be meeting with the EAN to share this information? Ms. Monihan stated that she has not been contacted by them as of yet.

Superintendent Wong went over the dates which are School Committee meeting on April 22 and the Town meeting is officially on April 23 but since it is the eve of Passover, it will reconvene on April 25th.

Mr. Brand commented that he is feeling pressured to rush to make a decision because the Town meeting is starting soon and he is not comfortable with that.

Chair Fuxman asked if employees have the option to opt out and not pay into it? Ms. Monihan said "no."

Ms. McDonough commented that she is not comfortable with making right now without having conversations about it first.

Ms. Flathers asked Ms. Monihan to clarify if this was on the Fall warrant and she said it was but it did not pass.

Ms. Brunell asked if just the municipality can be the only ones to opt in? Ms. Monihan stated that there needs to be both Town and School employees.

Chair Fuxman stated that he thinks we should talk to the EAN first and that he is concerned about the employees' liability to have to pay into it.

Ms. Collins mentioned that there are five other unions with whom they have worked very hard on their relationship and need to have that conversation first. She said that she would vote no tonight as she is not ready.

Chair Fuxman asked for a motion. Ms. Collins made a motion to reconsider this to the April 22nd meeting. Ms. Brunell seconded the motion.

Public

1. Mr. Jacobs - Stated he would like to make three points. 1. That yes, everyone pays into it and not all use it. 2. He wanted to caution the committee against overly relying on whether the employees want it or not. He said that it affects prospective employees as well. 3. In regards to the timing, we'll never have all the unions line up and thinks it should be adopted now.
2. Dr. Donna McKenzie - Believes it is the right thing and good thing to do.

Ms. McDonough stated she would like to see data from the Central Office staff, Superintendent, HR Director to understand the impact, analysis of the current contract and the intricacies of the law.

Superintendent Wong stated that she was uncomfortable with putting the team under those circumstances and that we are not alone in these benefits or managing them.

Ms. Collins questioned what Ms. McDonough was looking for and if it was the cost to cover staff members while they are out? Ms. McDonough said “yes.”

Chair Fuxman asked all in favor of the motion - Yes. Motion passes 7-0-0.

SUPERINTENDENT’S REPORT

1. Natick Wetland Safe Project Update - *Claire Rundelli/Planner and Conservation Agent*

[CRFM Team Meeting](#)

[Letter of Support Template](#)

Chair Fuxman introduced Claire Rundelli who is the Town Conservation Agent and Environmental Planner. She talked about why she was here tonight, which is to discuss construction for a Stormwater Treatment Wetland for FY25 and is hoping for support in putting forward a grant application for such.

Ms. Rundelli went over her presentation that showed where the project location will be, which will be Natick High School and Dug Pond.

Mr. Luff stated that it will not impact traffic if it is approved and will not impact the budget if we do get the grant. He also mentioned that it will not impact the students going back and forth to school.

Superintendent Wong mentioned that Bill Spratt endorses this project and that Ms. Rundelli is looking for an endorsement for a grant application. She also mentioned that embedded in the project will be some natural treatment.

Ms. McDonough asked what it actually is and if it’s something underneath the parking lot? Ms. Rundelli explained that they would be taking a portion of the existing wooded areas along the stream that feeds into the pond and building it out to be a treatment wetland. She did state that there might be some impact to the parking lot.

Mr. Luff stated that the DPW uses that parking lot. Ms. Rundelli stated that the reason she is looking for the School Committee’s endorsement is because some of the land that will need to be used belongs to the school department.

Ms. Brunell stated that she would support the letter for the grant application.

Ms. Flathers asked for clarification regarding the storage and would it be under the playing fields? Ms. Rundelli stated that right now they are focusing on the stormwater treatment wetland but perhaps in the future they would explore that opportunity.

Chair Fuxman asked for more information about the grant timeline, what does it cover, maintenance costs for us and who are the people funding the grant? Ms. Rundelli stated that the Municipal Vulnerability Preparedness Program is through the Executive Office of Energy and Environmental Affairs through the State and has funded some projects already in town. She stated that it would be a one year grant and become available for FY25 and that it would cover the design and permitting of the solution and would have to go back for a grant for the construction.

Ms. Collins stated that she assumes this is not a grant to the School Department and does not need to oversee it and Ms. Rundelli said “yes.”

Ms. Collins made a motion to authorize the chair to provide a letter to the Municipal Vulnerability Preparedness Program manager similar to the template that was provided on behalf of the Natick School Committee. Mr. Brand seconded the motion.

Chair Fuxman asked all those in favor - Yes. 7-0-0 - Motion passes.

2. Digital Learning and Personalized Learning Coaches - *Grace Magley*

Personalized Learning

Superintendent Wong presented the team for the Digital Learning and Personalized Learning Coaches and mentioned that this is a new initiative that started this year that the district has invested in.

Ms. Balboni started by explaining the quote that she and the coaches were wearing and stated that the coach they have from DESE and Novak Consulting is working with them at the high school in their inclusion academy. This focuses on meeting the needs of the students and breaking down barriers.

Ms. Magley who is the Director of Digital Learning, did an introduction of the program, the journey and her background and then introduced the following coaches:

1. Sandy Lemon - Lilja and High School
2. Chris Cook
3. Kate Joyce - Wilson and Ben/Hem
4. Lauren Carter - Brown and Kennedy
5. Nili Bartley - Memorial, Kennedy and Wilson

Ms. Magley presented a video that explains their journey. She stated that the team came together this August where they set their visions and goals and that their pillars are belonging, engagement and agency. Each coach presented specific slides during the video.

Superintendent Wong said she was pleased to be able to address the group as she has only seen the work that's been done and hearing feedback. She then went over other initiatives that have been added and how critical they are but said that Digital Learning is one of the most exciting initiatives that Natick has invested in.

Ms. Balboni mentioned that when they were granted these five positions, they had gone through a rigorous hiring process. She stated that the coaches were hired from within the district as they are phenomenal “outside of the box” thinking educators and that they all have relationships within people from the district.

Ms. Brunell talked about the planetarium as she received many questions regarding that. She stated that she was curious about how much they work with Dr. Fergusson? Ms. Magley stated that they work with Dr. Fergusson very

closely, almost everyday. Ms. Brunell asked why we have Personal Learning coaches if we already have Math and Literacy coaches? Kate Joyce stated they had a meeting with the Math and Literacy coaches to compare what is being done between them both and found that some things overlap, but they have strategies that they share with the Math and Literacy coaches.

Ms. Collins stated that she is happy and excited to hear that everything is going well and thanked everyone.

Ms. McDonough asked about scaling and do they envision moving forward doing larger scale training and training the trainer work? Ms. Magley stated that it is the intent to scale at the district level and they want to see every practice in the classrooms change.

Ms. Balboni commented that there is a TLI course that she facilitates for new educators where some of the coaches attend as well as other courses and NILS day which helps them to scale. Ms. McDonough stated that she is thrilled to have this sort of support.

Ms. Flathers asked what kind of intersections may be happening with Special Education? Lauren Carter commented that they have been working closely with the Special Education and ELL Departments and making sure that they have tools that are accessible.

Chair Fuxman stated he was grateful for the coaches for taking the concepts of belonging and empowering youth and implementing them. He commented that he likes how they work across the district but as a whole team.

Chair Fuxman asked how they collect the data regarding the feedback loops and what has been learned? Ms. Magley said the big lesson learned this year was something they had put out at a first attempt and it wasn't representative of all teacher voices. She said that they are collecting data from surveys, assemblies, and all different ways.

Superintendent Wong commented regarding the evolution of this initiative and that teachers want to be recognized for the work that they are already doing.

Ms. Collins commented about the difference between feedback and opinions is the willingness to incorporate it.

3. Food Service Management Company Contract - Matt Gillis

Mr. Gillis went over the summary for the food service management company contract. He stated that they received 3 proposals from Aramark, Chartwells, and Whitsons and had a team of 5 people reviewing them and Ms. Flathers represented the School Committee and parents.

Mr. Gillis stated that they used the State's RFP model which turns into a bid process. All scores were fairly close but Aramark had a guaranteed return bid of \$1,024,643.00. He said that they had room for improvement but that Aramark had scored the highest.

Ms. Flathers went over what she had reviewed and spoke of some feedback and can these companies do the job?

Ms. Gorseth asked if Mr. Gillis could explain the guaranteed return? Mr. Gillis stated that usually when you bid something out, you are agreeing to buy something at a price. He said that it's a reimbursable contract where there's a management fee, we pay for the two staff that are on site and for the food. He stated that the company guarantees that with the sales, we will have a million dollars leftover and that's the way DESE requires us to bid it out.

Superintendent Wong commented that the money can be used to replace equipment that can give a higher sustainability rating. Mr. Gillis stated that the money can also be used for food compost, food quality, and chefs.

Ms. Gorseth questioned the “sales” comment as she thought the State paid for lunches. Mr. Gillis said that the State considers that a sale. Ms. Gorseth also asked in regards to what they are scored on, if food quality and food waste were considered? Mr. Gillis said food waste was not one of them.

Ms. Collins asked if schools do not have to participate in composting? Mr. Gillis said unless it’s a town ordinance, he didn’t think we had to. Superintendent Wong commented that composting requires different space and equipment which wasn’t thought of when the building was built.

Ms. Collins was wondering if some of the money could go towards composting and the equipment that’s involved. Both Superintendent Wong and Mr. Gillis said that it could.

Ms. Brunell questioned if the rubric would work for the committee to talk about the items for the future would be or have Mr. Gillis make a suggestions to give Aramark for them to improve on. Mr. Gillis said that it’s really trial and error. Ms. Flathers commented that food quality, sustainability and insufficient feedback loops are the three areas that are key.

Ms. Collins made a motion to approve the awarding of the food service management contract to Aramark with a minimum guarantee return of \$1,024,643.00 for FY25 and for the School Committee Administration to follow the renewal process timeline for all option years the committee wishes to exercise in the future. Mr. Brand seconded the motion.

All in favor - Yes - 7-0-0 - Motion passes.

Superintendent Wong mentioned that the April 1st enrollment was in the agenda packet.

4. [Enrollment Report - April 1, 2024](#)

CHAIRMAN’S REPORT - continued

3. **SubCommittee and Liaison Reorganization**

Chair Fuxman stated that he made a [draft of assignments](#) for this year for the subcommittee and liaison reorganization and recommends that we begin discussions today and vote at the next meeting.

Mr. Brand commented that the policy subcommittee allows three members but currently has two. He mentioned that they have a meeting next week and if there was an interest for a third person, perhaps they could take care of the tonight?

Chair Fuxman asked if anyone would be interested in the policy subcommittee and Ms. Gorseth said that she would be. Chair Fuxman asked if there was anyone else interested? Ms. Brunell stated that she would be interested in taking a couple of leadership roles on the committee for this coming year. Chair Fuxman stated that they would add Ms. Gorseth to the policy subcommittee tonight so she can attend the next policy subcommittee meeting.

Chair Fuxman asked if there were any other changes large or small for tonight?

Ms. Flathers asked if perhaps the Netzero and the School Health Advisory positions should be added to the subcommittee assignments? Chair Fuxman stated that he will add them both to the subcommittee assignment list and that she can continue to work on them.

The School Committee went over the subcommittee assignment list and made changes.

Ms. Collins suggested that perhaps adding a budget and planning subcommittee to the list but maybe waiting to start the committee until they can talk to the new Superintendent?

Ms. Gorseth thought it would be helpful to have some idea how the School Committee inventions such a committee and then pitch that to the new Superintendent.

Chair Fuxman wondered if the School Committee assigns two or three people to develop a concept of a budget subcommittee?

Superintendent Wong mentioned that because there wasn't a budget subcommittee, it provided her an opportunity to talk to the members individually.

Ms. McDonough stated a concern with Chair Fuxman's suggestion and that is what she didn't want to happen would be to form the idea that this is the way to go.

Ms. Brunell suggested talking to Dr. Spash and then get back to the idea. Chair Fuxman said that they will talk with Dr. Spash this Wednesday and start there.

Ms. Brunell mentioned that [Framingham Public Schools](#) has a temporary subcommittee on rules and Administration that they attend after an election and meet about 3 or 4 times throughout the year and thought of suggesting it for tonight.

Chair Fuxman stated that he would be good to work with Dr. Spash with the "norms" and then talk and present at the summer retreat.

Mr. Luff mentioned that since the committee will be looking at the health curriculum for this year and into next year, you might want to have a curriculum committee. Ms. Balboni mentioned that she will be presenting in May findings on her audit and maybe would want to have a meeting prior to that.

Chair Fuxman asked if anyone would be interested in the curriculum committee which would make it 3 people.

Chair Fuxman said to email him with what everyone would be interested in or not interested in anymore.

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

Superintendent Wong went over the budget and looked for a motion to approve.

Ms. Collins made a motion to recommend an appropriation request of \$86,795,299 towards the operation of the Natick Public Schools for FY25. Mr. Brand seconded the motion.

Superintendent Wong talked about the question regarding the override for FY26 budget.

Chair Fuxman asked if all in favor of the motion - Yes - 7-0-0 - Motion passes.

Ms. Collins made a motion to move that the Town vote to appropriate the sum of \$429,844 from Tax Levy for the purpose of operation and administration of the school bus transportation system for FY 2025, and to reduce or offset fees charged for students who elect to use the school bus transportation system for transportation to and from school, said funds to be expended under the direction of the Natick School Committee. Mr. Brand seconded the motion.

Chair Fuxman asked if all in favor of the motion - Yes - 7-0-0 - Motion passes.

Mr. Brand motioned to adjourn the meeting at 10:06. Ms. Collins seconded the motion.

Chair Fuxman asked if all in favor of the motion - Yes - 7-0-0 - Motion passes.

Respectfully Submitted by:

Linda McGrath - Recording Secretary

ITEM TITLE:

Approval of Executive Session Minutes from 3.18.24 and 4.1.24

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of Special Open Session minutes from 4.1.24
DATE:
ITEM TYPE:
ITEM SUMMARY: 4.1.24 special open session minutes - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
4.1.24 special open session minutes	4.1.24_SPECIAL_MEETING_School_Committee_meeting.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE SPECIAL MEETING MINUTES
April 1, 2024

The School Committee held a meeting on Monday April 1, 2024, at 6:08 pm via an in-person and virtual meeting.

Superintendent Wong stated that on behalf of the School Committee for a special meeting pursuant to policies: BDA, BDB, BDC, and BDD.

Members Present:

Superintendent Wong took roll call:

Chair Fuxman - present
Ms. Gorseth - present
Ms. McDonough – present
Ms Collins - present
Mr. Brand – present
Ms. Brunell - present
Ms. Flathers - *not 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
Kristen McEnaney	Teacher Representative

- Pledge of Allegiance
- Moment of Silence
- Announcements

Superintendent Wong stated that this meeting is being recorded.

Superintendent Wong asked if there was anyone for Public Speak.

SPECIAL MEETING ITEM

- [Organizational Meeting](#) - Officers and Officials

Superintendent Wong asked for any nominations for the Chair of the School Committee.

Ms. Collins stated that she would like to nominate Dr. Shai Fuxman for a second term. Mr. Brand seconded the nomination.

Superintendent Wong asked if there were any discussions or other nominations for School Committee Chair and there were not.

Superintendent Wong asked all those in favor of Dr. Shai Fuxman for School Committee Chair.

All in favor - Yes. Nomination passed unanimously.

Chair Fuxman thanked the committee for nominating him for the role and went on with the nominations for additional roles.

Chair Fuxman asked for any nominations for the Vice Chair position.

Mr. Brand nominated Ms. Gorseth for Vice Chair. Ms. Collins seconded the nomination.

Chair Fuxman asked if there were any discussions or other nominations and there were not.

Chair Fuxman asked all those in favor of Ms. Gorseth for School Committee Vice Chair.

All in favor - Yes. Nomination passed unanimously.

Chair Fuxman asked for any nominations for the role of School Committee Clerk.

Ms. McDonough nominated Ms. Brunell for Clerk. Mr. Brand seconded the nomination.

Chair Fuxman asked if there were any discussions or other nominations and there were not.

Chair Fuxman asked all those in favor of Ms. Brunell for School Committee Clerk.

All in favor - Yes. Nomination passed unanimously.

Chair Fuxman asked for any nominations for the Recording Secretary position.

Ms. Collins nominated Ms. McGrath. Mr. Brand seconded the nomination.

Chair Fuxman asked if there were any discussions or other nominations and there were not.

Chair Fuxman asked all those in favor of Ms. McGrath for Recording Secretary.

All in favor - Yes. Nomination passed unanimously.

Chair Fuxman asked for any nominations for the Retention of the School Committee Counsel.

Ms. Collins moved to retain Attorneys Murphy, Hesse, Toomey and Lehane as School Committee counsel. Mr. Brand seconded the nomination.

Chair Fuxman asked if there were any discussions or other nominations and there were not.

All in favor - Yes. Nomination passed unanimously.

Chair Fuxman stated that our policy states that during the reorganization we will review the subcommittee liaisons assignments but that it is on the agenda for tonight's meeting and will discuss at that point.

Chair Fuxman asked for a motion to adjourn the meeting.

Ms. Collins made a motion to adjourn the meeting at 6:13 pm. Mr. Brand seconded the motion.

All in favor - Yes. Motion passes 6-0-0.

Respectfully Submitted by:

Linda McGrath - Recording Secretary

DRAFT

ITEM TITLE: Donations for Chinese Culture Club and Gay Straight Alliance

DATE:

ITEM TYPE:

ITEM SUMMARY: Chinese Culture Club Donation
Gay Straight Alliance Donations

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of FY25 Non-Rep Schedule

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Liaison and Subcommittee Re-Assignments
DATE:
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ITEM TITLE: ATM Article 28: Paid Family and Medical Leave

DATE:

ITEM TYPE:

ITEM SUMMARY: ATM Report - LINK
Article 28 - PFML - LINK

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
satm	2024_SATM_Response_Article_28_Monahan_03262024.docx_(1).pdf	Cover Memo
article 28	Article_28.pptx.pdf	Cover Memo

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: 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	<p>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</p>

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 \$102,607,005, so the town’s FY25 employer PFML liability would be \$430,949 (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 \$353,994 (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

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	<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 style="text-align: left;">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 style="text-align: left;">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 style="text-align: left;">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 style="text-align: left;"> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td style="text-align: left;">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 style="text-align: left;">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 style="text-align: left;">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%
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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>

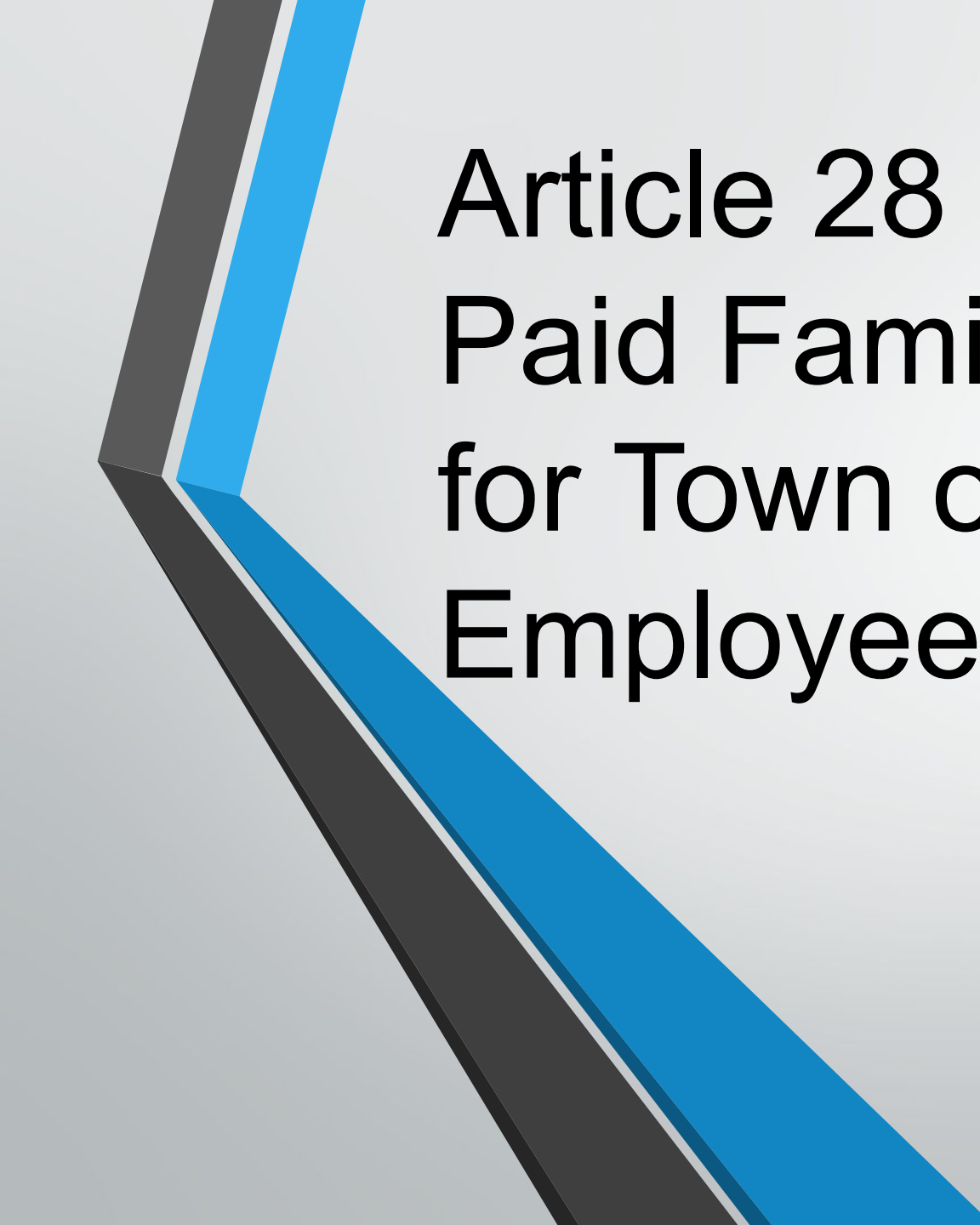
Warrant Article Questionnaire Citizen Petitions Articles

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>			
Department	FY24 Amended	FY25 Budget	# of Full-Time Employees
Natick Public Schools	\$65,790,516	\$68,481,491	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	\$102,607,005	1900
PFML Employee Rate	0.318%	0.46%	
PFML Employee Contribution	\$305,918	\$471,992	
PFML Employer Rate	0.312%	0.42%	
PFML Employer Contribution	\$300,146	\$430,949	
Total PFML Liability	\$606,064	\$902,942	



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>

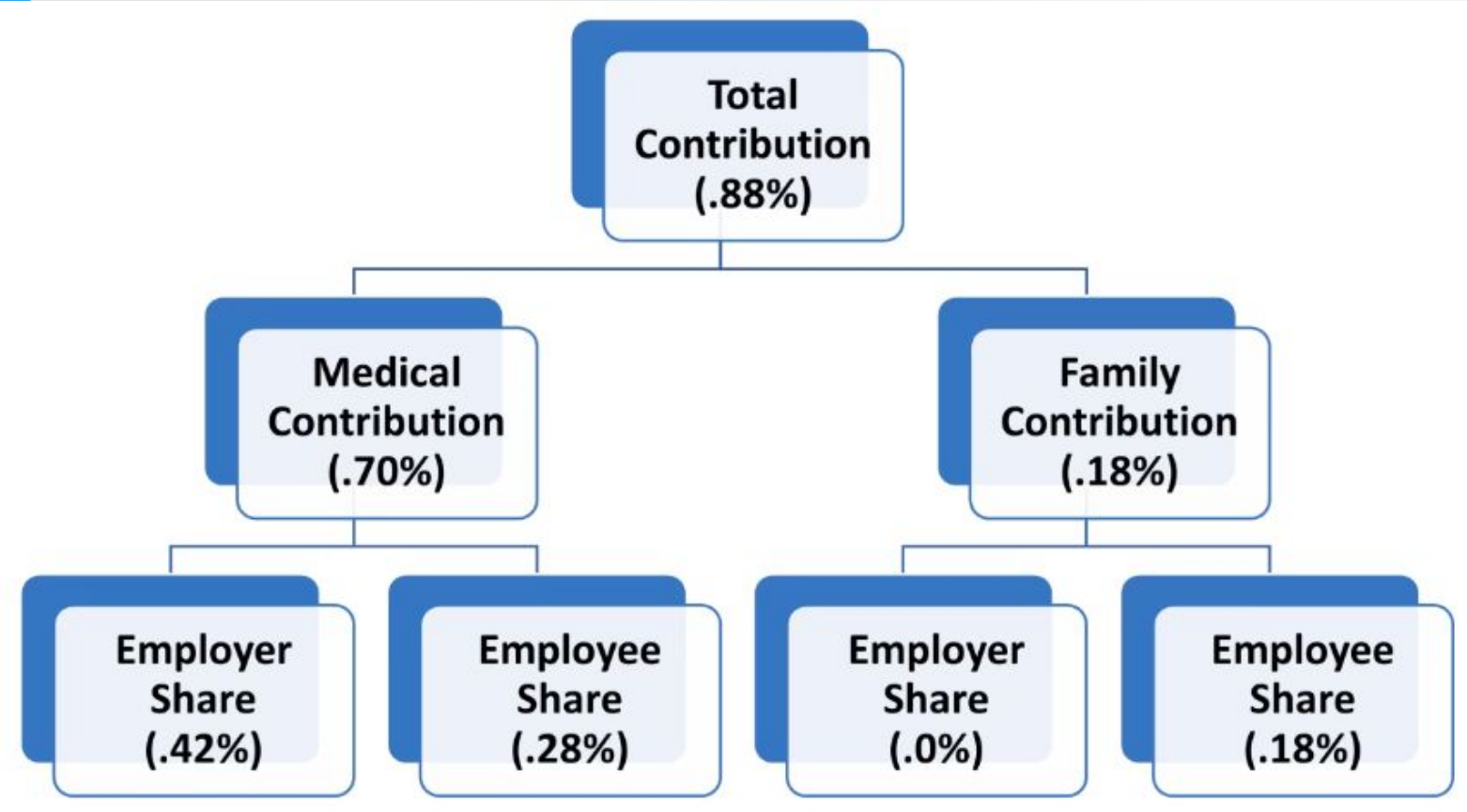
Why should Town Meeting act on Article 28?

- 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

ITEM TITLE: First Reading of Draft Policy: BDA, BDB, BDC, BDD:School Committee Organizational Meeting, Officers and Officials

DATE:

ITEM TYPE:

ITEM SUMMARY: Draft Policy: BDA, BDB, BDC, BDD - LINK

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
draft for policy bda, bdb, bdc, bdd	4.29_DRAFT_BDA__BDB__BDC__BDD.docx.pdf	Cover Memo

**SCHOOL COMMITTEE ORGANIZATIONAL MEETING,
OFFICERS AND OFFICIALS**

A. PURPOSE:

To define the duties of the various officers of the School Committee and their manner of election.

B. POLICY:

1. Organizational Meeting

For the purpose of organizing, the School Committee, at an organizational meeting, held only for the purposes listed below, shall be scheduled for a date and time following the Annual Town Election and prior to the first regular meeting will elect from its membership a Chairperson, a Vice-Chairperson, and a Clerk all of whom will hold their respective offices for a term of one year or until a successor is elected.

- a) The meeting shall be called to order by the Executive Secretary of the Committee (the Superintendent), who shall preside during and until the election of the Chairperson.
- b) Nominations for the office of Chairperson will be made from the floor. The Chairperson shall be elected by voice vote of the members participating either remotely or in-person and voting. If no nominee receives a majority vote, the election will be declared null and void and nominations will be reopened.
- c) No member may serve as Chairperson for more than two consecutive years except by a separate 2/3 vote of the Committee to permit the then Chairperson to be considered a candidate in (b., above). No member shall serve more than three consecutive years.
- d) Upon election, the new Chairperson will preside, calling for the election of a Vice-Chairperson and Clerk, in order. The procedure used for their election will be the same as that for electing the Chairperson.
- e) Following the election of the Chairperson, Vice-Chairperson and Clerk, the Recording Secretary, who shall not be a member of the School Committee, shall be appointed by the Committee.
- f) The Committee shall review subcommittee and liaison assignments and vacancies. To give members an opportunity to understand the commitment involved and/or express interest in an assignment, appointments to subcommittee and liaison positions shall occur at the next regular meeting.
- g) Any vacancy among the officers occurring between organizational meetings will be filled by a member elected by the School Committee. The election will be conducted as described above.
- h) Following election of officers at its organizational meeting, the School Committee may proceed into such special business as scheduled on the agenda.
- i) The Student Representative (elected in accordance with Chapter 71, Section 38M) will begin ~~his/her~~ **their** term at the beginning of the next school year.
- j) **Prior to June 1st of each year, a current or former participant of the Metropolitan Council for Educational Opportunity (METCO) community will be appointed as an ex-officio non-voting representative member of the School Committee. Such appointment will be made by the School Committee upon recommendations from the METCO Director and/or the Superintendent. The member will preferably, and in the following order, be a current parent participant, alumni parent participant, or graduate of the program. This member shall not have the right to attend executive sessions unless such right is**

expressly granted by the School Committee. The member will also be subject to all School Committee rules and regulations and will serve without compensation. This annual appointment will commence at the beginning of the school year following the vote of the Committee.

- k) The retention of School Committee counsel shall be reaffirmed at each organizational meeting and reviewed at such time if the Committee feels appropriate.

2. Duties of the Chairperson: The Chairperson of the School Committee has the same powers as any other member of the Committee to vote upon all measures coming before it, to offer resolutions and to discuss questions. ~~He or she~~ They will perform those duties that are consistent with their office and those required by law, state regulations, and this Committee. In carrying out these responsibilities, the Chairperson will:

- a. Sign the instruments, acts, and orders approved by the Committee in its name and behalf.
- b. Consult with the Superintendent in the planning of the Committee's agendas.
- c. Confer with the Superintendent on matters that may occur between Committee meetings.
- d. Appoint subcommittees, subject to Committee approval.
- e. Call special meetings of the Committee as found necessary or requested in writing by members of the Committee.
- f. Be public spokesperson for the Committee at all times except as this responsibility is specifically delegated to others.
- g. Preside at all Committee meetings.
- h. Verify with the Superintendent annually that the Superintendent has completed reviews of direct reports.

If the Chairperson is unable to carry on the duties for an extended period of time, the School Committee will hold an organizational meeting and vote for a new Chairperson and a Vice Chairperson.

3. Duties of the Vice-Chairperson of Policy and Operations

The Vice-Chairperson of Policy and Operations will assume the duties of the Chairperson when the Chairperson is absent or incapacitated. In the absence of the Chairperson and the Vice Chairperson at any School Committee meeting, the Executive Secretary (Superintendent) shall call for the election of a Chairperson pro tem by the members present.

4. Duties of the Clerk

The Clerk will be responsible for a record of the meetings being prepared in accordance with by-law and supervise the Recording Secretary, who takes the notes and review them prior to their acceptance by the School Committee. The Clerk is to attest to the minutes and sign on the line for this purpose in the official book in which they are entered.

5. Duties of the Executive Secretary

The Superintendent shall be elected by the Committee as provided by law and shall serve as Executive Secretary and perform all the duties that are prescribed by law and such other duties, not inconsistent thereto, as the majority of the Committee may direct.

As Executive Secretary of the School Committee the Superintendent shall cause to be kept and accessible a record of the proceedings of the Committee and shall keep on file all reports, communications, papers, and documents relating to the business of the Committee or belonging to it.

~~He or she~~ **They** shall issue notices of Committee meetings; shall furnish each member, in advance, an agenda for the forthcoming meeting which ~~he or she~~ **they** shall have prepared with the Chairperson; shall provide a copy of the record of previous meetings as soon as possible; and shall perform such other duties as may be required by the Committee.

6. School Committee-Superintendent Relationship

The Committee will leave to the Superintendent all matters of decision and administration that come within ~~his or her~~ **their** scope as executive officer or as professional leader of the school system. While the Committee reserves to itself the ultimate decision of all matters concerning general policy or expenditures of funds, it will normally proceed in these areas after receiving recommendations from its executive officer. Further:

- a. The Superintendent will have the privilege of asking guidance from the Committee with respect to matters of operation whenever appropriate. If it is necessary to make exceptions to an established policy, ~~he or she~~ **they** will submit the matter to the Committee for advice and direction.
- b. The Superintendent will assist the Committee in reaching sound judgments and establishing policies, and will place before the Committee all relevant facts, information, and reports necessary to keep the Committee adequately informed of situations or business at hand.
- c. The Superintendent, after conferring with the Chairperson, shall notify members of the School Committee regarding any meetings between the Superintendent and the Chairperson touching on substantive matters, in a timely fashion.

7. Duties of the Recording Secretary (*Part of MASC Policy BDB*)

The Recording Secretary shall keep the minutes of School Committee meeting and shall have such other duties as the Committee and the Superintendent may determine.

REFERENCES:

71M.G.L.sec.36,38G,41,42.
MASC, School Committee Policy Manual
41 M.G.L. sec. 1,41. 107.
Town of Natick Charter

Note: The treasurer of the town serves as treasurer of the School Committee (*Part of Policy BDB*)

Revised by the Natick School Committee: _____

ITEM TITLE: School Choice Public Hearing
DATE:
ITEM TYPE:
ITEM SUMMARY: School Choice Public Hearing - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
school choice policy	4.29_school_choice_policy.pdf	Cover Memo

SCHOOL CHOICE

It is the policy of this School District to admit non-resident students under the terms and conditions of the Interdistrict School Choice Law (M.G.L. 76:12) and under the following local conditions:

1. That by May 1 of every school year, the administration will determine the number of spaces in each school available to choice students.
2. That by June 1 of every school year, if consideration is being given to withdraw from the provisions of the choice law, a public meeting will be held to review this decision.
3. That resident students be given priority placement in any classes or programs within the District.
4. That the selection of non-resident students for admission be in the form of a random drawing when the number of requests exceeds the number of available spaces. There will be two drawings for this purpose. The first will take place during the last week of the current school year but no later than July 1st. The second will be conducted during the week immediately preceding the opening of the next school year and will be based on the possibility of unexpected additional openings.
5. Any student who is accepted for admission under the provisions of this policy is entitled to remain in the District until graduation from high school except if there is a lack of funding of the program.
6. The School Committee affirms its position that it shall not discriminate in the admission of any child on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identification, ancestry, athletic performance, physical handicap, special need, disability, pregnancy or pregnancy related conditions, academic performance or proficiency in the English language.

LEGAL REFS.: M.G.L. 71:6; 71:6A; 76:6; 76:12; 76:12B, 151B

Revised by the Natick School Committee: April 9, 2018

ITEM TITLE: Evaluations: UDL and Walkthroughs - Sue Balboni

DATE:

ITEM TYPE:

ITEM SUMMARY: Teacher Evaluations - LINK
NPS Central Office: Who Can Help With...? - LINK
Translation Directions - LINK

BACKGROUND INFORMATION:

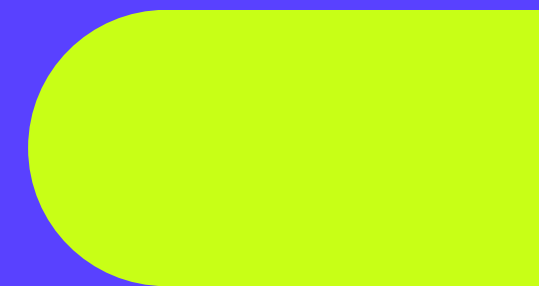
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
teacher evaluations	4.29_Teacher_Evaluations_Natick_Public_Schools.pdf	Cover Memo
nps central office - who can help with...?	4.29_NPS_Central_Office_Who_Can_Help_With_...____(4).pdf	Cover Memo
translation instructions	4.29_Translation_Instructions_for_Families_(1).pdf	Cover Memo



Teacher Evaluations Natick Public Schools 2024



OVERVIEW and NEXT STEPS

WHERE ARE WE NOW?

UNIVERSAL DESIGN FOR LEARNING (UDL)

COACHES

HIGH SCHOOL WORK

NEW RUBRIC FROM DESE

Where Are We?

Assessment of Current Evaluations

In reading evaluations that have been completed we are not aligned in how we write our walkthroughs and evaluations.

Conversations with various stakeholders have reinforced that we need to reframe the purpose of evaluations

In talking with educators there is a feeling that evaluations feel as though they are either a task of compliance or punitive

Action Steps We Have Taken

Coaches

Our coaches have begun supporting teachers in lifting the level of their practice to meet the needs of all learners. The goal of the evaluation system is comparable and what we aspire to.

Collaborative Walkthroughs

As a Central Office Leadership Team, we have visiting every school and walked with building leadership. Our goal is to see what is happening in classrooms and discuss what feedback we would share with educators for scaling the wonderful work that is happening and to give constructive feedback to improve and grow our educators

Natick High School

Natick High has worked with DESE and Novak design through the Inclusive Academy to begin our work with implementing UDL across the building in all classes. Our consultant is working with department heads, conducting non-evaluative walkthroughs for UDL look fors and has provided PD for our educators around how to remove barriers. The leadership team has also conducted collaborative walkthroughs together with the UDL look fors.

1

NEXT STEPS

We have a great deal of work to do...

Evaluations are an incredible opportunity to enhance our already strong teaching and learning. We just need to reframe it's purpose and refresh our staff.

Reframe the purpose of walkthroughs and evaluations

Calibrate our walkthroughs and evaluations

Pilot new rubric from DESE - seek volunteers

Solicit feedback on current and new rubric from all stakeholders

Work with EAN partners to negotiate evaluation system moving forward

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 - moherty@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
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DIGITAL LEARNING (508-647-6400)

Director of Digital & Personalized Learning (Located at KMS)	Grace Magley - gmagley@natickps.org x1510
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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 - mduherty@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	<p>Aimee Carnicelli, Town Benefits Manager acarnicelli@natickma.org x6411 Click Here For The Natick Benefits Website</p> <hr/> <p>For Questions Regarding:</p> <ul style="list-style-type: none">● Medical & Dental Insurance● Life Insurance● Disability Insurance● FSA (Flexible Spending Accounts)<ul style="list-style-type: none">○ Click Here For The FSA Website● HSA (Health Savings Accounts)<ul style="list-style-type: none">○ Click Here to Contact HSA● 457 Plan (OBRA, Deferred Compensation Plan)● COBRA
MTRS	<p>Please contact MTRS directly with any questions. geninfo@trb.state.ma.us 617-679-6877 Click Here For The MTRS Website</p> <ul style="list-style-type: none">● Enrollment: Jenn Hemenway● Verification of Service: Rosie Palanukorn● Verification of Pay: payroll@natickps.org
Natick Retirement	<p>Donna Rozon, Retirement Board Executive Assistant drozon@natickretirement.org x6440 Click Here For The Natick Retirement Website</p>
OBRA	<p>John R Heise, Atlas Financial Group LLC 53 1-888-568-5268 (Toll Free) 1-603-661-3069 (Cell)</p>
403(B)	<p>TSA Consulting Group 888-796-3786 (Toll Free) 850-362-6840 403B Deferred Compensation Plan 2024 Universal Availability Materials</p>

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

TalentEd Forms

- NPS Employee Contact/ICE Information
- NPS Employee Address/Phone Change Request
- NPS Employee Name Change Request

Verification of Employment & Letters of Suitability (Fingerprints)

Rosie Palanukorn, Administrative Assistant to HR
rpalanukorn@natickps.org | x1493

- Verification of Employment Forms
- Loan Forgiveness Forms

Jenn Hemenway, Administrative Assistant to HR
jhemenway@natickps.org | x1501

- Letters of Suitability

Workplace Accidents & Return To Work

Mary Saunders, Occupational Health Nurse
msaunders@natickma.org | x6402

Work Injury Report Form

You must see Mary before returning to work after an accident or extended absence.

REGISTRAR

Student Registration & Residency Verification

Lynda Berg, Registrar
lberg@natickps.org | 774-721-7500

STUDENT SERVICES

Student Services

Erin Miller, Director of Student Services
emiller@natickps.org | x6646

[NPS Special Education Process & Procedure Help Sheet](#)
[NPS Student Services Process & Procedure Guide](#)

SUBSTITUTES

Substitute Applications & Substitute Pay

Gail Barbato, Substitute Coordinator
subcoordinator@natickps.org | 508-820-7795

[Substitute Handbook](#)

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 | jkipper@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/MassachusettsOfficeofEducatorLicensure/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

Susan Balboni, Assistant Superintendent for TLI
sbalboni@natickps.org | x6494

- [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

Kayla Hurst & Susan Balboni
khurst@natickps.org | x6502
sbalboni@natickps.org | x6494

TalentEd Forms

- Tuition Reimbursement Request
- Is the university offering a course accredited?
 - <https://www.ed.gov/accreditation>



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 <http://com.google.translate://http>

Farsi

اگر می خواهید این اطلاعات ترجمه شود، لطفا 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 કોપિ કરીને પેસ્ટ કરો. ગૂગલ ભાષાંતરની કડી છે <http://translate.google.com/>

Japanese

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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/>

Russian

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

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.

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/>

ITEM TITLE: ACCEPT Quarter 3 Report
DATE:
ITEM TYPE:
ITEM SUMMARY: Quarter 3 Report - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
accept quarter 3 report	ACCEPT_-_Q3_Report_-3-31-24.pdf	Cover Memo



Dr. Donna Flaherty • Executive Director • dflaherty@accept.org
Center for Learning and Growth • 4 Tech Circle, Natick MA 01760
Main Office 508.653.6776 • Fax 508.653.0878 • accept.org
Transportation 508.620.3875 • Fax 508.655.5008

March 31, 2024

Re: ACCEPT Education Collaborative FY 24 Quarter Three Report
To ACCEPT Board of Directors,

Per the Collaborative Agreement Governance, the following is the FY 24 Quarterly updates on the programs and services provided by the Collaborative for January – March 2024.

As with any organization that services students with disabilities, we have a fluid enrollment process with variable student numbers. Our central mission is to prepare students to return to their home district. As of March 31, 2024, ACCEPT was providing services to 124 students across our 4 Programs (118 placements and 6 extended evaluations). We continue to receive student referrals and process those as quickly as possible to ensure appropriate placement of students. Our priority centers on our member districts' students.

There are currently 13 Home Based Services cases being served by 8 BCBA supervisors and 12 direct therapists. In addition to home services for students and parent training, ACCEPT has conducted 9 functional behavioral assessments within homes and is in the process of completing three more. Home Based Services continue to increase their outreach to families for community gatherings. Home Based has completed 3 of the 4 after school cooking classes funded by a grant and the parents have participated in parent education opportunities during the cooking classes.

The Transportation Department provides out of district transportation for 8 member districts. Currently, we transport 155 students across the state of Massachusetts through the efforts of 57 drivers and 22 monitors. The students attend 68 different schools located in 44 different towns.

With regard to finances, ACCEPT has open invoices of \$1,188,735. Funds received and accounted for are \$12,900,458 in our year to date profit and loss. At the end of Q3, ACCEPT had expended \$12,504,514 presenting ACCEPT with an operating profit of \$1,584,649. Further, as of April 5th the vast majority of March invoices have been released increasing open receivables to \$2,737,222 thus seeing a rise in profit to \$3,133,164. The profit spread will decrease over the course of the month as expenses outpace revenue.

Respectfully Submitted,

Donna Flaherty, Ed.D.
Executive Director

ITEM TITLE: Vote to Approve or Withdraw School Choice

DATE:

ITEM TYPE:

ITEM SUMMARY: School Choice Policy - LINK

**BACKGROUND
INFORMATION:**

RECOMMENDATION: Superintendent recommends that the School Committee votes to close school choice for the 2024-2025 school year.

ATTACHMENTS:

Description	File Name	Type
school choice policy	4.29_school_choice_policy.pdf	Cover Memo

SCHOOL CHOICE

It is the policy of this School District to admit non-resident students under the terms and conditions of the Interdistrict School Choice Law (M.G.L. 76:12) and under the following local conditions:

1. That by May 1 of every school year, the administration will determine the number of spaces in each school available to choice students.
2. That by June 1 of every school year, if consideration is being given to withdraw from the provisions of the choice law, a public meeting will be held to review this decision.
3. That resident students be given priority placement in any classes or programs within the District.
4. That the selection of non-resident students for admission be in the form of a random drawing when the number of requests exceeds the number of available spaces. There will be two drawings for this purpose. The first will take place during the last week of the current school year but no later than July 1st. The second will be conducted during the week immediately preceding the opening of the next school year and will be based on the possibility of unexpected additional openings.
5. Any student who is accepted for admission under the provisions of this policy is entitled to remain in the District until graduation from high school except if there is a lack of funding of the program.
6. The School Committee affirms its position that it shall not discriminate in the admission of any child on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identification, ancestry, athletic performance, physical handicap, special need, disability, pregnancy or pregnancy related conditions, academic performance or proficiency in the English language.

LEGAL REFS.: M.G.L. 71:6; 71:6A; 76:6; 76:12; 76:12B, 151B

Revised by the Natick School Committee: April 9, 2018

ITEM TITLE:

Vote to Approve Paid Family and Medical Leave: SATM Article
28

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:

ITEM TITLE: Vote to Approve Removal of Shared Trees on Johnson School Property Line

DATE:

ITEM TYPE:

ITEM SUMMARY: Shared Property Tree Lines - LINK
Removal of Trees/Memo - LINK

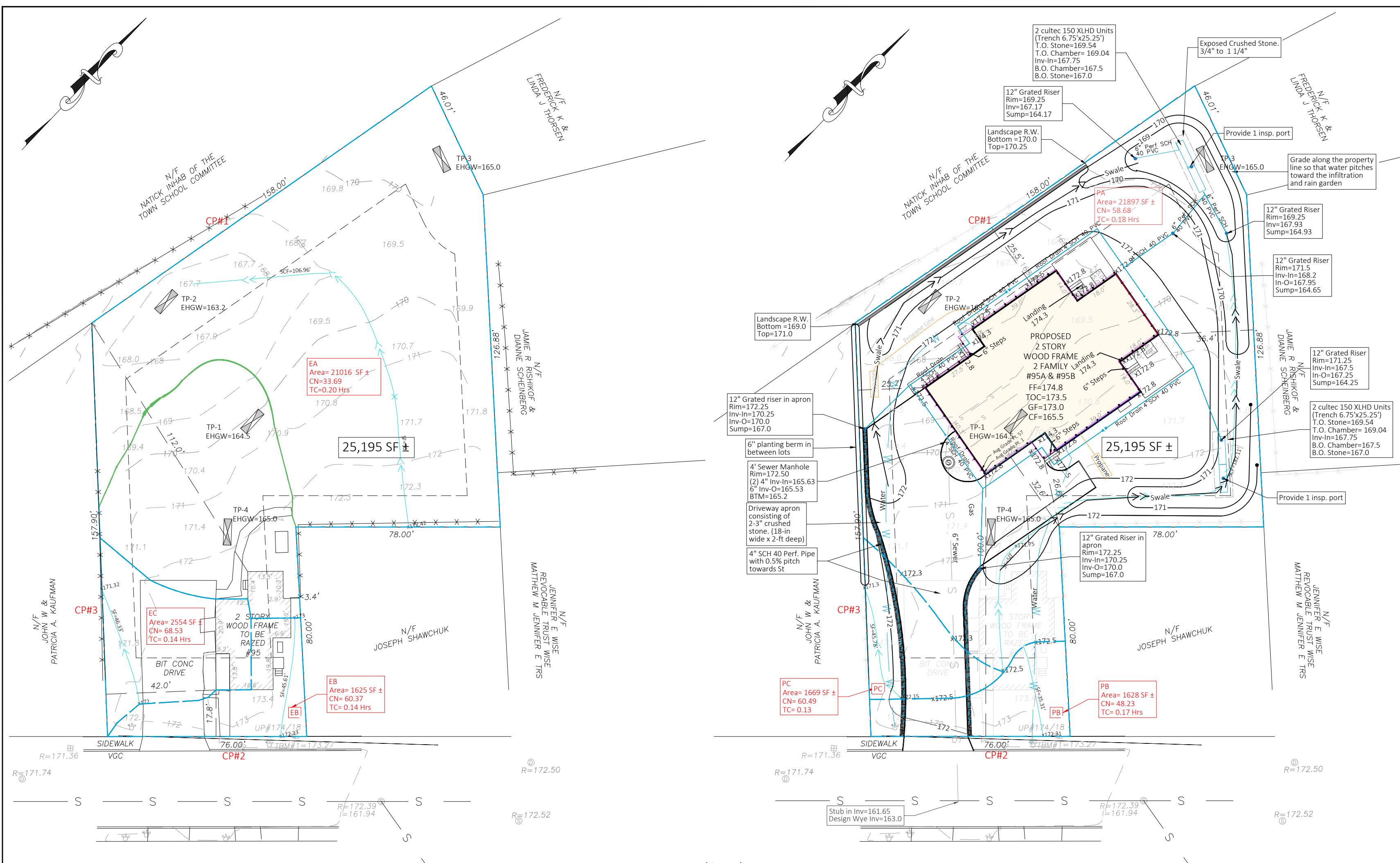
BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
shared property tree lines	4.29.24_Clawe_-_Final_2_-_95_South_Main_St_-_Stormwater_Management_-_04_10_24.pdf	Cover Memo
removal of trees/memo	4.29.24_-_removal_of_trees.pdf	Cover Memo



TP-1, Approx ground elevation = 170 (house)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0 - 24	Ap	Sandy loam	10 YR 3/2	Friable
24 - 36	Bw	M.S.	10 YR 6/6	Friable-loose
36 - 66	C1	Co. M. S	2.5 Y 6/4	Loose, mottle @66"
66 - 108+	C2	M.S.	2.5 Y6/8	loose

Weeping = 84"
Standing water = 84"
Estimated high ground water = 66" (Elev=164.5 ft)
Permeability not tested.

TP-2, Approx ground elevation = 167.7 (stormwater)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0 - 24	Ap	Sandy loam	10 YR 3/2	Friable
24 - 36	Bw	M.S.	10 YR 6/6	Friable-loose
36 - 66	C1	Co. M. S	2.5 Y 6/4	Loose, mottle @54"
66 - 108+	C2	M.S.	2.5 Y6/8	loose

Weeping = 54"
Standing water = 60"
Estimated high ground water = 54" (Elev=163.2 ft)
Permeability not tested.

TP-3, Approx ground elevation = 170.0 (stormwater)

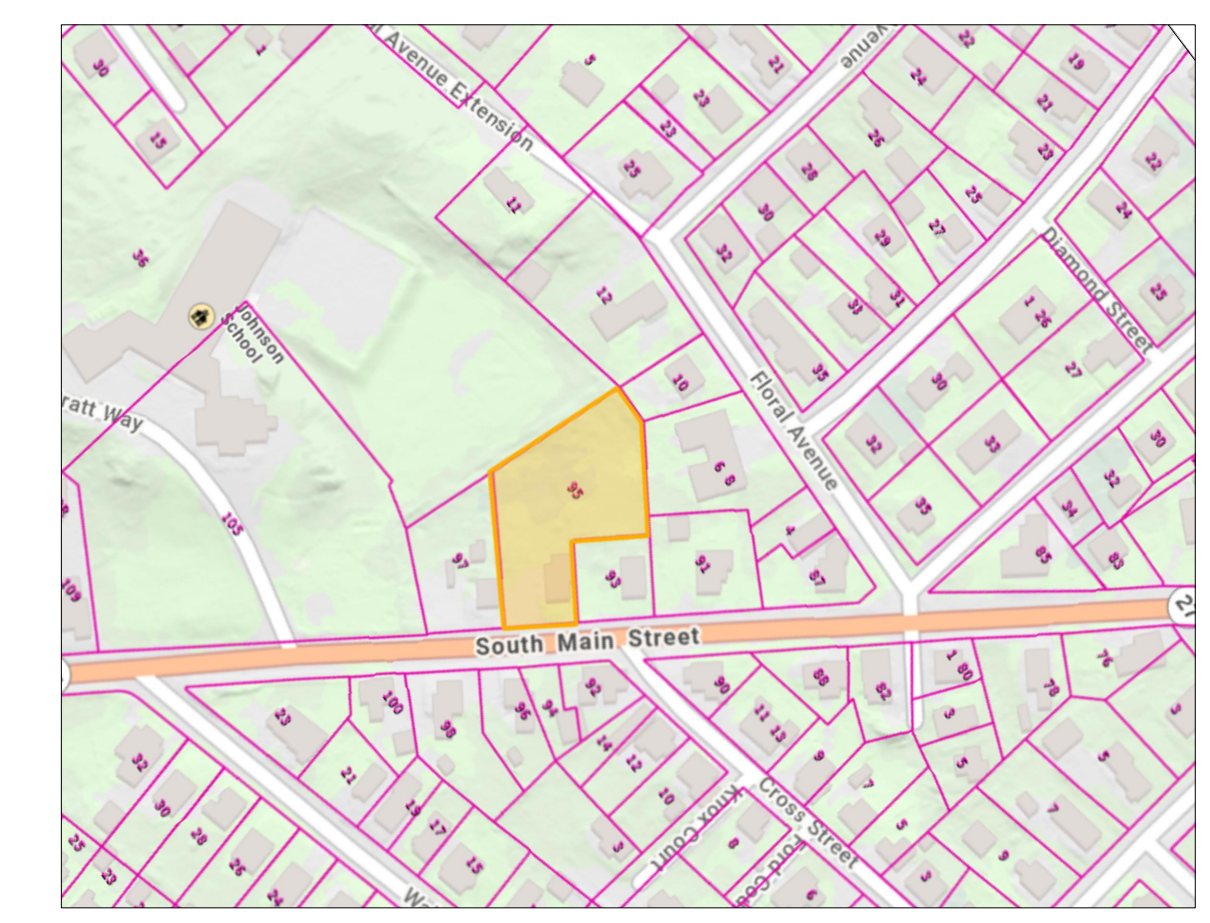
Depth, inches	Horizon	Texture	Matrix Color	Remarks
0-36	Ap	S.L.	10 YR 2/1	Friable
36-60	Bw	L.S.	10 YR 6/6	Loose
60-98+	C	F.M.S	2.5 Y 6/4	Loose

Weeping = 60"
Standing water = 60"
Estimated high ground water = 60" (Elev=165.0)
Permeability not tested.

TP-4, Approx ground elevation = 169.0 (stormwater)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0-48	A	Fill	10 YR 2/1	Friable
48-72	C	F.M.S	1.5 Y 6/4	Loose

Weeping = 48"
Standing water = 48"
Estimated high ground water = 48" (Elev=165.0)
Permeability tested.



Site Locus - 1"=200'

General Notes

- Record owner is 95 South Main Street, LLC of 21 North Pleasant Street, Natick, MA 01760. See Middlesex South Registry of Deeds Book 81654, Page 128 and Natick Parcel ID# 51-0000286
- The zoning district for the parcel is RG (Residential General)
- The lot is shown in a FEMA Federal Hazard Zone "X" (unshaded), area of minimal flood hazard and outside the 0.2% annual chance floodplain, FIRM 25017C0538F, Effective 07/07/2014.
- This plan is only for the purpose of stormwater management design.
- Existing site details are based on the CAD file by Field Resources, Inc., dated February 21, 2024.
- Owners of abutting properties are according to current assessor's records.

Construction Sequencing and Erosion Control Plan

- Stake the limit of work and install sediment & erosion control measures as on the approved plan (silt fence, straw wattles, compost filter socks, hay bales, etc.). Inspection of the sediment & erosion control measures may take place at the pre-construction meeting.
- Install stabilized construction entrance. The construction entrance shall be stabilized with a 6" thick layer of 4" crushed stone and underlain with a geotextile fabric. The construction entrance should be updated whenever sediment deposits are burying the stones. Any sediment tracked onto the roadway shall be regularly swept. The roadway should also be swept before any significant rain forecast.
- Notify the building department, town engineer, and any related town departments for a pre-construction meeting. All parties shall be notified of inspection 48 hours in advance.
- Phase and sequence construction activities so that barren soils are not exposed for long periods.
- Excavate the foundation hole and install the foundation.
- Install driveway & associated utilities (i.e., retaining walls, sewer and septic, water, swales, and/or conveyance pipes).
- Complete grading for driveway; install subbase and binder in driveway.
- The construction of the stormwater BMPs shall be inspected three (03) times by the design engineer:

- When the trenches/rain gardens are excavated, After stone had been filled in,
 - When grade is finished, and vegetation planted
- Construct the house according to the approved plan.
 - Site stabilization activities, such as loaming, planting of trees and shrubs, hydroseeding, etc., should be completed as soon as the site has been graded to its final contour.
 - Complete the final asphalt paving for the driveway.
 - All construction debris must be properly disposed of off-site.
 - Silt fence and other no-biodegradable unnatural EC materials may only be removed after the lawn and landscape are fully established for permanent site stabilization.
 - Areas disturbed by the removal of the sediment & erosion control measures shall be reseeded.

Post Construction Operation and Maintenance Plan

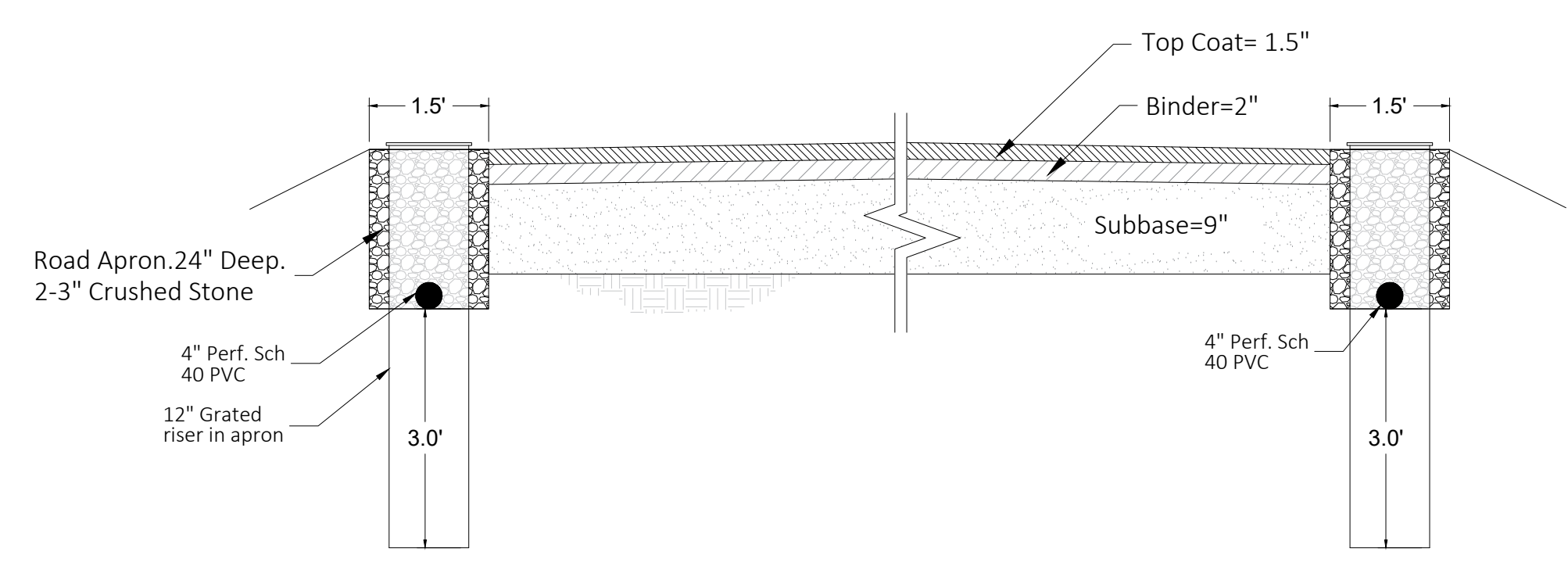
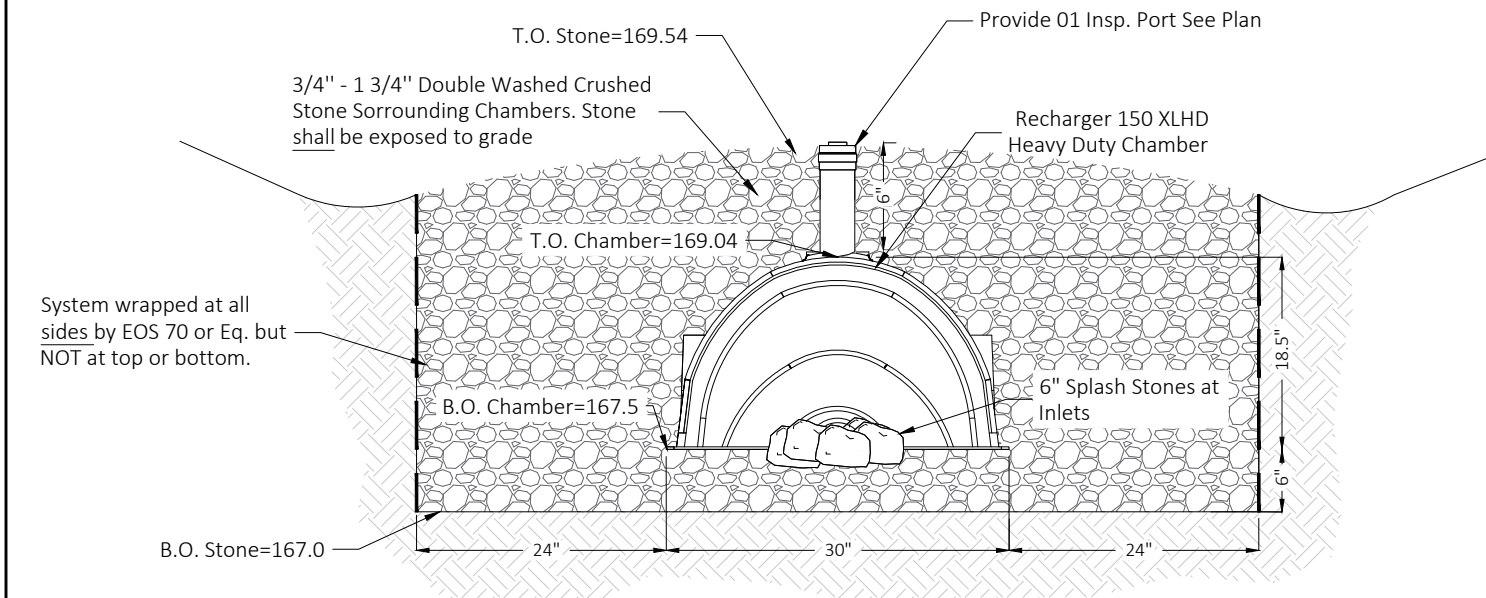
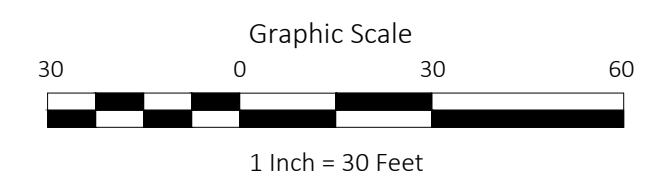
It is the owner's responsibility to operate and maintain the drainage systems on the property to sustain its long-term function. The basic operation and maintenance plan is laid out in the following:

- The grass swales shall be mowed as regular lawn. Grass clippings shall be removed from the swales and properly disposed of off-site.
- The groundcover in exfiltration basins and rain gardens shall be mowed twice a year and clips be removed and disposed properly. The ideal mowing height is 6" to prevent heat stress and increase drought resistance.
- The inlet, outfall, and sump of all stormwater structures shall be inspected twice a year, once in the spring after snow melt and once in the fall after leaves have fallen.
- Any leaves or debris caught in the inlet, outlet or sump shall be removed and properly disposed of.
- Any excessive leaves or debris trapped in the riprap stones of the spillways shall be removed and properly disposed of.

Long term pollution prevention plan

- It is recommended that the home owner follow standard practice of management of house use chemicals including paint, oil, and gasoline for operation of lawn mower and snow blower, etc.
- No such chemicals shall be dumped into the drainage system onsite.
- It is recommended that utilization of environmentally safe ice and snow control, such as calcium chloride, especially in wetland buffer zones. Do not use sand or fine sand for the driveway.

Soil Properties	
Mapped Soil	Merrimac urban land complex
Hydrologic soil group	HSG A
K factor (Rock Free)	0.28
K factor (Whole Soil)	0.28



Driveway and Apron Detail (TYP) N.T.S.

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Proposed (Total)	Roof	3816	0.09
	Drive/Park	3974	0.09
	Walk/Patio/etc.	1046	0.02
	Lawn	14690	0.34
	Woods	0	0.00
Total		25194	0.58

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Existing (Total)	Roof	1000	0.02
	Drive/Park	1509	0.03
	Walk/Patio/etc.	342	0.01
	Lawn	6604	0.15
	Woods	15744	0.36
Total		25194	0.58

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Proposed (PA)	Roof	3816	0.09
	Drive/Park	3974	0.09
	Walk/Patio/etc.	1046	0.02
	Lawn	13403	0.31
	Woods	0	0.00
Total		21897	0.50

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Existing (EA)	Roof	258	0.01
	Drive/Park	110	0.00
	Walk/Patio/etc.	229	0.01
	Lawn	4675	0.11
	Woods	15744	0.36
Total		21016	0.48

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Proposed (PB)	Roof	0	0.00
	Drive/Park	342	0.01
	Walk/Patio/etc.	0	0.00
	Lawn	1287	0.03
	Woods	0	0.00
Total		1628	0.04

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Existing (EB)	Roof	278	0.01
	Drive/Park	306	0.01
	Walk/Patio/etc.	110	0.00
	Lawn	930	0.02
	Woods	0	0.00
Total		1625	0.04

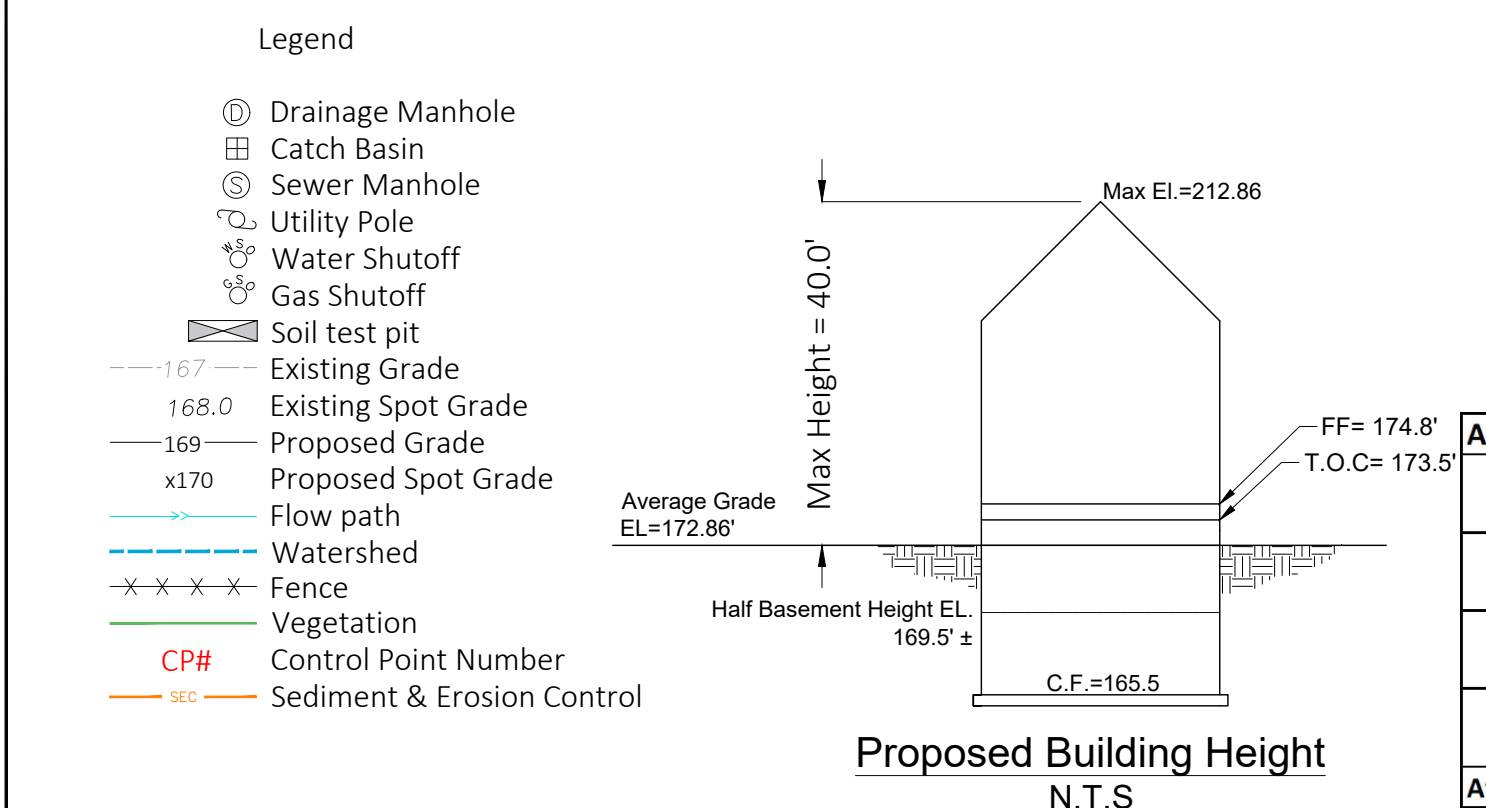
Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Proposed (PC)	Roof	0	0.00
	Drive/Park	815	0.02
	Walk/Patio/etc.	0	0.00
	Lawn	854	0.02
	Woods	0	0.00
Total		1669	0.04

Sub-watershed	Land Use	Area	
		Sq.Ft	Acres
Existing (EC)	Roof	464	0.01
	Drive/Park	1089	0.02
	Walk/Patio/etc.	3	0.00
	Lawn	998	0.02
	Woods	0	0.00
Total		2554	0.06

Cut and Fill Analysis							
Elevation (Ft.)	Existing Condition			Proposed Condition			Vol. Difference (Cu.Ft.)
	Diff. (Sq.Ft)	Area (Sq.Ft)	Volume (Cu.Ft)	Diff. (Sq.Ft)	Area (Sq.Ft)	Volume (Cu.Ft.)	
168	1560	1560	0	0	0	-1560	-
169	2863	4423	2870	960	960	320	-2550
170	5012	9435	6773	982	1942	1422	-7494
171	4368	13803	11550	2527	4469	3119	-9334
172	5272	19075	16368	5470	9939	7024	-9136
173	4793	23868	21427	11268	21206	15221	-2662
174	381	24249	24058	0	21206	21206	-3043
175	17	24266	24258	0	21206	21206	-3060
		House	5570	House	30529	24959	-
Total	-	-	112873	-	100048	-	-12825

Note: Vol. Difference = Proposed open volume - Existing open volume. (-) Fill, (+) Excavation

Zoning: RG Single Family Residence			
	Required	Existing	Proposed
Min. Lot Area (Sq.Ft.)	12000	25195	25195
Min. Lot Frontage (Ft.)	100	76	76
Min. Lot Depth (Ft.)	100	157.9	157.9
Min. Lot Front Setback (Ft.)	30	17.8	100
Min. Lot Side Setback (Ft.)	12	3.4 (right)	36.4 (right)
		42 (left)	25.7 (left)
Min. Lot Rear Setback (Ft.)	25	112	25.5
Max. Building Lot Coverage (%)	30	4% (1018)	15.7% (3956)
Max. Building Height (Story/Ft.)	3 / 40	2 / 21.5'	2.5 / 32.53'
Open Space Requirement		None	



Average Grade Calculation Worksheet																						
Avg Grade Pt #	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Eastern F. Wall	172.80	172.80	172.80	172.80	172.80	174.30	174.30	174.30	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.80
Northern F. Wall	23	24	25	26	27																	
Western F. Wall	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49
Southern F. Wall	172.80	172.80	172.80	172.80	172.80	172.80	172.80	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50	172.50
Average Grade Calculated											172.86											

Creative Land & Water Engineering, LLC
Environmental Scientists and Engineers
P.O. Box 584 - Southborough - MA - 01772
774-454-0266 www.claweng.com

Project Title: **Stormwater Management Plan**

Project Name: **95 South Main St**

Site Address: **95 South Main St, Natick, MA**

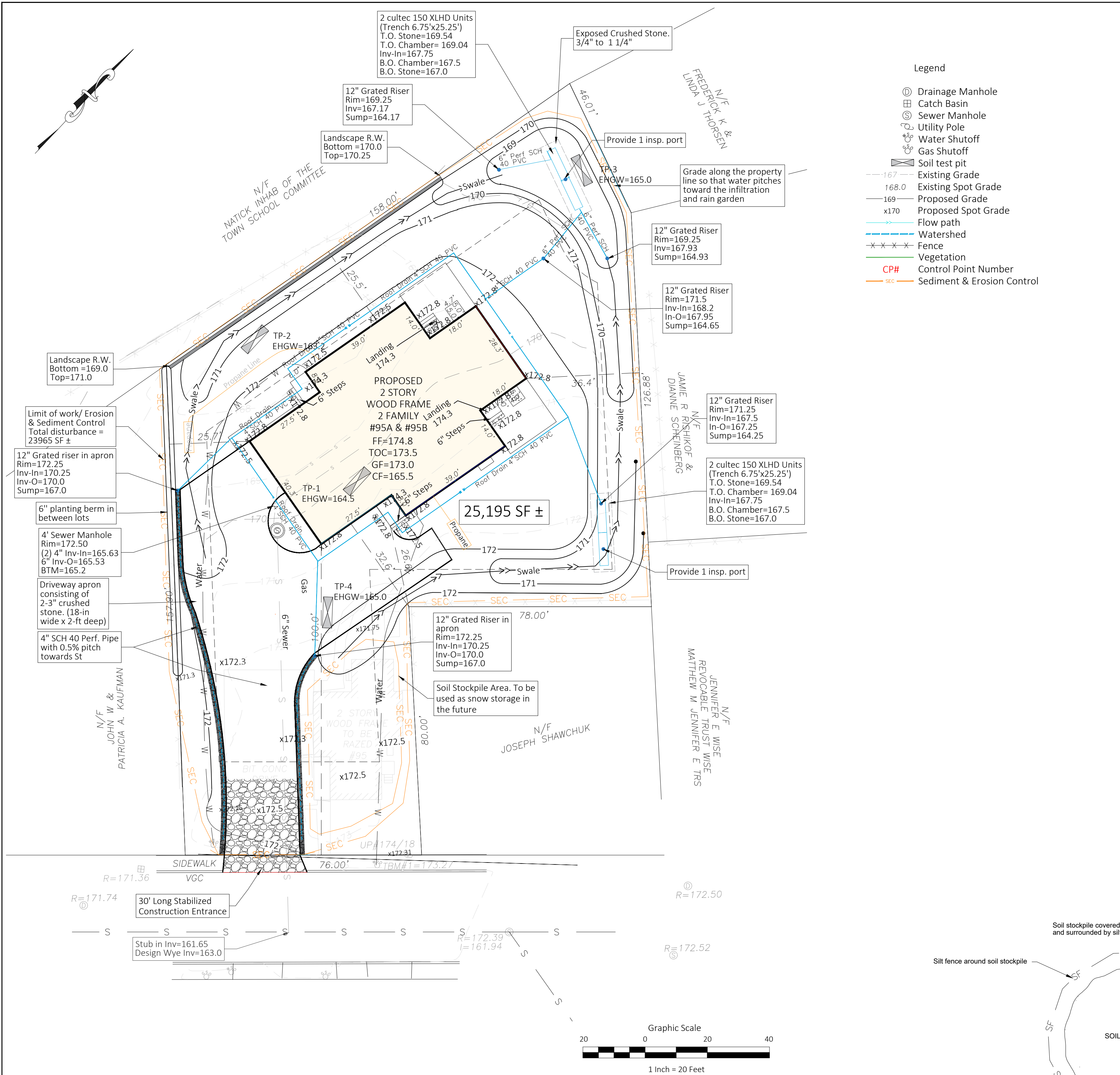
Owner: **95 South Main Street, LLC** Client: **Nick Arthur**

Project No: **J198-79** Drawn by: **FA** Date: **04/10/24** Sheet No: **1 of 4**

Designed by: **DSW, FA** Approved by: **DSW** Scale: **Indicated**

1 **4/10/24** Trench and planting **FA**

Rev.: **Date** **Description** **By:**



TP-1, Approx ground elevation = 170 (house)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0 - 24	Ap	Sandy loam	10 YR 3/2	Friable
24 - 36	Bw	M.S.	10 YR 6/6	Friable- loose
36 - 66	C1	Co. M. S	2.5 Y 6/4	Loose, mottle @66"
66- 108+	C2	M.S.	2.5 Y6/8	loose

Weeping = 84"
Standing water = 84"
Estimated high ground water = 66" (Elev=164.5 ft)
Permeability not tested.

TP-2, Approx ground elevation = 167.7 (stormwater)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0 - 24	Ap	Sandy loam	10 YR 3/2	Friable
24 - 36	Bw	M.S.	10 YR 6/6	Friable- loose
36 - 66	C1	Co. M. S	2.5 Y 6/4	Loose, mottle @54"
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Weeping = 54"
Standing water = 60"
Estimated high ground water = 54" (Elev=163.2 ft)
Permeability not tested.

TP-3, Approx ground elevation = 170.0 (stormwater)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0-36	Ap	S.L.	10 YR 2/1	Friable
36-60	Bw	L.S.	10 YR 6/6	Loose
60-98+	C	F.M.S	2.5 Y 6/4	Loose

Weeping = 60"
Standing water = 60"
Estimated high ground water = 60" (Elev=165.0)
Permeability not tested.

TP-4, Approx ground elevation = 169.0 (stormwater)

Depth, inches	Horizon	Texture	Matrix Color	Remarks
0-48	A	Fill	10 YR 2/1	Friable
48-72	C	F.M.S	1.5 Y 6/4	Loose

Weeping = 48"
Standing water = 48"
Estimated high ground water = 48" (Elev=165.0)
Permeability tested.

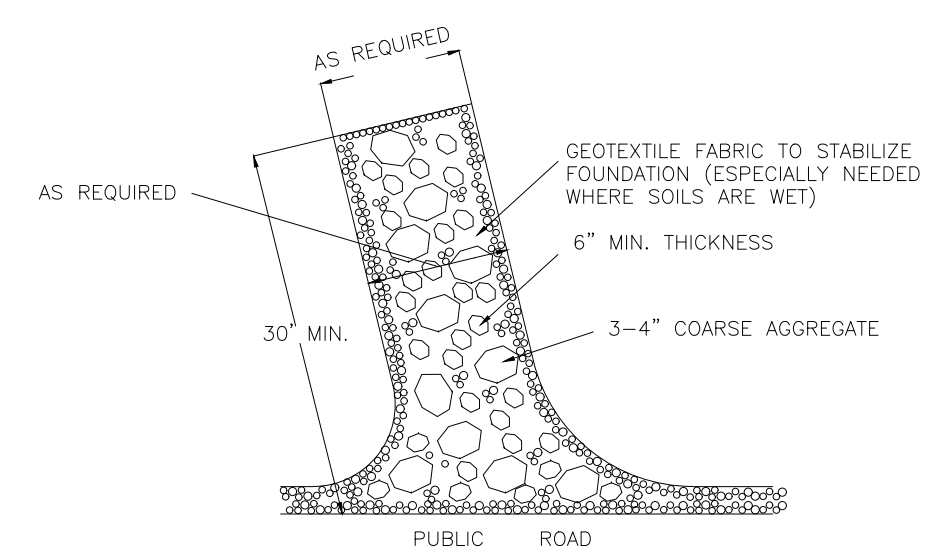
- Construction Sequencing and Erosion Control Plan**
- Stake the limit of work and install sediment & erosion control measures as on the approved plan (silt fence, straw wattles, compost filter socks, hay bales, etc.). Inspection of the sediment & erosion control measures may take place at the pre-construction meeting.
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 - Phase and sequence construction activities so that barren soils are not exposed for long periods.
 - Excavate the foundation hole and install the foundation.
 - Install driveway & associated utilities (i.e., retaining walls, sewer and septic, water, swales, and/or conveyance pipes).
 - Complete grading for driveway; install subbase and binder in driveway.
 - The construction of the stormwater BMPs shall be inspected three (03) times by the design engineer:
 - When the trenches/rain gardens are excavated,
 - After stone had been filled in,
 - When grade is finished, and vegetation planted
 - Construct the house according to the approved plan.
 - Site stabilization activities, such as loaming, planting of trees and shrubs, hydroseeding, etc., should be completed as soon as the site has been graded to its final contour.
 - Complete the final asphalt paving for the driveway.
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 - Silt fence and other no-biodegradable unnatural EC materials may only be removed after the lawn and landscape are fully established for permanent site stabilization.
 - Areas disturbed by the removal of the sediment & erosion control measures shall be reseeded.

Post Construction Operation and Maintenance Plan

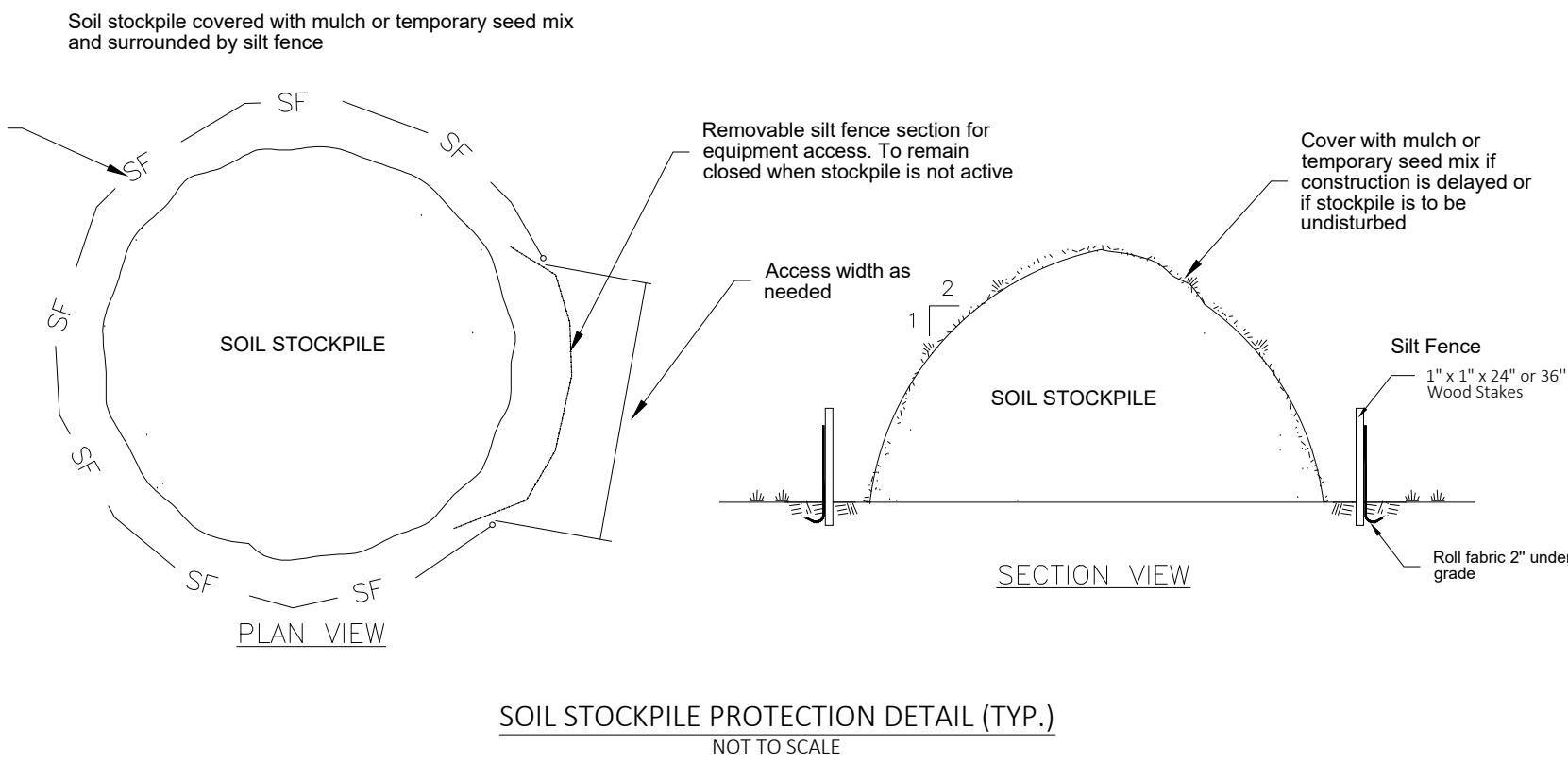
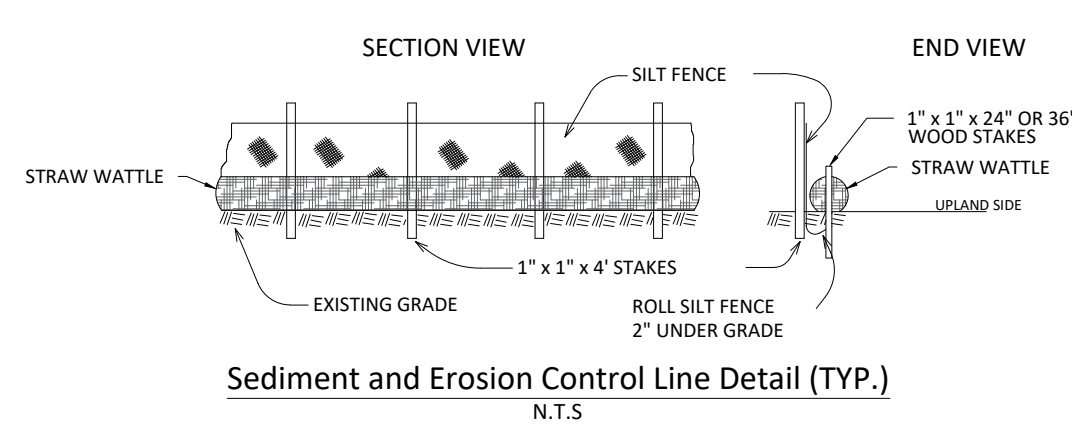
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- The grass swales shall be mowed as regular lawn. Grass clippings shall be removed from the swales and properly disposed of off-site.
- The groundcover in infiltration basins and rain gardens shall be mowed twice a year and clips be removed and disposed properly. The ideal mowing height is 6" to prevent heat stress and increase drought resistance.
- The inlet, outfall, and sump of all stormwater structures shall be inspected twice a year, once in the spring after snow melt and once in the fall after leaves have fallen.
- Any leaves or debris caught in the inlet, outlet or sump shall be removed and properly disposed of.
- Any excessive leaves or debris trapped in the riprap stones of the spillways shall be removed and properly disposed of.

- Long term pollution prevention plan**
- It is recommended that the home owner follow standard practice of management of house use chemicals including paint, oil, and gasoline for operation of lawn mower and snow blower, etc.
 - No such chemicals shall be dumped into the drainage system onsite.
 - It is recommended that utilization of environmentally safe ice and snow control, such as calcium chloride, especially in wetland buffer zones. Do not use sand or fine sand for the driveway.



AGGREGATE TO BE PLACED AT ALL CONSTRUCTION ACCESS/EGRESS POINTS AND SHALL BE CLEARED OF EXCESS SEDIMENT ON A WEEKLY BASIS (OR MORE FREQUENTLY AS NEEDED). ANY SEDIMENT DEPOSITED ON THE PUBLIC ROADWAYS FROM CONSTRUCTION VEHICLES SHALL BE SWEEPED UP ON A DAILY BASIS.



Cut and Fill Analysis

Elevation (Ft.)	Existing Condition			Proposed Condition			Area Difference (Sq.Ft)	Vol. Difference (Cu.Ft)
	Diff. Area (Sq.Ft)	Area (Sq.Ft)	Volume (Cu.Ft)	Diff. Area (Sq.Ft)	Area (Sq.Ft)	Volume (Cu.Ft)		
168	1560	1560	-	0	0	-1560	-	
169	2863	4423	2870	960	960	320	-3463	
170	5012	9435	6773	982	1942	1422	-7494	
171	4368	13803	11550	2527	4469	3119	-9334	
172	5272	19075	16368	5470	9939	7024	-9136	
173	4793	23868	21427	11268	21206	15221	-2662	
174	381	24249	24058	0	21206	21206	-3043	
175	17	24266	24258	0	21206	21206	-3060	
		House	5570		House	30529		
Total			112873			100048		

Volume Difference (CY) - Fill Required = -475
Note: Vol. Difference = Proposed open volume - Existing open volume. (-) Fill, (+) Excavation

Soil Properties

Mapped Soil	Merrimac urban land complex
Hydrologic soil group	HSG A
K factor (Rock Free)	0.28
K factor (Whole Soil)	0.28

Total land area to be disturbed= 23965 SF ±
Volume of soil to be disturbed=475 Cubic Yards ±

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Environmental Scientists and Engineers
P.O. Box 584 - Southborough - MA - 01772
774-454-0266 www.claweng.com

Plan Title: **Erosion and Sedimentation Control Plan**

Project Name: **95 South Main St**

Site Address: **95 South Main St, Natick, MA**

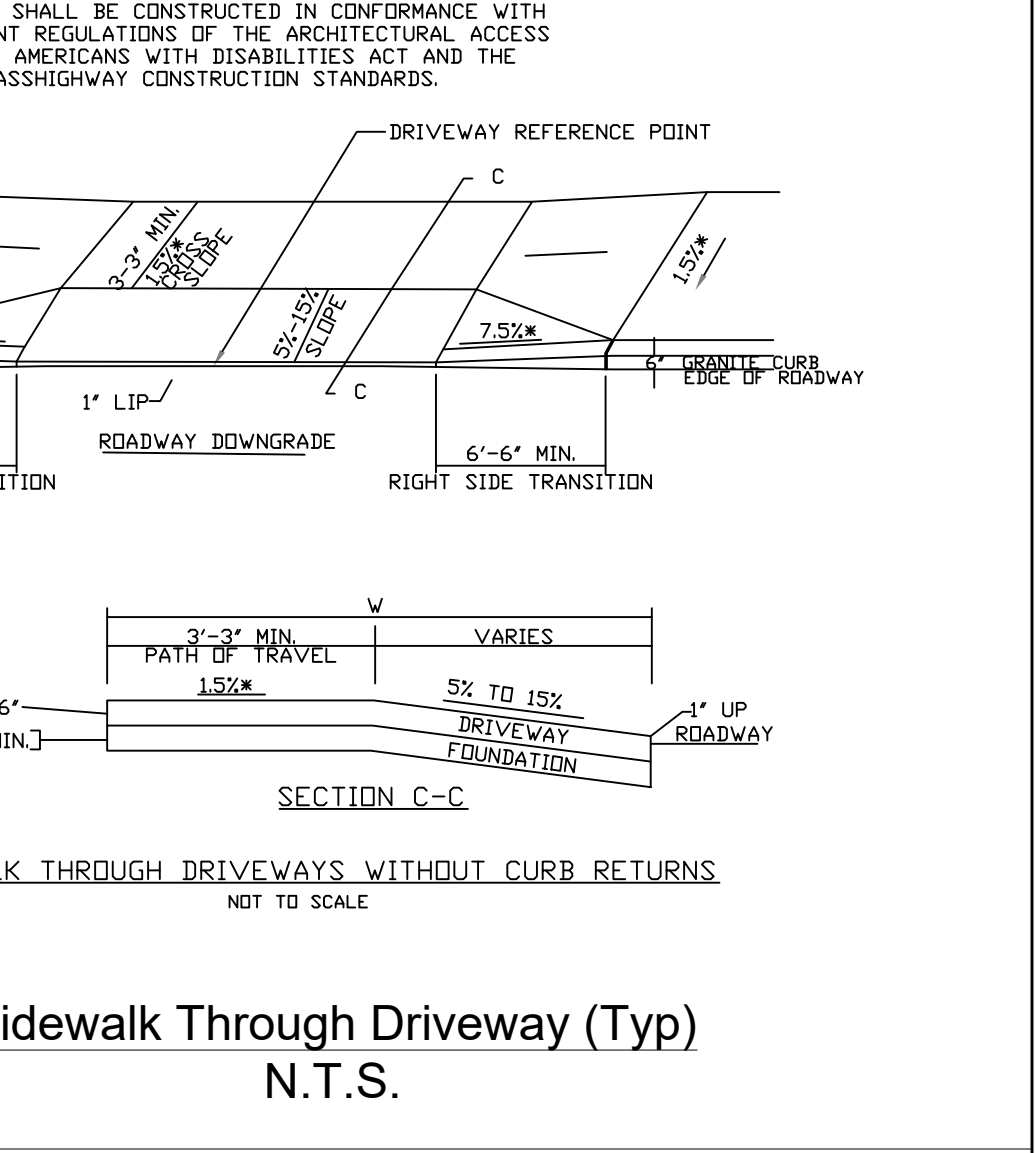
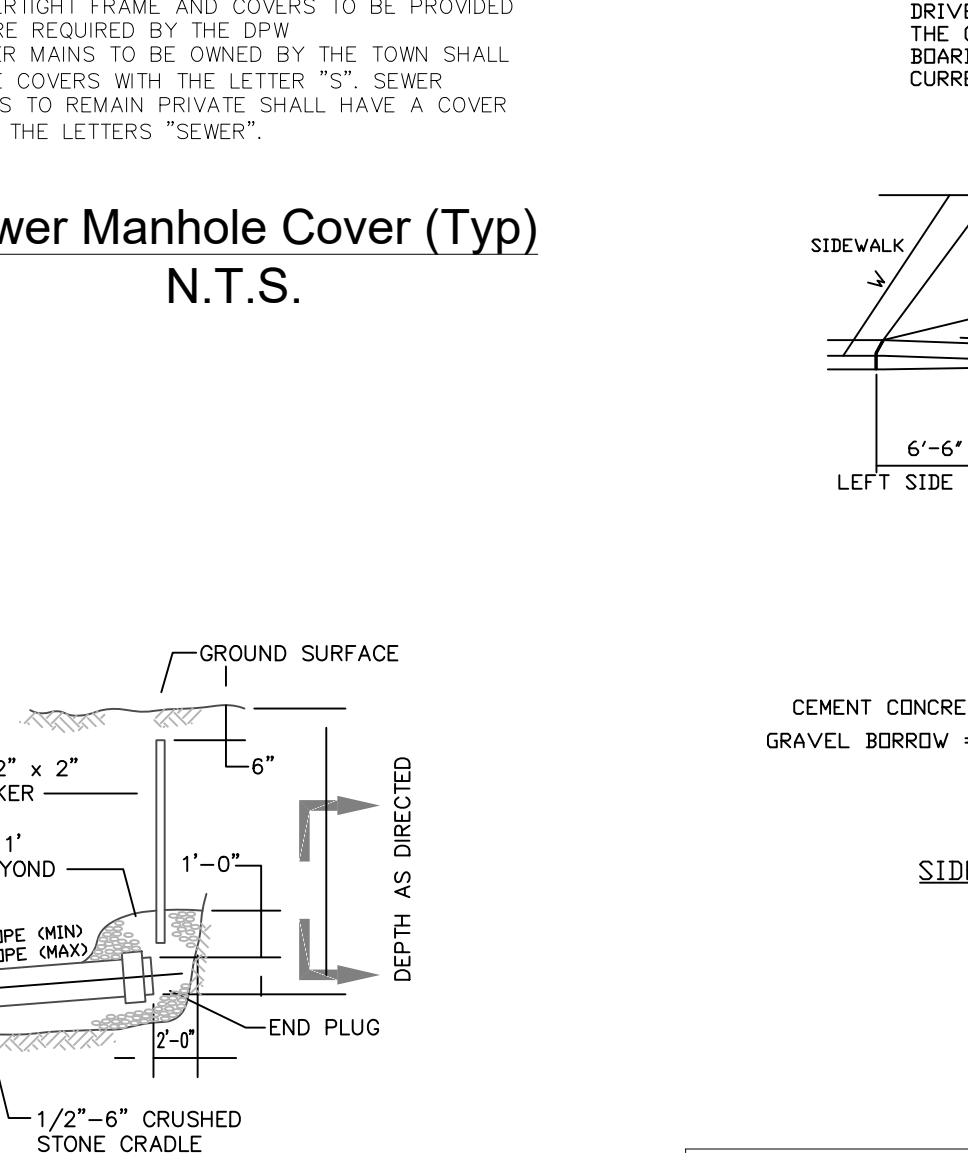
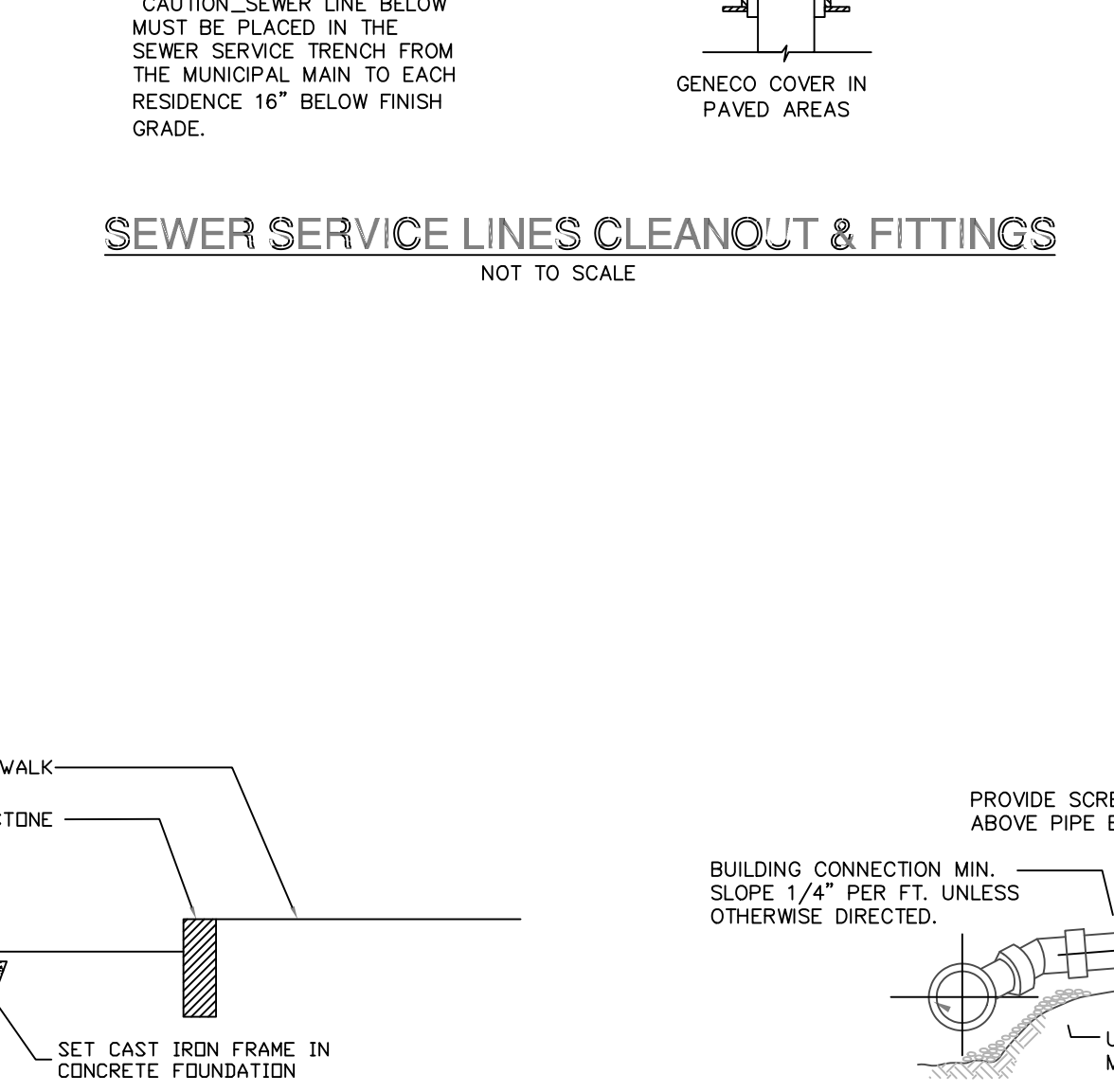
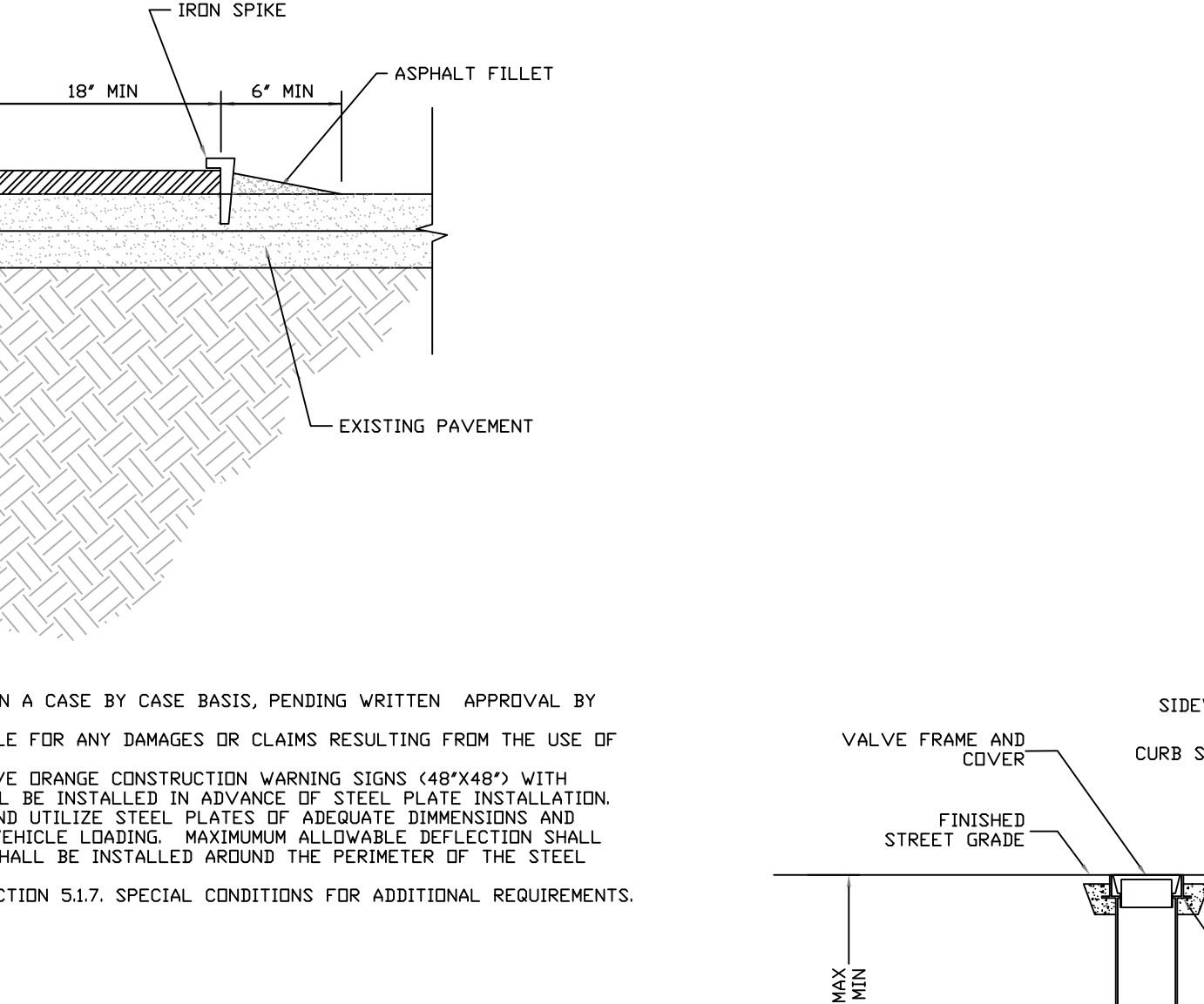
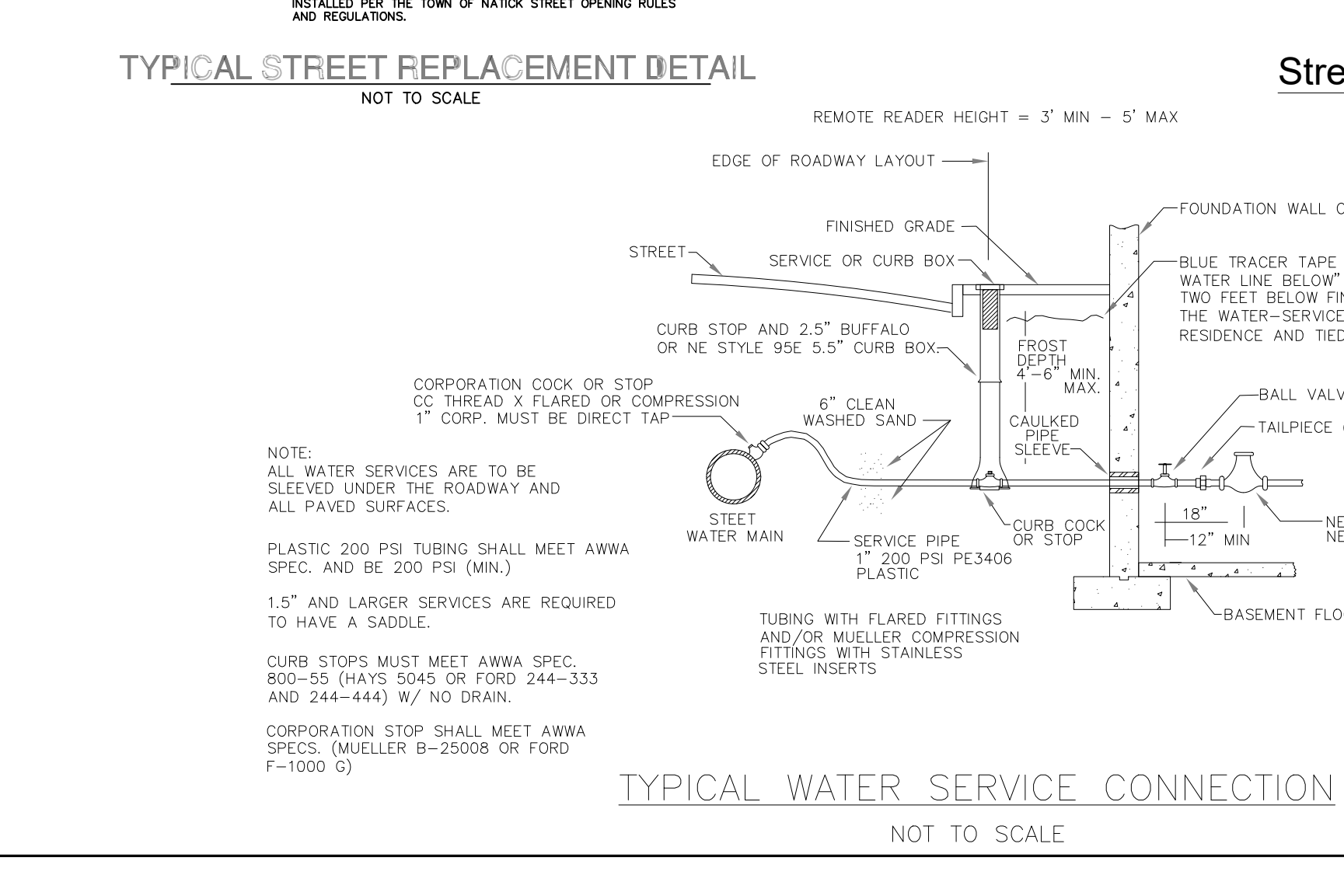
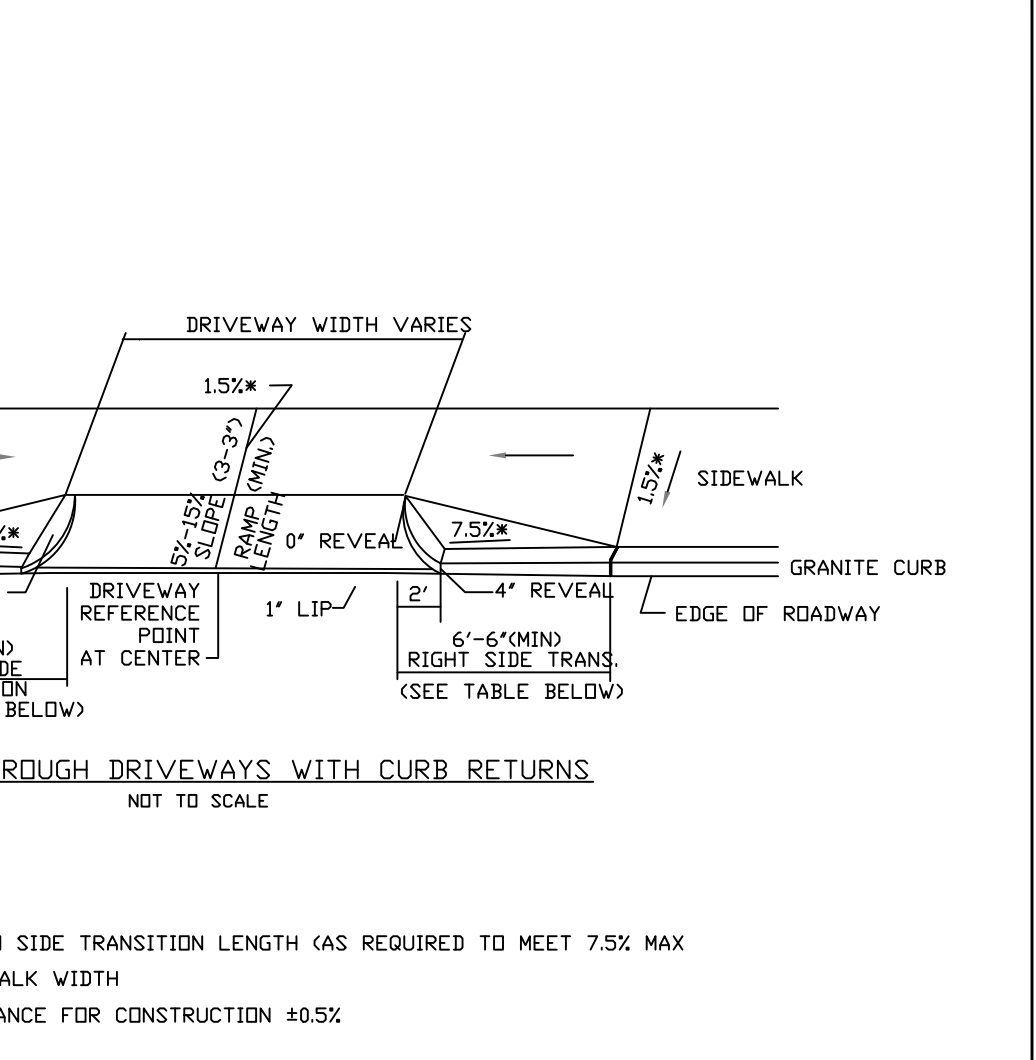
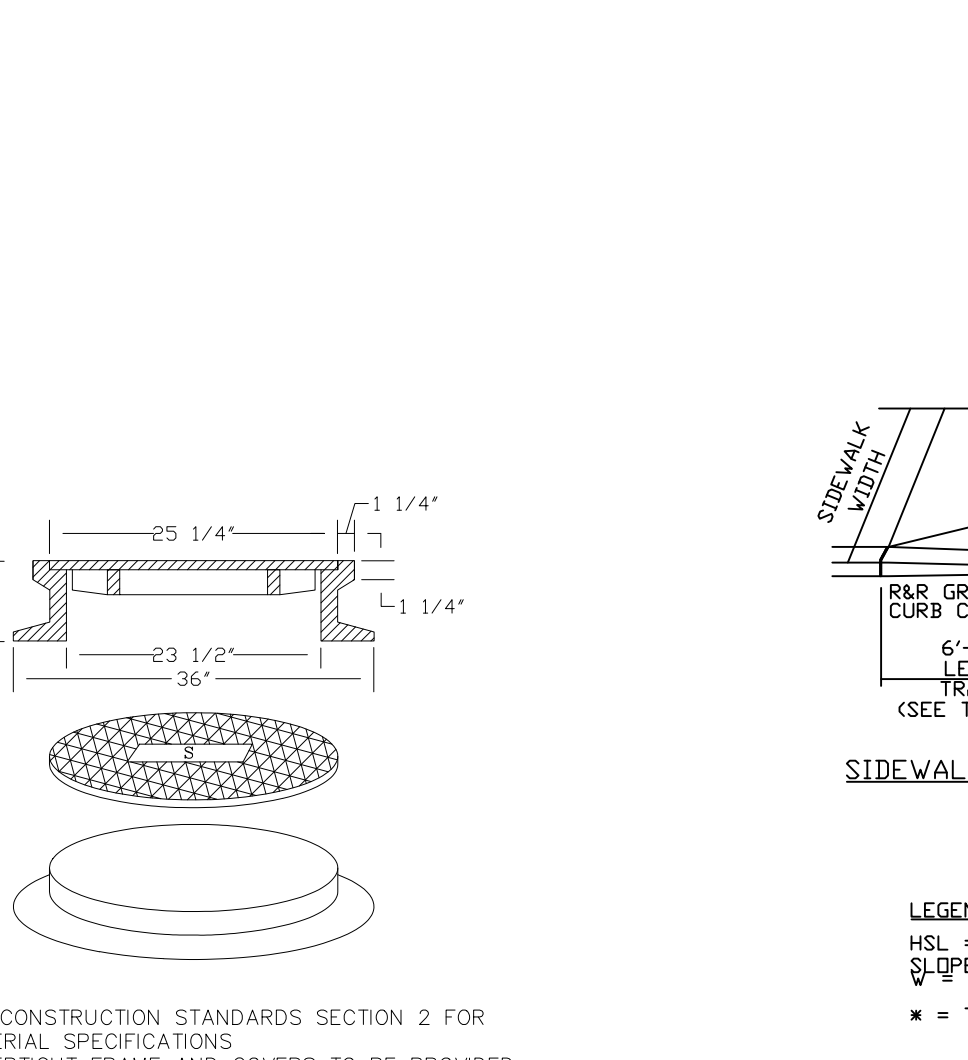
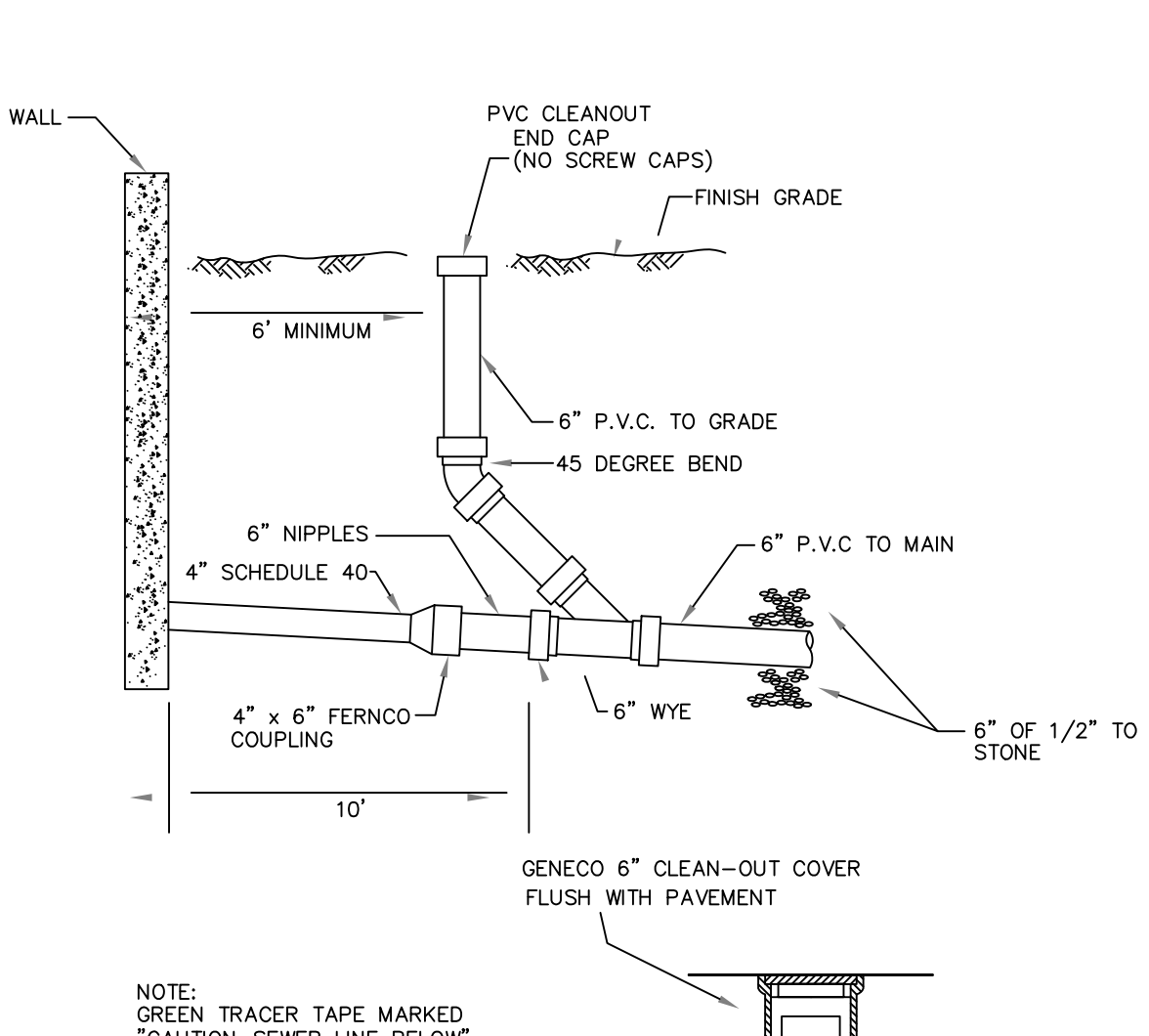
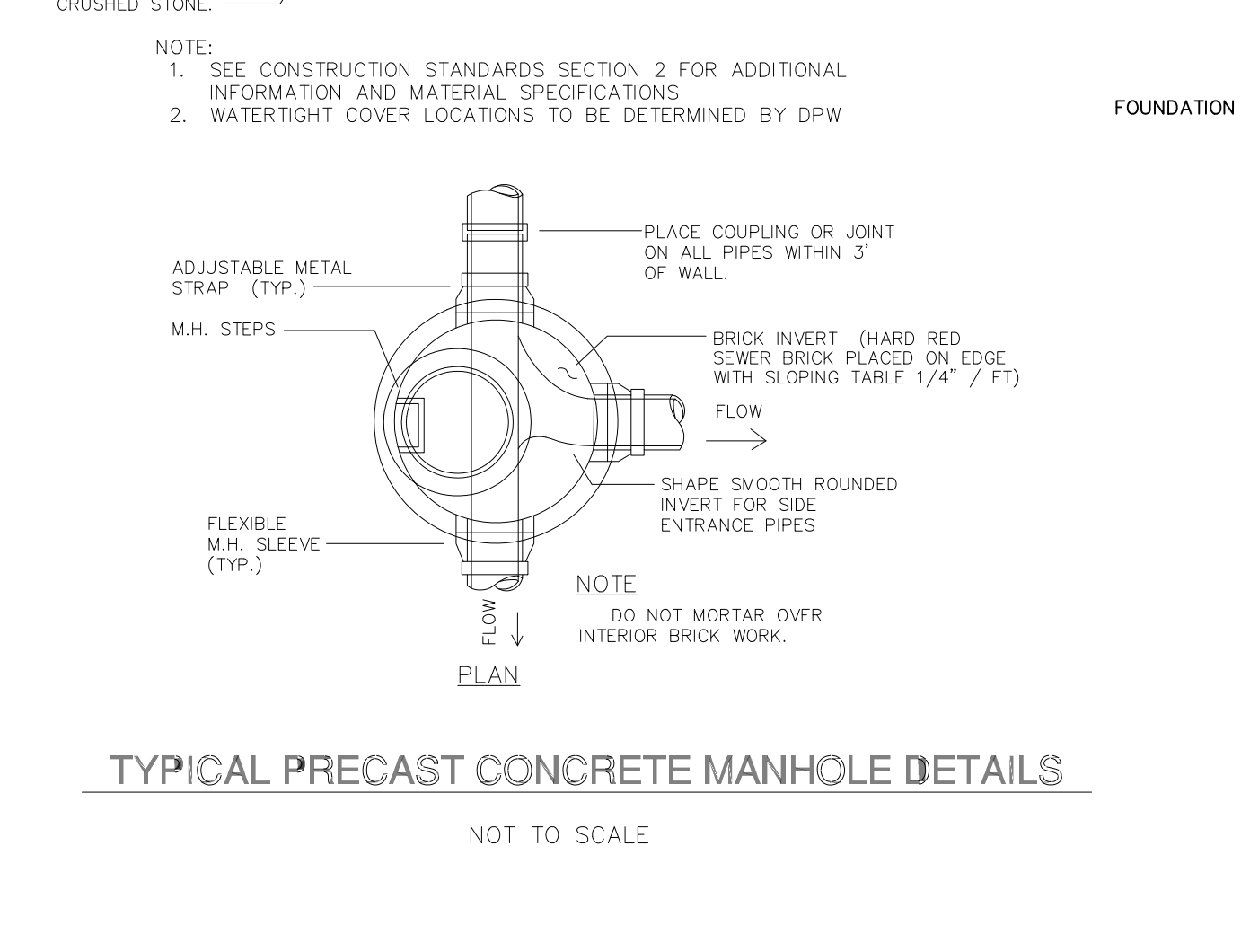
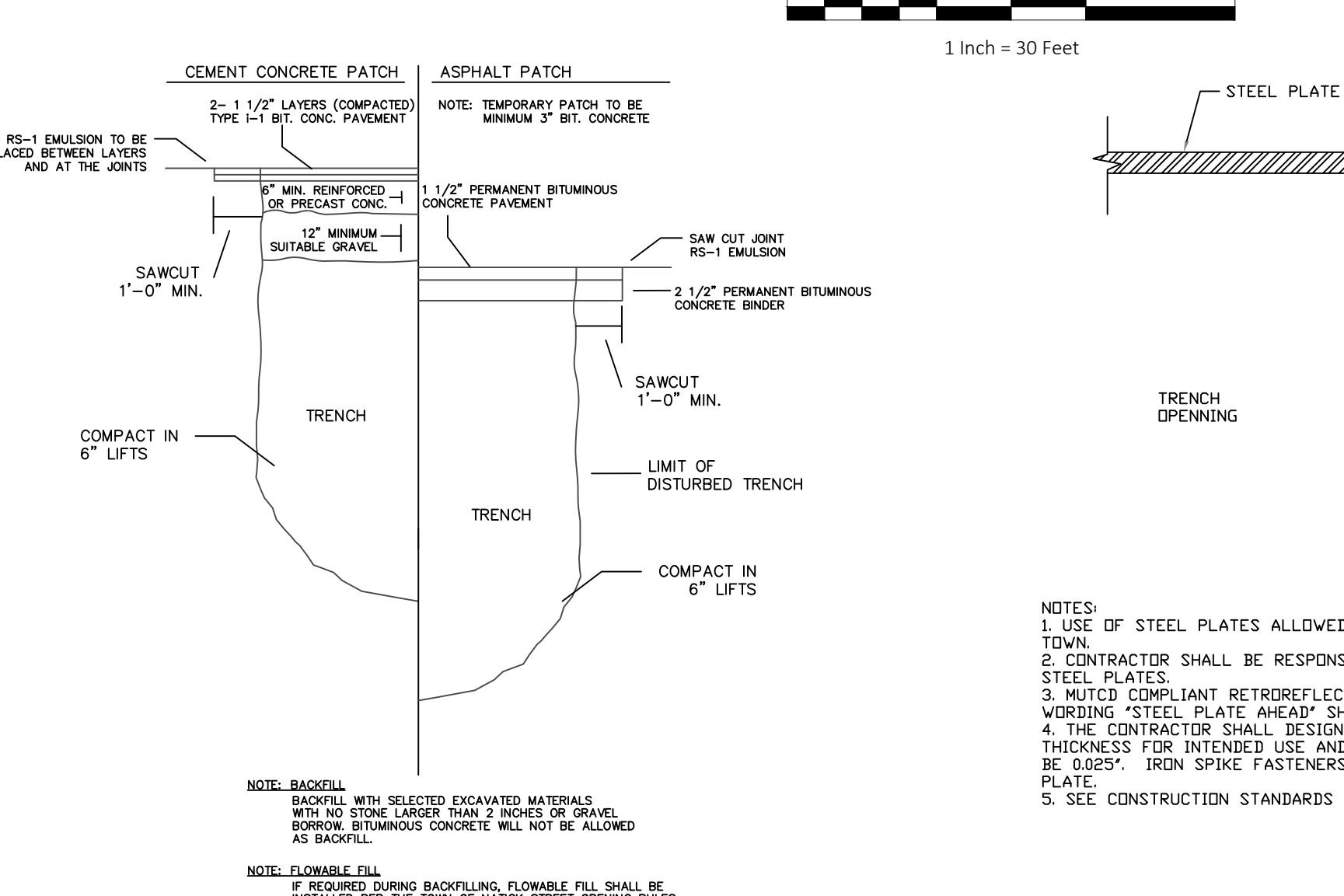
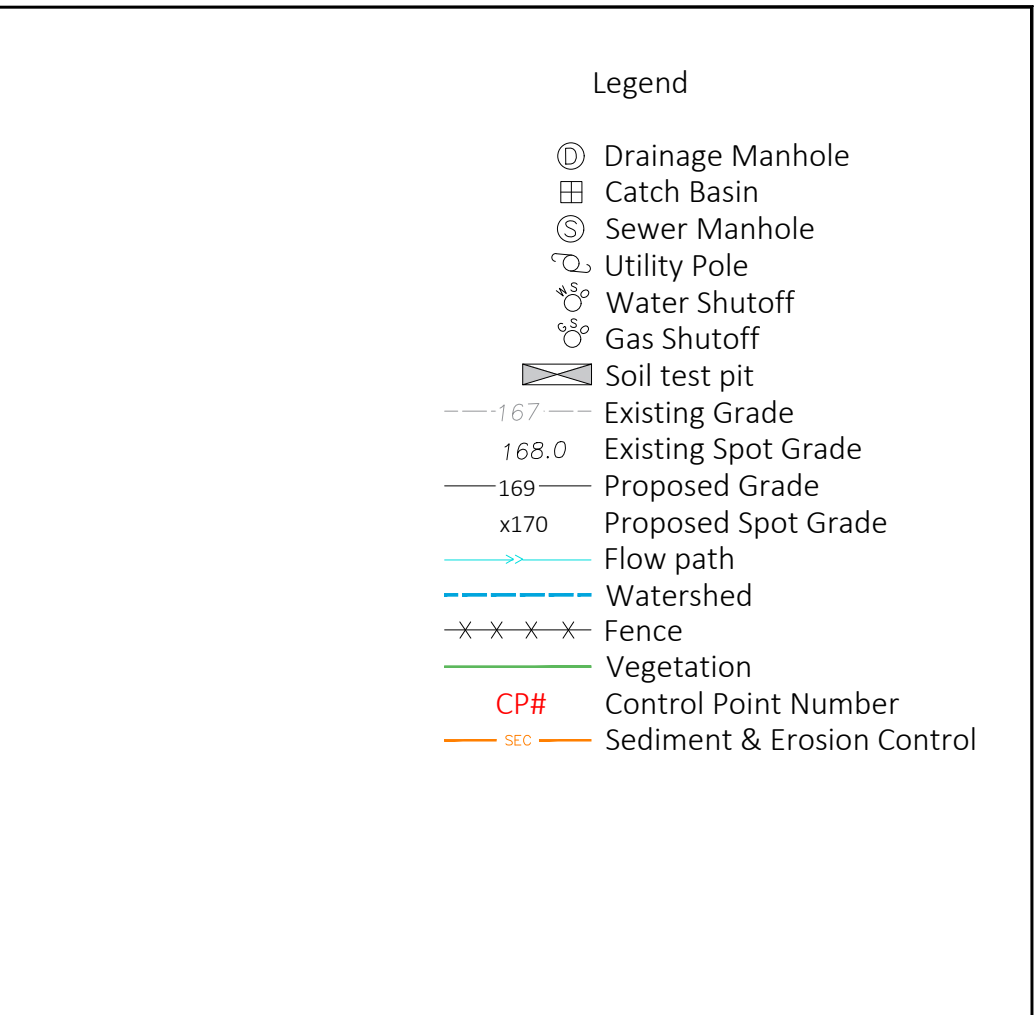
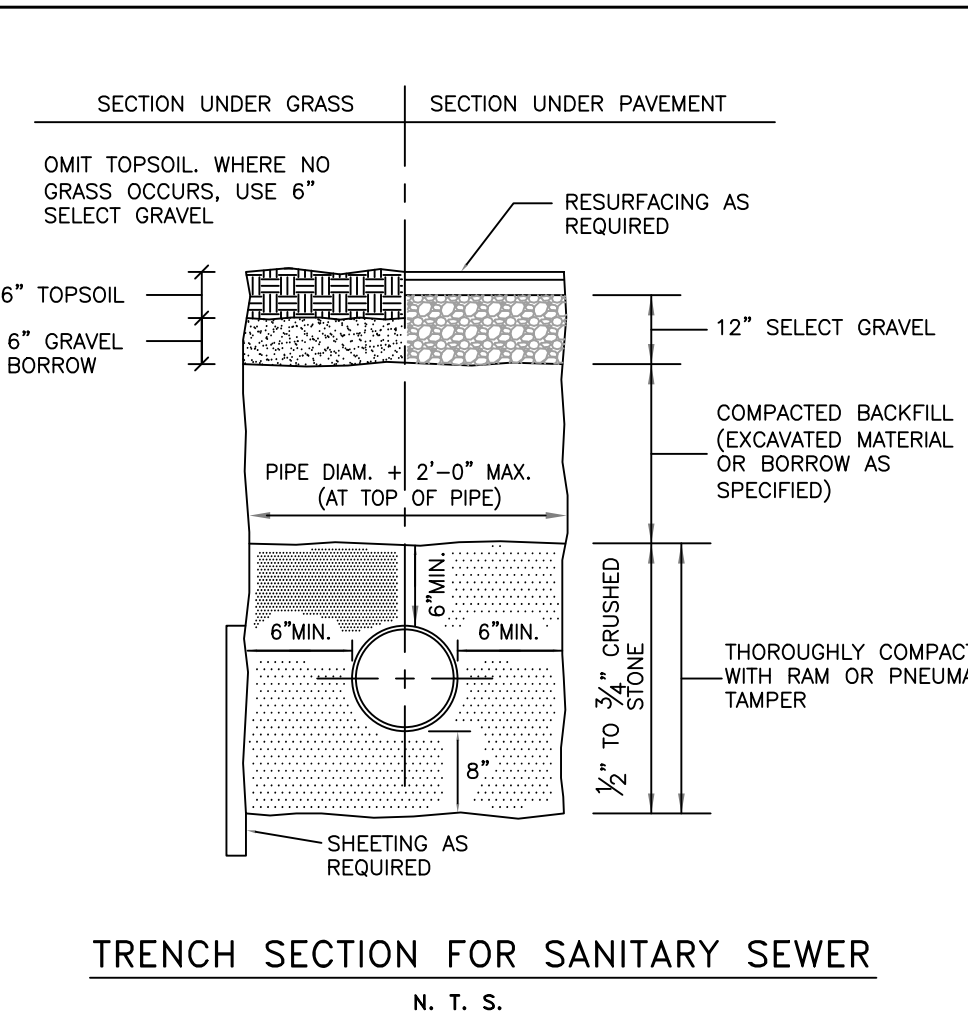
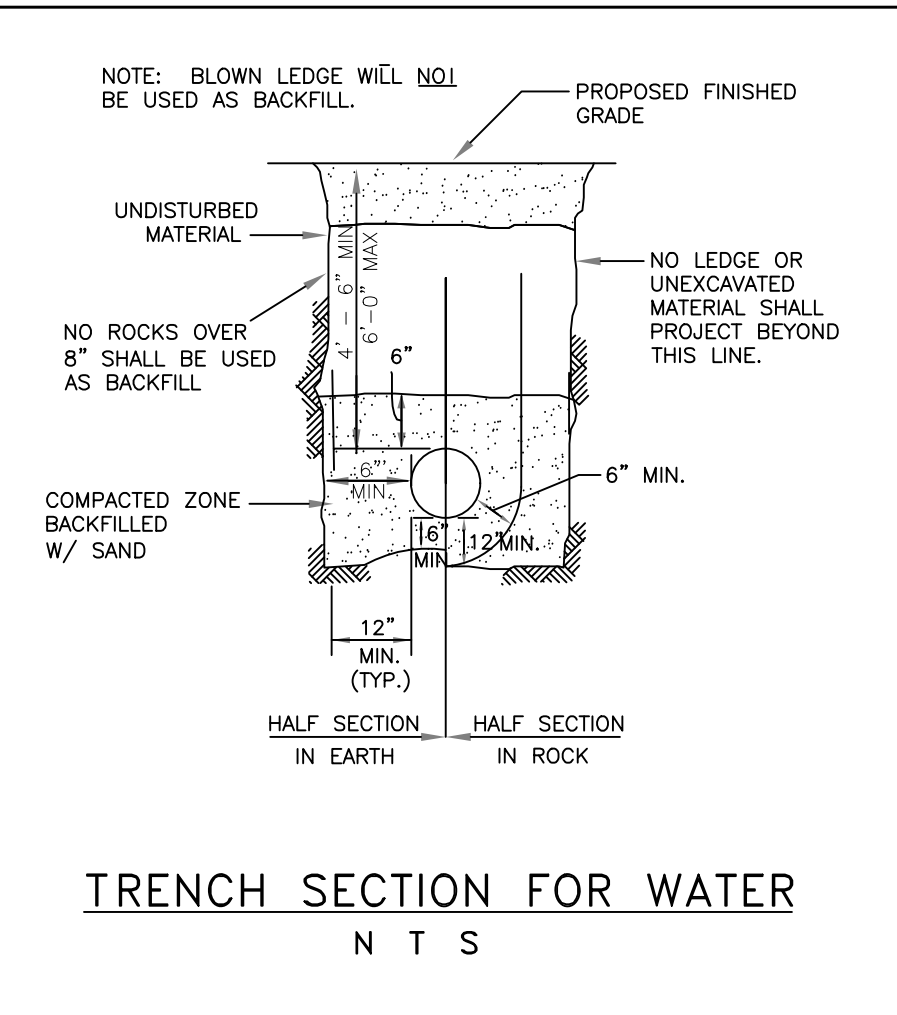
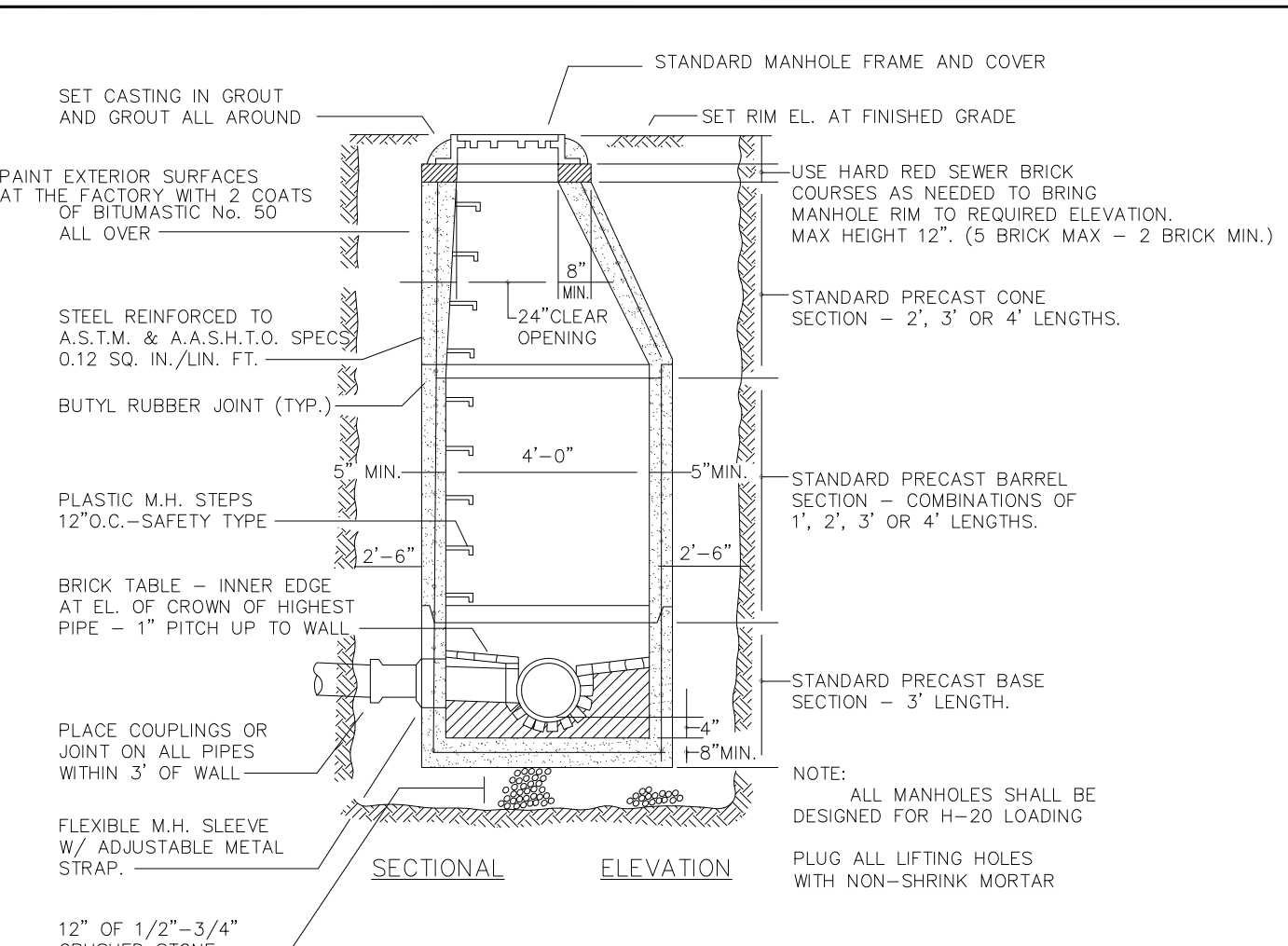
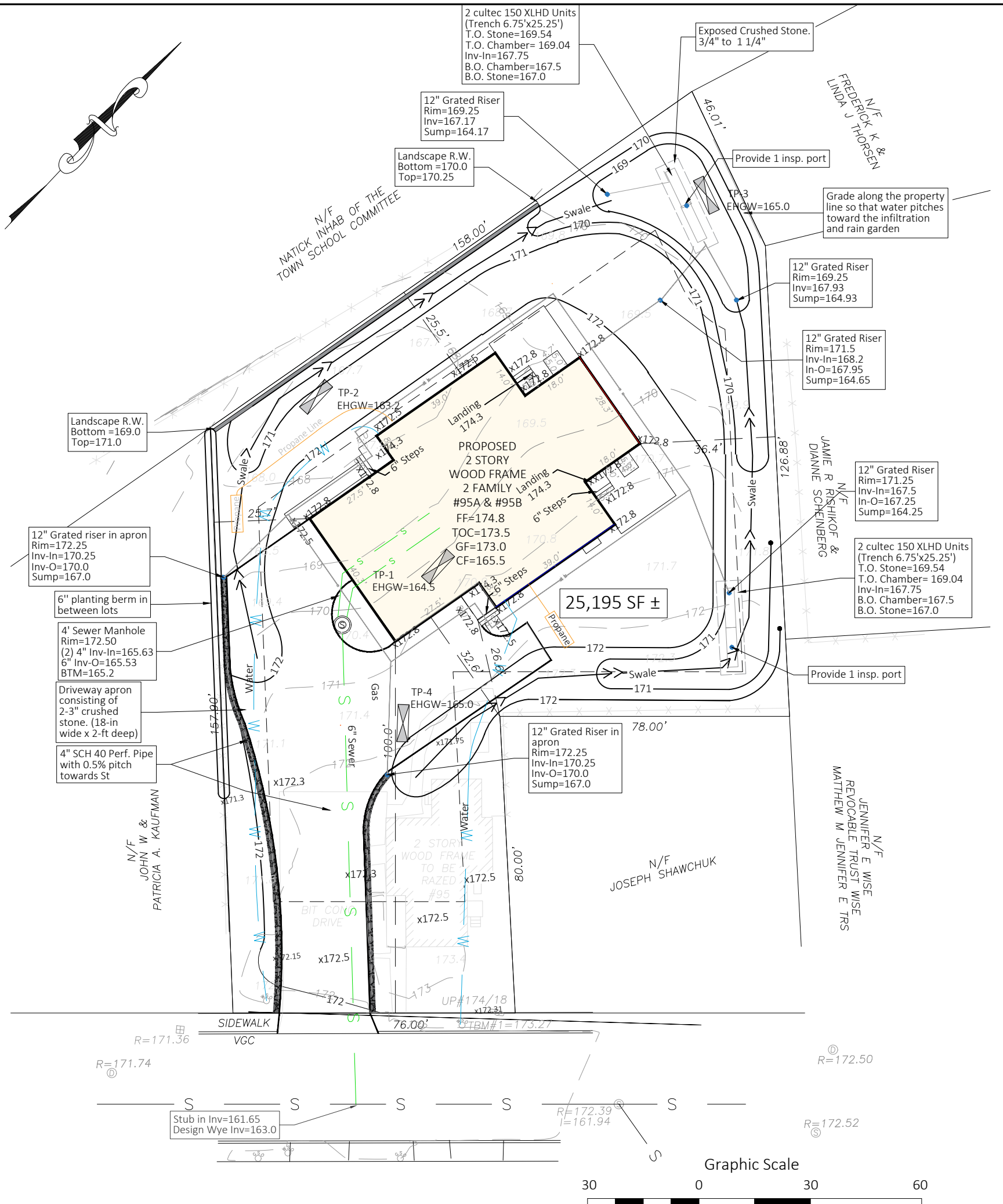
Owner: **95 South Main Street, LLC** Client: **Nick Arthur**

Project No: **J198-79** Drawn by: **FA** Date: **04/10/24** Sheet No: **2 of 4**

Designed by: **DSW, FA** Approved by: **DSW** Scale: **Indicated**

1 4/10/24 Trench and planting FA

Rev.: Date: Description By:



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 774-454-0266 www.claweng.com

Plan Title:	Proposed Utilities Plan		
Project Name:	95 South Main St		
Site Address:	95 South Main St, Natick, MA		
Owner:	95 South Main Street, LLC	Client:	Nick Arthur
Project No:	J198-79	Drawn by:	FA
Designed by:	DSW, FA	Approved by:	DSW
Date:	4/10/24	Date:	04/10/24
Scale:	Indicated	Sheet No.:	3 of 4

1 4/10/24 Trench and planting FA
 Rev.: Date: Description By:

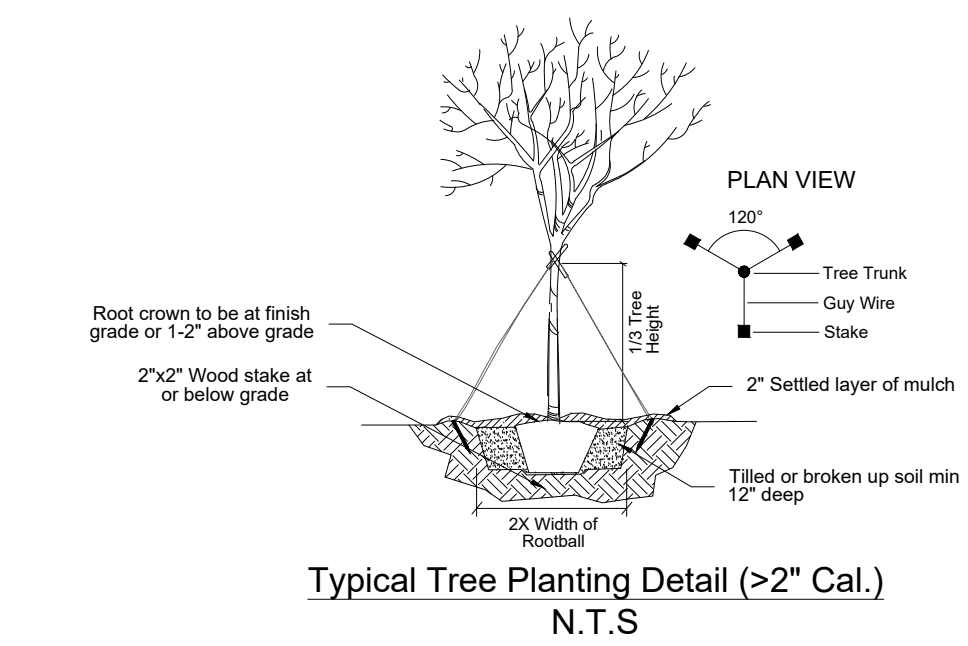
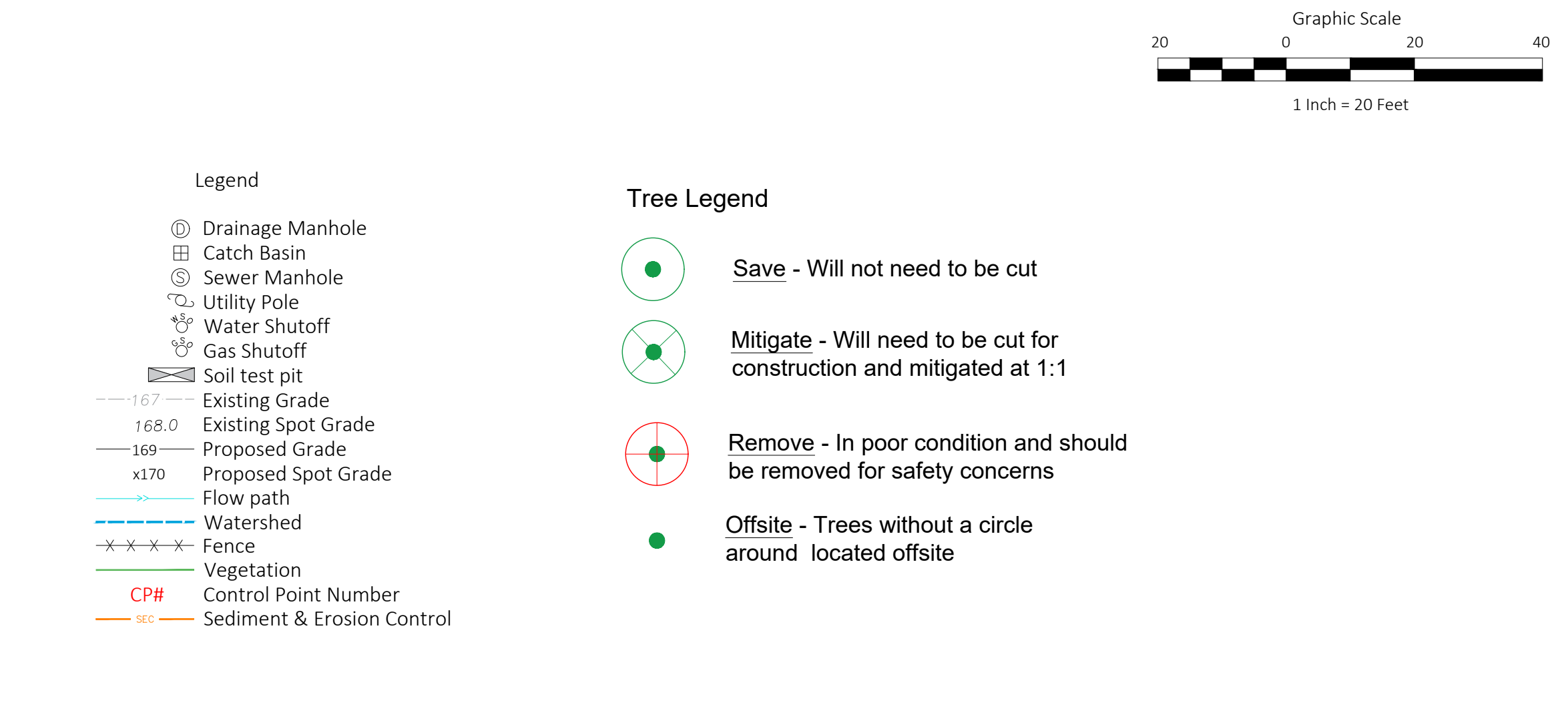
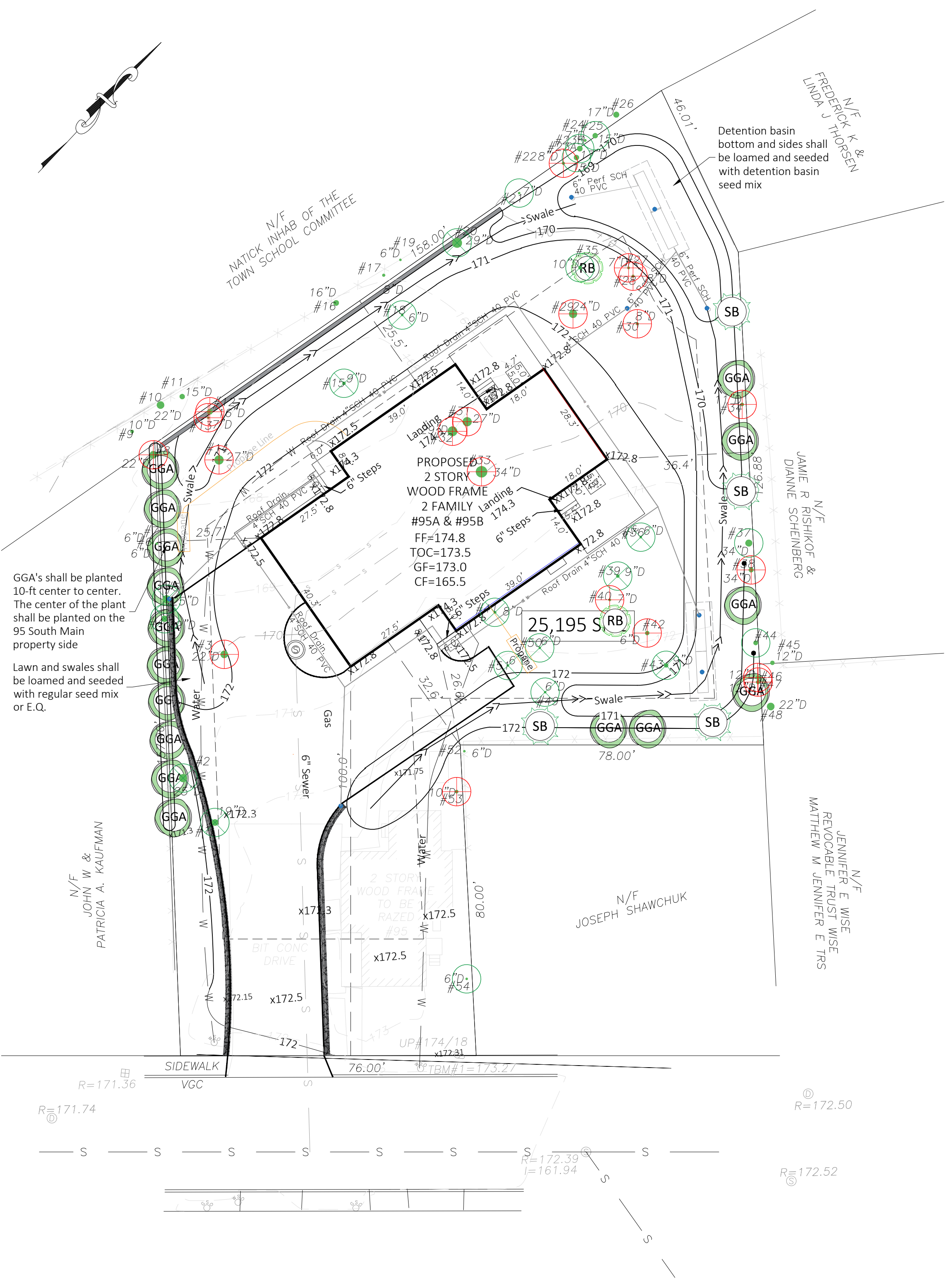
Tree #	Common Name	Botanical Name	Size (DBH)	Status	Mitigation Ratio	Mitigation Planting number	Note
1	Normay Maple	<i>Acer platanoides</i>	19	Mitigate	1:1	1	
2	Normay Maple	<i>Acer platanoides</i>	25	Mitigate	2:1	2	
3	Normay Maple	<i>Acer platanoides</i>	17	Poor - Remove	None	0	
4	Black Walnut	<i>Juglans nigra</i>	19	Mitigate	1:1	1	
5	Black Walnut	<i>Juglans nigra</i>	25	Mitigate	1:1	1	
6	Off locus	-	-	-	-	-	
7	Off locus	-	-	-	-	-	
8*	Black Walnut	<i>Juglans nigra</i>	22	Poor - Remove	None	0	Off site. Will need abutter approval
9	Off locus	-	-	-	-	-	
10	Off locus	-	-	-	-	-	
11	Off locus	-	-	-	-	-	
12	Dead Tree	-	16	Dead - Remove	None	0	
13	Normay Maple	<i>Acer platanoides</i>	7	Poor - Remove	None	0	
14	Eastern White Pine	<i>Pinus strobus</i>	27	Poor - Remove	None	0	
15	Black Walnut	<i>Juglans nigra</i>	9	Mitigate	1:1	1	
16	Off locus	-	-	-	-	-	
17	Off locus	-	-	-	-	-	
18	American Elm	<i>Ulmus americana</i>	6	Mitigate	1:1	1	
19	Off locus	-	-	-	-	-	
20	Black Walnut	<i>Juglans nigra</i>	29	Mitigate	2:1	1	
21	Normay Maple	<i>Acer platanoides</i>	7	Save	1:1	1	
22	Normay Maple	<i>Acer platanoides</i>	8	Poor - Remove	None	0	
23A	Normay Maple	<i>Acer platanoides</i>	15	Save	1:1	1	
23B	Normay Maple	<i>Acer platanoides</i>	17	Save	1:1	1	
24	Off locus	-	-	-	-	-	
25	Normay Maple	<i>Acer platanoides</i>	15	Save	1:1	1	
26	Off locus	-	-	-	-	-	
27	Mulberry Tree	<i>Morus alba</i>	7	Poor - Remove	None	0	
28	Mulberry Tree	<i>Morus alba</i>	8	Poor - Remove	None	0	
29	Normay Maple	<i>Acer platanoides</i>	24	Dead - Remove	None	0	
30	Mulberry Tree	<i>Morus alba</i>	8	Poor - Remove	None	0	
31	Canadian Hemlock	<i>Tsuga canadensis</i>	27	Poor - Remove	None	0	
32	Canadian Hemlock	<i>Tsuga canadensis</i>	29	Poor - Remove	None	0	
33	Canadian Hemlock	<i>Tsuga canadensis</i>	34	Poor - Remove	None	0	
34	Normay Maple	<i>Acer platanoides</i>	11	Poor - Remove	None	0	
35	Black Walnut	<i>Juglans nigra</i>	8	Mitigate	1:1	1	
36	American White Ash	<i>Fraxinus americana</i>	9	Mitigate	1:1	1	
37	Normay Maple	<i>Acer platanoides</i>	34	Save	2:1	1	
38	Normay Maple	<i>Acer platanoides</i>	34	Poor - Remove	None	0	
39	Black Walnut	<i>Juglans nigra</i>	9	Mitigate	1:1	1	
40	Mulberry Tree	<i>Morus alba</i>	7	Poor - Remove	None	0	
41	Black Walnut	<i>Juglans nigra</i>	8	Mitigate	1:1	1	
42	Black Walnut	<i>Juglans nigra</i>	6	Poor - Remove	None	0	
43	Black Walnut	<i>Juglans nigra</i>	9	Mitigate	1:1	1	
44	Normay Maple	<i>Acer platanoides</i>	13	Save	1:1	1	
45	Off locus	-	-	-	-	-	
46	Normay Maple	<i>Acer platanoides</i>	12	Poor - Remove	1:1	0	
47	Normay Maple	<i>Acer platanoides</i>	12	Poor - Remove	1:1	0	
48	Off locus	-	-	-	-	-	
49	Black Walnut	<i>Juglans nigra</i>	6	Mitigate	1:1	1	
50	Black Walnut	<i>Juglans nigra</i>	6	Mitigate	1:1	1	
51	Black Walnut	<i>Juglans nigra</i>	6	Mitigate	1:1	1	
52*	Normay Maple	<i>Acer platanoides</i>	6	Poor - Remove	-	-	Off site. Will need abutter approval
53	Black Walnut	<i>Juglans nigra</i>	6	Poor - Remove	1:1	0	
54	Snow Fountain Weeping Cherry	<i>Prunus snafozam</i>	6	Save	1:1	0	

Poor condition trees to be removed (no mitigation)	21
Healthy trees to be removed (with mitigation)	15
Trees to be saved (no mitigation needed)	7
Required mitigation trees	16
Proposed mitigation trees	22

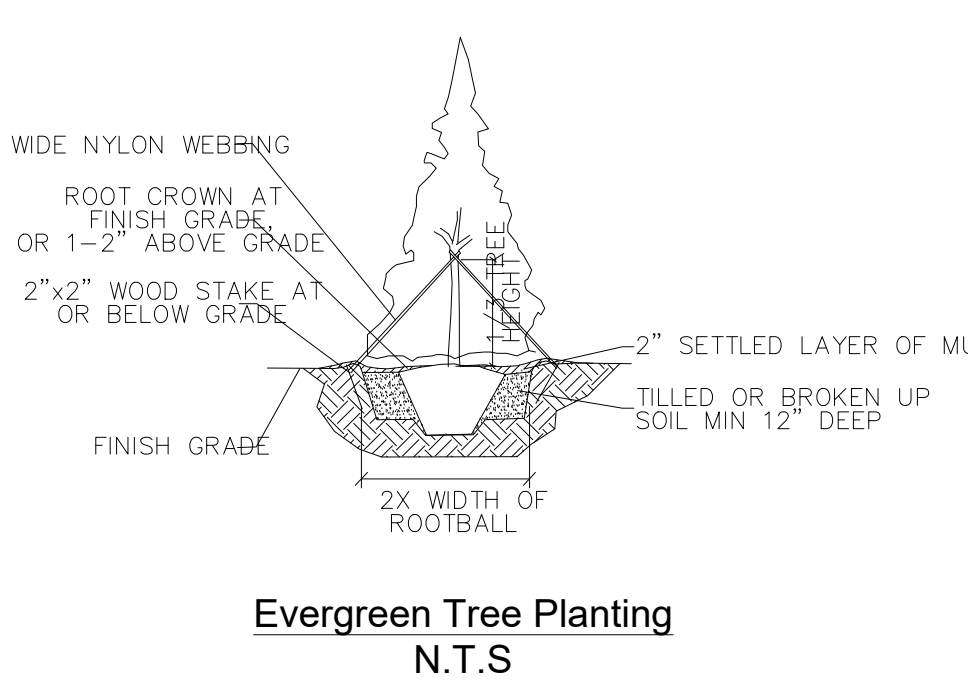
Note: See tree assessment report by Kray A. Small for a detailed list of the surveyed trees along with an explanation of why some trees should be removed

Mitigation Planting Schedule - 95 South Main St, Natick, MA						
Trees and shrubs						
Key	Common name	Botanical name	Mature size	Condition	Spacing	QTY
GGA	White cedar (Giant Green)	<i>Thuja occidentalis</i>	50-60' HTx 20' SP	B+B	10' OC	16
SB	Service berry	<i>Amelanchier</i>	15-20' HTx 20'	B+B	10' OC	4
RB	Redbud	<i>Cercis canadensis</i>	20-30'	B+B	12' O.C.	2

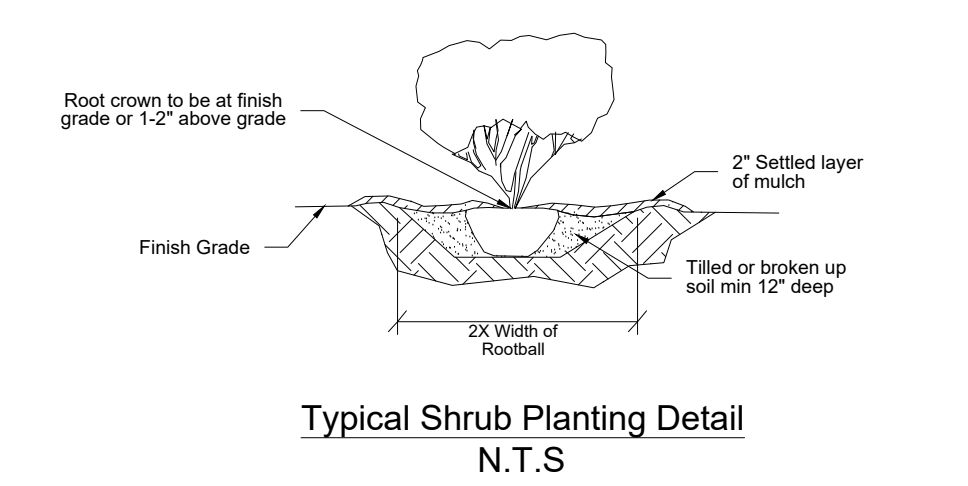
- Mitigation Legend**
- GGA Green Giant
 - SB Service Berry
 - RB Red Bud



- Notes: Tree planting (>2" Cal.)
- All plant materials shall be in accordance with the American Standards for Nursery Stock (ANSI Z60.1-2004). Plant according to ANSI A300 Part 6.
 - Dig the planting hole a minimum of 2x width of rootball for at least the first 12 inches of depth. Below 12 inches, dig hole wide enough to permit adjusting. Do not dig the hole deeper than root ball depth.
 - Scarify the subgrade and sides of the planting hole when planting in clay soils (more than 15% clay).
 - Lift and set the tree by root ball only. Do not lift using the tree trunk and do not use tree trunk as a lever.
 - Set the top of the root ball level with the soil surface or slightly higher if the soil is prone to settling.
 - After the tree is set in place, remove burlap, wire and straps from at least the upper 1/3 of the rootball.
 - Backfill with existing soil that has been well-tilled or broken up. Do not add amendments to the backfill soil. Amend the surface with mulch.
 - Use three 2" x 2" wood stakes driven into undisturbed soil a minimum of 16 inches. Space stakes equally around the tree.
 - Attach 3/4" nylon webbing to connect the tree to stakes. Attach webbing at 1/3 the tree height.
 - Apply a 2-3" (settled) depth of pine straw or bark mulch to the planting surface. Leave a 2" space around the trunk for air circulation.
 - Pruning shall be limited to dead, diseased, or broken limbs only and shall be in accordance with ANSI A300 specifications.
 - Remove any trunk wrap remaining at time of planting. No wraps shall be placed on trunk.



- Notes: Evergreen Tree Planting
- All plant materials shall be in accordance with the American Standards for Nursery Stock (ANSI Z60.1-2004). Plant according to ANSI A300 Part 6.
 - Dig the planting hole a minimum of 2x width of rootball for at least the first 12 inches of depth. Below 12 inches, dig hole wide enough to permit adjusting. Do not dig the hole deeper than root ball depth.
 - Scarify the subgrade and sides of the planting hole when planting in clay soils (more than 15% clay).
 - Lift and set the tree by root ball only. Do not lift using the tree trunk and do not use tree trunk as a lever.
 - Set the top of the root ball level with the soil surface or slightly higher if the soil is prone to settling.
 - After the tree is set in place, remove burlap, wire and straps from at least the upper 1/3 of the rootball.
 - Backfill with existing soil that has been well-tilled or broken up. Do not add amendments to the backfill soil. Amend the surface with mulch.
 - Use three 2" x 2" wood stakes driven into undisturbed soil a minimum of 16 inches. Space stakes equally around the tree.
 - Attach 3/4" nylon webbing to connect the tree to stakes. Attach webbing at 1/3 the tree height.
 - Apply a 2-3" (settled) depth of pine straw or bark mulch to the planting surface. Leave a 2" space around the trunk for air circulation.
 - Pruning shall be limited to dead, diseased, or broken limbs only and shall be in accordance with ANSI A300 specifications.
 - Remove any trunk wrap remaining at time of planting. No wraps shall be placed on trunk.



- Notes: Typical shrub planting, individual planting hole
- Dig planting hole at least 2x the width of the root ball or container.
 - Scarify subgrade and sides of planting hole when planting in clay soil.
 - Set the top of the root ball level with the soil surface, or 1-2" above if the soil is prone to settling.
 - If container grown plant, gently slide plant out of container. Disturb the roots.
 - If b&b plant, remove burlap from at least the top 12 inches of the rootball, without disturbing the rootball. Remove all cord from the trunk. Remove burlap and wire basket (if present) from the root ball.
 - Back fill the planting hole with excavated native soil, broken up or tilled. Water to remove air pockets. Do not add amendments.
 - Place pine straw or bark mulch on the surface to a (settled) depth of 1 to 3 inches.

Creative Land & Water Engineering, LLC
 Environmental Scientists and Engineers
 P.O. Box 584 - Southborough - MA - 01772
 774-454-0266 www.claweng.com

Plan Title:	Planting Plan		
Project Name:	95 South Main St		
Site Address:	95 South Main St, Natick, MA		
Owner:	95 South Main Street, LLC	Client:	Nick Arthur
Project No:	J198-79	Drawn by:	FA
Date:	04/10/24	Sheet No:	4 of 4
Designed by:	DSW, FA	Approved by:	DSW
Scale:	Indicated		
1	4/10/24	Trench and planting	FA
Rev.:	Date:	Description	By:



Luff, Tim <tluff@natickps.org>

Shared Property Line Trees - Johnson School Property

Claire Rundelli <crundelli@natickma.org>

Mon, Apr 22, 2024 at 8:39 AM

To: Shai Fuxman <sfuxman@natickps.org>, "Luff, Tim" <tluff@natickps.org>

Cc: Nick Arthur <n.artfinehomes@gmail.com>, Ryan Yurewicz <ryansyurewicz@gmail.com>, Bella Wong <belwong@natickps.org>

Hi Shai and Tim,

I hope you both are well!

The Conservation Commission is currently reviewing a proposal for a new duplex at 95 South Main Street. The subject lot shares a property line with the Johnson School property.

The applicant is looking to remove several trees that one of our Commissioners (Mike Downey) is concerned may qualify as shared trees. **Under Mass. General Law, the removal of shared boundary trees requires the written permission of all owners.** The Commission is hoping the applicant can **secure written approval from all abutters** which may have co-ownership of trees they are looking to remove.

I've attached the plan set for you here, and the tree removal is documented on the final plan sheet along with the arborist notes regarding the trees. **Art Goodhind has noted that he does not contest the arborist recommendations and does not know of any significant value trees on this property line.**

I've cc'd the developers on this email if you have any questions, but they are hoping to get written approval from the School Committee/designee.

Best wishes,
Claire

Claire Rundelli, ENV SP (*she/her/hers*)
Environmental Planner and Conservation Agent
Natick Community and Economic Development
[13 E Central Street, Natick, MA 01760](#)
508-647-6452



Clawe - Final 2 - 95 South Main St - Stormwater Management - 04 10 24.pdf
4263K



Luff, Tim <tluff@natickps.org>

Fwd: Shared Property Line Trees - Johnson School Property

Nick Arthur <n.artfinehomes@gmail.com>

Mon, Apr 29, 2024 at 9:46 AM

To: Claire Rundelli <crundelli@natickma.org>

Cc: Shai Fuxman <sfuxman@natickps.org>, "Luff, Tim" <tluff@natickps.org>, Ryan Yurewicz <ryansyurewicz@gmail.com>, Bella Wong <belwong@natickps.org>

Hi Claire, thank you for following up on this. I have attached a plan from our survey company which has all of the tree locations surveyed as to the exact location. If you zoom in this plan is a little bit easier to see and the dots that locate the trees are all to scale. I believe the trees in question with the Johnsons school property line are trees number 8, 12, 13 and 22.

Trees 12 and 13 are on our property and do not encroach on the Johnson school property line so we will still be proposing to remove these.

Tree number 22 is also on our property and we will be proposing to keep this tree. After looking at this tree for a second time we feel that we do not need to take it down

Tree number 8 is also not encroaching on the Johnson school property line. It is actually a shared tree with Mr. Kaufman to the left of us. We will have a written agreement with Mr. Kaufman that this tree will be removed by us as part of our agreement to replant some screening for him

Hopefully this helps. Please let me know if you have any questions

[Quoted text hidden]



Tree Locations 95 South Main.pdf
117K





46.01'

25.195 SF

158.00'

78.00'

126.88'

198.5

17"D #26

7"D #25

15"D #24

17"D #23

8"D #22

15"D #21

198.2

197.8

6"D #19

8"D #17

16"D #16

18.6"D #18

195.8

195.7

15.9"D #15

29"D #31

27"D #30

197.4

29"D #32

34"D #33

196.4

195.8

195.8

196

195.9

11"D #11

5"D #12

22"D #10

16"D #13

7"D #14

27"D #14

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ITEM TITLE:

Approval of the Last Day of School for the 2023-2024 School
Year

DATE:

ITEM TYPE:

ITEM SUMMARY:

BACKGROUND

INFORMATION:

RECOMMENDATION:
