

**NATICK PUBLIC SCHOOLS**  
**School Committee Meeting**  
**February 3, 2025**  
**6:00 PM**  
**School Committee Room - 3rd flr, Town Hall**

**Posted Date: Thursday, January 30, 2025 @ 1:50 PM**

**Open Meeting at 6:00PM. Virtual Meeting Accessed Via: <https://us06web.zoom.us/j/2038566119?pwd=TmtdXGxenQ0YXRlN1FicHVpd3hEZz09> 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/u/keAEm9sL> . 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](mailto: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**

|                     |
|---------------------|
| <b>OPEN SESSION</b> |
|---------------------|

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

**JOINT SESSION WITH SELECT BOARD, FINCOM and SCHOOL COMMITTEE - BUDGET DISCUSSION**

1. Presentation of Proposed FY26 Budget

**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, STUDENT, METCO REPRESENTATIVES - UPDATES/CONCERNS**

**CONSENT AGENDA**

1. Enrollment Report - February 1, 2025
2. Approval of Open Session Minutes from 1.6.25
3. Approval of Executive Session Minutes from 1.6.25

## **SUPERINTENDENT'S REPORT**

1. FY26 Recommended Budget and Proposed Override
2. 2025 - 2026 Calendar

## **SUBCOMMITTEE/LIAISON UPDATES**

1. Policy Subcommittee

## **ACTION ITEMS**

1. Vote to Approve SY2025-2026 Calendar
2. Vote to Approve Policy BEDH: Public Participation at School Committee Meetings

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

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**ITEM TITLE:** Presentation of Proposed FY26 Budget  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:** FY26 Budget Process - LINK  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ATTACHMENTS:**

| <b>Description</b>  | <b>File Name</b>                                  | <b>Type</b> |
|---------------------|---------------------------------------------------|-------------|
| fy26 budget process | 2.3.25_SY26_NPS_SB_FC_SC_Joint_Mtg_2.3.25_(1).pdf | Cover Memo  |



# FY26 Budget Process

February 3, 2025 - Joint Meeting

School Committee

Select Board

Finance Committee



# BUDGET GOAL

Our goal is to balance fiscal responsibility, strategic reductions, and budget-neutral solutions while preserving high-quality education and student-facing positions.





*NPS Art by Alex, Grade 2*

# SCHOOL COMMITTEE GUIDANCE, PRIORITIES & VALUES

- Meet contractual agreements to allow NPS to **hire, develop and maintain the best educators** for Natick students
- **Measurably improve student achievement** with particular focus on Math and Literacy
- Ensure **Special Education and ELL programs** are funded to meet the needs of every student
- Measure progress towards a **district culture** where each student feels safe and has a sense of belonging
- Support the Superintendent in developing the next **Strategic Plan**, including a detailed School Department **Five-Year Capital Plan**, by leveraging the insights and recommendations from the Superintendent's entry plan.
- Maintain a **robust set of offerings both during and after school** to provide students with diverse experiences to enable them to develop life skills, including critical thinking, communication, collaboration, problem-solving and creativity while also facilitating measurable improvement in student sense of belonging.
- Develop a comprehensive long-term capital strategy for our elementary schools, including participation in the **eligibility process of the MSBA.**

# FY26 TOWN BUDGET DEVELOPMENT

|                                                              | FY25<br>Appropriation | FY26 Budget -<br> <b>NO Override</b> | % Change<br>from FY25 | FY26 Budget -<br> <b>Override</b> | % Change<br>from FY25 |
|--------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------|-----------------------|
| School Operating<br>Funds - <i>including bus<br/>subsidy</i> | \$87,225,143          | \$92,714,346                                                                                                          | 6.29%                 | \$95,491,904                                                                                                         | 9.48%                 |

- Worked to develop a **fiscally responsible budget** that aligns with stakeholder priorities
- Sought **alignment with the 2024-2025 District Priorities**
- Aimed to optimize funding and increase efficiency through **targeted expense reductions**
- **Engaged stakeholders**, including district and school leadership, the School Committee, and town officials
- Ensured an **open, collaborative, and transparent** budget development process.

# FY26 BUDGET FRAMING

|                                                             |              |
|-------------------------------------------------------------|--------------|
| Funds Needed for Level Service                              | \$96,891,904 |
| Reductions below Level Service <i>(voted by SC 1.27.25)</i> | \$1,400,000  |
| Adjusted FY26 Budget                                        | \$95,491,904 |
| Adjusted Funding Shortfall (Override Need)                  | \$2,777,558  |
| Prelim Operating FY26 Budget from Town                      | \$92,714,346 |

**With  
Override**



# FY26 RECOMMENDED BUDGET BY DEPARTMENT

| FUNCTION ROLL UP      | FY22 Actual          | FY23 Actual          | FY24 Actual          | FY25 Appropriation   | FY26 Recommended Budget | FY26 FTE     | \$ Change           | % Change   | % of Budget Driver |
|-----------------------|----------------------|----------------------|----------------------|----------------------|-------------------------|--------------|---------------------|------------|--------------------|
| ADMINISTRATION        | \$ 3,861,483         | \$ 4,286,367         | \$ 4,202,440         | \$ 4,785,100         | \$ 4,880,118            | 35           | \$ 95,018           | 2%         | 1.1%               |
| INSTRUCTION           | \$ 56,397,809        | \$ 60,281,026        | \$ 65,023,696        | \$ 68,376,167        | \$ 73,110,137           | 777.6        | \$ 4,733,970        | 7%         | 54.4%              |
| HEALTH SERVICES       | \$ 1,251,358         | \$ 1,280,834         | \$ 1,387,476         | \$ 1,441,501         | \$ 1,530,409            | 14.3         | \$ 88,908           | 6%         | 1.0%               |
| ATHLETICS& ACTIVITIES | \$ 1,288,586         | \$ 1,536,433         | \$ 1,496,217         | \$ 1,312,263         | \$ 1,562,992            | 5            | \$ 250,729          | 19%        | 2.9%               |
| TRANSPORTATION        | \$ 3,413,762         | \$ 3,297,073         | \$ 4,547,241         | \$ 4,408,108         | \$ 5,246,018            | 1            | \$ 837,910          | 19%        | 9.6%               |
| TECHNOLOGY            | \$ 1,131,156         | \$ 1,203,220         | \$ 1,142,769         | \$ 1,375,250         | \$ 1,421,821            | 2            | \$ 46,571           | 3%         | 0.5%               |
| FACILITIES            | \$ 1,919,440         | \$ 2,455,243         | \$ 1,914,078         | \$ 2,719,750         | \$ 2,568,650            | 0            | \$ (151,100)        | -6%        | -1.7%              |
| BENEFITS & EQUIP      | \$ 47,812            | \$ 3,235             | \$ 18,891            | \$ 6,300             | \$ 39,000               | 0            | \$ 32,700           | 519%       | 0.4%               |
| TUITIONS              | \$ 5,791,579         | \$ 4,602,982         | \$ 3,447,773         | \$ 2,370,860         | \$ 5,132,760            |              | \$ 2,761,900        | 116%       | 31.8%              |
| <b>Grand Total</b>    | <b>\$ 75,102,985</b> | <b>\$ 78,946,413</b> | <b>\$ 83,180,582</b> | <b>\$ 86,795,299</b> | <b>\$ 95,491,904</b>    | <b>834.9</b> | <b>\$ 8,696,605</b> | <b>10%</b> | <b>100.0%</b>      |

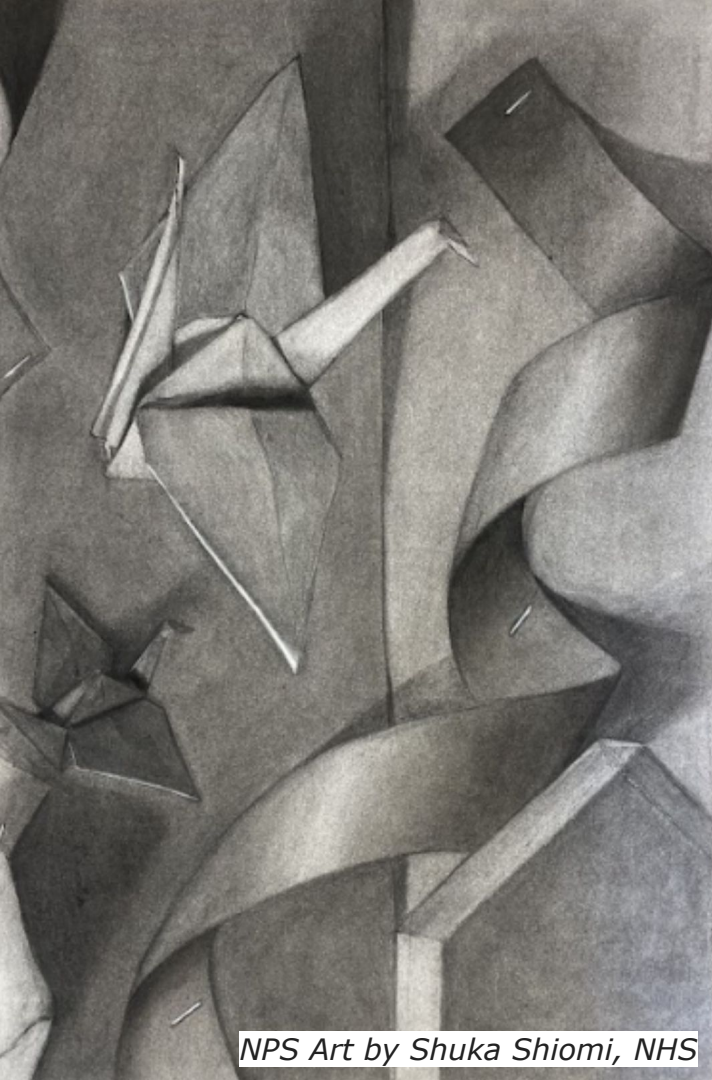
Assumes  
Override

# FY26 Budget Book: Key Changes

- **Budget Guidance from the School Committee** to reflect district priorities
- **Expanded Format (+80 pages)** for greater detail & transparency
- **Three-Year Budget History by Department** for trend analysis
- **Detailed Variance Explanations** to clarify year-over-year changes
- Comprehensive **Staffing Overview** (additions, reductions, role changes)
- Staffing Reductions & **Override Analysis**: Impact on positions & programs
- Expanded School, **Department & Program Details** for clearer budgeting
- **Additional Funding Sources** (grants, revolving funds, external revenue)
- Complete Overview of **Service Fees** (student fees, athletics, services)
- Links to **School Improvement Plans** for strategic alignment

# FY26 BUDGET MEETING TIMELINE *(recommendation)*

|                   |                                                                           |
|-------------------|---------------------------------------------------------------------------|
| December 2, 2024  | <i>SC Meeting:</i> Preliminary Budget & Override Recommendation           |
| December 16, 2024 | <i>Joint SC/SB Meeting:</i> Preliminary Budget & Override Recommendation  |
| January 21, 2025  | Public Forum #1 - Potential Override                                      |
| February 3, 2025  | <i>Joint Meeting (SB/SC/FinCom):</i> Overview of Budget Process           |
| February 3, 2025  | <i>SC Meeting:</i> Superintendent Recommended Budget Presentation         |
| February 11, 2025 | Public Forum #2 - Potential Override                                      |
| tbd               | FinCom Education Subcommittee                                             |
| February 24, 2025 | <i>SC Meeting:</i> Budget Review - Instructional Areas                    |
| March 3, 2025     | <i>SC Meeting:</i> Budget Review - Fees and Non Instructional Areas       |
| March 12, 2025    | Public Forum #3 - Potential Override                                      |
| March 17, 2025    | <i>SC Meeting:</i> Public Hearing on the Budget & SC Discussion of Budget |
| March 24, 2025    | <i>Special SC Meeting:</i> SC Discussion of budget and Vote               |



[Link to FY26 NPS Budget Book](https://natickschools.info/FY26Budget)



<https://natickschools.info/FY26Budget>

*NPS Art by Shuka Shiomi, NHS*

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**ITEM TITLE:** Enrollment Report - February 1, 2025  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:** Enrollment Report - LINK  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ATTACHMENTS:**

| <b>Description</b>         | <b>File Name</b>                                                   | <b>Type</b> |
|----------------------------|--------------------------------------------------------------------|-------------|
| enrollment report - 2.1.25 | NPS_Student_Enrollment_-<br>_2025_02_FEB_SY25_-<br>_Totals_(1).pdf | Cover Memo  |

Natick Public Schools - Student Enrollment February 01, 2025

| NATICK          | January 01, 2025        |     |     |     |     |     |     |     |     |     |     |     |     |     |            | NATICK          | February 01, 2025       |     |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|-----------------|-------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|------------|-----------------|-------------------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-------|-----|-------|-----|-----|-------|-----|-----|
|                 | NPK                     | K   | 1   | 2   | 3   | 4   | 5   | 6   | 7   | 8   | 9   | 10  | 11  | 12  | Total      |                 | NPK                     | K   | 1   | 2   | 3   | 4   | 5   | 6   | 7   | 8   | 9   | 10  | 11  | 12  | Total |     |       |     |     |       |     |     |
| NHS             |                         |     |     |     |     |     |     |     |     |     | 398 | 435 | 422 | 380 | 1,635      | NHS             |                         |     |     |     |     |     |     |     |     |     |     |     |     |     |       | 399 | 436   | 424 | 378 | 1,637 |     |     |
| KENNEDY         |                         |     |     |     |     |     | 222 | 240 | 218 | 235 |     |     |     |     | 915        | KENNEDY         |                         |     |     |     |     |     | 221 | 241 | 218 | 236 |     |     |     |     |       |     |       |     | 916 |       |     |     |
| WILSON          |                         |     |     |     |     | 180 | 185 | 193 | 178 |     |     |     |     | 736 | WILSON     |                 |                         |     |     |     |     | 182 | 184 | 194 | 178 |     |     |     |     |     |       |     |       | 738 |     |       |     |     |
| BEN-HEM         |                         | 21  | 21  | 19  | 20  | 20  |     |     |     |     |     |     |     |     |            | BEN-HEM         |                         | 21  | 21  | 19  | 21  | 20  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 21  | 21  | 19  | 19  | 20  |     |     |     |     |     |     |     |     |            |                 |                         | 21  | 21  | 19  | 19  | 20  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 22  | 21  | 19  | 20  | 20  |     |     |     |     |     |     |     |     |            |                 |                         | 23  | 21  | 19  | 21  | 20  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 20  | 21  | 17  | 20  | 22  |     |     |     |     |     |     |     |     |            |                 |                         | 21  | 21  | 17  | 20  | 22  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 22  | 20  |     | 20  | 19  |     |     |     |     |     |     |     |     |            |                 |                         | 22  | 20  |     | 21  | 19  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         |     |     |     | 20  |     |     |     |     |     |     |     |     |     |            |                 |                         |     |     |     | 20  |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Total:          |                         | 106 | 104 | 74  | 119 | 101 |     |     |     |     |     |     |     |     | 504        | Total:          |                         | 108 | 104 | 74  | 122 | 101 |     |     |     |     |     |     |     |     |       |     |       |     |     |       | 509 |     |
| BROWN           |                         | 18  | 18  | 19  | 21  | 24  |     |     |     |     |     |     |     |     |            | BROWN           |                         | 18  | 18  | 21  | 21  | 24  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 17  | 17  | 20  | 21  | 25  |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 18  | 20  | 20  | 25  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 18  | 19  | 21  | 20  | 24  |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 18  | 21  | 21  | 24  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 18  | 17  | 20  | 21  | 24  |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 18  | 20  | 21  | 24  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 18  | 18  | 20  | 21  |     |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 19  | 20  | 21  |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         |     |     |     | 20  |     |     |     |     |     |     |     |     |     |            |                 |                         |     |     |     | 20  |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Total:          |                         | 89  | 89  | 100 | 124 | 97  |     |     |     |     |     |     |     |     | 499        | Total:          |                         | 90  | 91  | 102 | 124 | 97  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     | 504 |
| JOHNSON         | SCHOOL CLOSED           |     |     |     |     |     |     |     |     |     |     |     |     |     |            | JOHNSON         | SCHOOL CLOSED           |     |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Total:          | End of School Year 2024 |     |     |     |     |     |     |     |     |     |     |     |     |     |            | Total:          | End of School Year 2024 |     |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| LILJA           |                         | 20  | 17  | 17  | 24  | 24  |     |     |     |     |     |     |     |     |            | LILJA           |                         | 20  | 17  | 17  | 24  | 24  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 22  | 14  | 20  | 22  | 24  |     |     |     |     |     |     |     |     |            |                 |                         | 22  | 14  | 20  | 23  | 24  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 20  | 17  | 20  | 21  | 22  |     |     |     |     |     |     |     |     |            |                 |                         | 20  | 17  | 21  | 20  | 22  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 22  | 15  | 21  | 22  |     |     |     |     |     |     |     |     |     |            |                 |                         | 22  | 15  | 21  | 22  |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 20  |     |     |     |     |     |     |     |     |     |     |     |     |            |                 |                         | 20  |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Access Program: |                         | 2   | 3   | 0   | 1   | 0   |     |     |     |     |     |     |     |     |            | Access Program: |                         | 2   | 3   | 0   |     |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Combo Classes:  |                         |     | 9   | 9   |     |     |     |     |     |     |     |     |     |     |            | Combo Classes:  |                         |     | 9   | 9   |     |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Combo Classes:  |                         |     | 8   | 8   |     |     |     |     |     |     |     |     |     |     |            | Combo Classes:  |                         |     | 8   | 8   | 1   |     |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Total:          |                         | 106 | 83  | 95  | 90  | 70  |     |     |     |     |     |     |     |     | 444        | Total:          |                         | 106 | 83  | 96  | 90  | 70  |     |     |     |     |     |     |     |     |       |     |       |     |     |       | 445 |     |
| MEMORIAL        |                         | 18  | 21  | 23  | 19  | 21  |     |     |     |     |     |     |     |     |            | MEMORIAL        |                         | 18  | 21  | 23  | 19  | 22  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 16  | 21  | 21  | 20  | 22  |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 21  | 21  | 20  | 23  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 17  | 22  | 23  | 20  | 21  |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 22  | 23  | 20  | 22  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         | 18  | 21  | 23  | 20  | 22  |     |     |     |     |     |     |     |     |            |                 |                         | 18  | 21  | 23  | 20  | 22  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
|                 |                         |     |     |     | 20  | 23  |     |     |     |     |     |     |     |     |            |                 |                         |     |     |     | 20  | 23  |     |     |     |     |     |     |     |     |       |     |       |     |     |       |     |     |
| Total:          |                         | 69  | 85  | 90  | 99  | 109 |     |     |     |     |     |     |     |     | 452        | Total:          |                         | 72  | 85  | 90  | 99  | 112 |     |     |     |     |     |     |     |     |       |     |       |     |     |       | 458 |     |
| PRE-K EAST      | 66                      |     |     |     |     |     |     |     |     |     |     |     |     | 66  | PRE-K EAST | 66              |                         |     |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     | 66  |       |     |     |
| PRE-K NHS       | 57                      |     |     |     |     |     |     |     |     |     |     |     |     | 57  | PRE-K NHS  | 55              |                         |     |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     | 55  |       |     |     |
| PRE-K BEN       | 11                      |     |     |     |     |     |     |     |     |     |     |     |     | 11  | PRE-K BEN  | 12              |                         |     |     |     |     |     |     |     |     |     |     |     |     |     |       |     |       |     | 12  |       |     |     |
| TOTAL:          | 134                     | 370 | 361 | 359 | 432 | 377 | 402 | 425 | 411 | 413 | 398 | 435 | 422 | 380 | 5,319      | Total:          | 133                     | 376 | 363 | 362 | 435 | 380 | 403 | 425 | 412 | 414 | 399 | 436 | 424 | 378 |       |     | 5,340 |     |     |       |     |     |

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**ITEM TITLE:** Approval of Open Session Minutes from 1.6.25  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:** Open Session Minutes from 1.6.25 - LINK  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ATTACHMENTS:**

| <b>Description</b>               | <b>File Name</b>                                         | <b>Type</b> |
|----------------------------------|----------------------------------------------------------|-------------|
| open session minutes from 1.6.25 | 1.6.25_OPEN_SESSION_School_Committee_Meeting_Minutes.pdf | Cover Memo  |

*Natick Public Schools*  
**SCHOOL COMMITTEE MEETING OPEN SESSION MINUTES**  
*January 6, 2025*

The School Committee held a meeting on Monday January 6, 2025, at 6:03 pm via an in-person and virtual meeting. Chair Fuxman called the meeting to order and took roll call at 6:03 pm.

Members Present:

Chair Fuxman - present  
Ms. Gorseth - present  
Ms. Brunell - *not present*  
Ms. McDonough – present  
Ms Collins - present  
Mr. Brand – present  
Ms. Flathers - present  
Ms. Scott - *not present*

Others Present:

|                   |                                                                        |
|-------------------|------------------------------------------------------------------------|
| Dr. Melissa Spash | Superintendent                                                         |
| Susan Balboni     | Assistant Superintendent for Teaching, Learning, Innovation and Equity |
| Matthew Gillis    | Assistant Superintendent of Finance                                    |
| Linda McGrath     | Recording Secretary                                                    |

Chair Fuxman made a motion to move into Executive Session at 6:03 PM for the following purposes: Ms. Collins second the motion.

Chair Fuxman took role call to vote:

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

1. 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 (EAN Units A and B, Administrative Assistants, Food Service, Paraprofessionals, and Custodial and Maintenance).



## OPEN SESSION

Chair Fuxman resumed the open session meeting at approximately 6:40 pm and stated that the meeting was being recorded by Pegasus.

## ROLL CALL

## PLEDGE OF ALLEGIANCE

MOMENT OF SILENCE - To honor those who have sacrificed for our country.

## ANNOUNCEMENTS

1. Ms. Balboni made the following announcement regarding [MMEA Eastern District](#)
2. Dr. Spash made an announcement explaining the process of the Q/A's regarding the override. Please refer to the memo on the Town website.
3. Chair Fuxman stated that the proposed override and budget should be on the agenda starting at the next meeting until March 25th with the purpose of asking questions. Please use the QR code on the Town website.
4. Chair Fuxman also announced that the Natick 101 is offering a session on January 23rd at 7:00 pm in the School Committee room and will also be televised through the Youtube channel, to learn more about the School Committee.

## 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.

No one for Public Speak ~

## TEACHER REPRESENTATIVE - Jefferson Wood

Mr. Wood stated he had nothing to report tonight ~

## STUDENT REPRESENTATIVE

No student representatives for tonight - Chair Fuxman read an announcement from Anthony Lu:

Midterms: End of semester cumulative tests are coming up on the week of 1/20 - 1/24 for all high school grades 9-12. All days in that week will be half-days.

Career Pathway Fair: On Wednesday, 1/15 from 5pm to 7pm is a Career Pathways Fair at the METCO HQ at 11 Roxbury St. in Roxbury MA. It is open to all Natick High Students. At the fair, students and

families will learn about possible pathway options for post high school success (excluding 4-year degrees).

MLK Day Celebration: Natick will be hosting its 20th annual Martin Luther King Jr. Community Celebration at Natick High School on 1/20. It is on 1/20 and refreshments start at 9 am and the program begins at 10.

#### METCO REPRESENTATIVE - Tamika Scott

Ms. Scott was not present tonight ~

#### CONSENT AGENDA

1. Approval of Open Session Minutes from 11.18.24
2. Approval of Executive Session Minutes from 11.18.24
3. Enrollment Report - January 1, 2025

*Mr. Brand made a motion to approve the consent agenda. Ms. Collins seconded the motion. All were in favor unanimously. 6-0-0. Motion passed.*

#### SUPERINTENDENT'S REPORT

1. ServeNatick - Kabir Anand, Cameron Bernard, and Phineas Rando presented the slides for tonight.

Ms. Collins commented how an important topic this is as it helps people figure out how they fit into the community.

Ms. Flathers asked if this can be for anyone in the community? Kabir stated that initially it was just for the high school students but they have expanded to the entirety of the Town.

Chair Fuxman mentioned that the Natick Education Foundation gives grants and would be a good place to reach out to.

2. English Language Learner (EL) Data Presentation

Ms. Miller introduced all that participated in the presentation: Michelle Boyle, Jaime Mussi, and Caitlin O'Neil.

Mr. Brand asked about the data that shows what percentage of students exit. Ms. O'Neil stated that the data shows that it takes the state about 5-7 years to establish academic fluency.

Mr. Gillis asked in regards to those that test out, is it state offered or can we ask to run the test? Ms. Mussi stated that it is state mandated in January along with other states and that they test all at the same time.

Ms. Collins asked if the access testing is individual or in groups? Ms. Mussi said it depends on the test but Kindergarten is all individually tested. Ms. Collins also asked if services were being offered for Kindergarten? Ms. O'Neil stated legally they are not required to but they are offering for new english speakers this year.

Ms. McDonough asked about support at the elementary level and when did we start with programs at the others beside Brown? Ms. Miller stated that Ben/Hem was added two years ago, Wilson started this year and Brown and Lilja have been long standing. Ms. McDonough then asked about staffing? She stated that Ben/Hem has more staffing than Lilja but has the fewest EL students. Ms. O'Neil commented that it is because of the dually identified students.

Ms. McDonough asked if there is additional support to the community to ensure that there is a solid partnership? Ms. O'Neil stated that there are a lot of different areas where they do such work. She also mentioned that they can utilize Talking Point and Lexikeet.

Ms. Gorseth asked if there are any assessments that are done to see where families are with their understanding of the American education system. Ms. O'Neil said currently it is not being done but it is a future goal.

Dr. Spash commented on ELPAC (English Learner Parent Advisory Council) where people can be present, network and make a community but also give talking points.

Ms. Flathers asked what kind of programs are in place for social integration? Ms. Mussi stated there are a few programs such as a luncheon for new students, town clubs and sports, and after school clubs.

Ms. Collins asked about the IEP process? Ms. Miller stated that all students have access to invention through the interventionists or a tier 2 or 3 approach.

Chair Fuxman asked if a parent had concerns and wanted their student to be evaluated, would they be tested in the first year? Ms. Miller stated yes.

Chair Fuxman asked about assessments with regards to the gifted students? Ms. Miller stated that students are identified by their benchmark scores and once classified as a potential gifted student, they are evaluated with a psychologist.

Chair Fuxman asked what are the benefits of having students from different cultural backgrounds? Ms. Mussi stated that the native speakers take a cultural language and find a great enthusiasm and excitement to be able to speak with the English learning students. She believes that this builds a stronger community.

### 3. [SY26 Technology Department Budget Request](#)

Mr. Roche reviewed his Technology Budget presentation for tonight.

Ms. McDonough asked when the budget was trimmed by extending the useful life of devices, how was it determined that it would not impact the functionality for students and staff? Mr. Roche stated that he looked at how the devices were being used, the software, and made sure the vendors will still support.

Chair Fuxman asked about inflation affecting the technology price increase? Mr. Roche stated that the vendors are moving to subscription based models which drives up the annual revenues and putting pressure on budgets.

There was further discussion regarding printing.

### 4. [Earmarks](#)

Mr. Gillis reviewed the earmark memo.

## FINANCE

1. MSBA Update on Memorial SOI
2. Initial Compliance Certification Submittal
  - a. [MSBA Eligibility Phase](#)
3. SY25 Preliminary Budget Report Update

Dr. Spash reviewed the presentation on the MSBA Eligibility Phase.

Chair Fuxman commented on the building committee and that there is to be 1 to 2 School Committee members but to wait until March 31st to choose.

Chair Fuxman asked about clarification on Town meeting voting and Town as a whole voting?

Mr. Gillis explained for the fall meeting in 2025, it would be a Town meeting and in Fall of 2026, it is a ballot vote.

Ms. Doran (virtual) asked what a debt exclusion might total and how many years it would be spread out?

Mr. Gillis explained that an override is a permanent increase to the tax bill until an underride is voted which is an option. He stated that the figure is \$8 million and for the debt exclusion, it is bonded for 20-25 years and that the cost goes away when the debt is paid off. Dr. Spash commented that the capital plan currently is \$70 million.

Mr. Brand commented that the debt exclusion for the community senior center and high school are due to come off in either 2029 or 2030.

Ms. McDonough commented that the reimbursement rate varies by towns.

Ms. Collins mentioned that there are other costs that the Town has incurred to roll off in 2030 such as the pension.

Dr. McKenzie (public) asked if the debt exclusion would be a separate election? Dr. Spash stated that at this time it's early and it hasn't been thought through just yet. Ms. Collins commented that assuming we are done at the November election, it might be a separate Town ballot and not a separate election.

#### SUBCOMMITTEE/LIAISON UPDATES

Ms. Gorseth commented that both her and Ms. McDonough will be presenting a calendar survey presentation at the January 27th meeting.

Mr. Brand mentioned that the policy subcommittee will be meeting on January 9th and the discussion will be about Title 9 and the Cell Phone policies

*Ms. Collins made a motion to adjourn the meeting at 9:03 pm. Mr. Brand seconded the motion. All in favor unanimously. 6-0-0. Motion passed.*

Respectfully submitted:

Linda McGrath  
Recording Secretary

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**ITEM TITLE:**

Approval of Executive Session Minutes from 1.6.25

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:**

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

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**ITEM TITLE:** FY26 Recommended Budget and Proposed Override  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:** FY26 Recommended Budget - LINK  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ATTACHMENTS:**

| <b>Description</b>      | <b>File Name</b>                     | <b>Type</b> |
|-------------------------|--------------------------------------|-------------|
| fy26 recommended budget | 2.3__SY26_NPS_Recommended_Budget.pdf | Cover Memo  |



# FY26 Budget

February 3, 2025

Natick Public Schools





**01**

**FY26 BUDGET GOAL &  
GUIDANCE**

# **AGENDA**

**02**

**BUDGET DEVELOPMENT &  
RECOMMENDED BUDGET**

**03**

**OVERVIEW OF BUDGET  
DRIVERS**

**04**

**BUDGET UNKNOWNNS**

**05**

**BUDGET & FTE IMPACTS  
 **OVERRIDE &  **NO OVERRIDE******

**06**

**FY26 PROPOSED BUDGET  
MEETING TIMELINE**

# BUDGET GOAL

Our goal is to balance fiscal responsibility, strategic reductions, and budget-neutral solutions while preserving high-quality education and student-facing positions.





*NPS Art by Alex, Grade 2*

# SCHOOL COMMITTEE GUIDANCE, PRIORITIES & VALUES

- Meet contractual agreements to allow NPS to **hire, develop and maintain the best educators** for Natick students
- **Measurably improve student achievement** with particular focus on Math and Literacy
- Ensure **Special Education and ELL programs** are funded to meet the needs of every student
- Measure progress towards a **district culture** where each student feels safe and has a sense of belonging
- Support the Superintendent in developing the next **Strategic Plan**, including a detailed School Department **Five-Year Capital Plan**, by leveraging the insights and recommendations from the Superintendent's entry plan.
- Maintain a **robust set of offerings both during and after school** to provide students with diverse experiences to enable them to develop life skills, including critical thinking, communication, collaboration, problem-solving and creativity while also facilitating measurable improvement in student sense of belonging.
- Develop a comprehensive long-term capital strategy for our elementary schools, including participation in the **eligibility process of the MSBA.**

# FY26 TOWN BUDGET DEVELOPMENT

|                                                              | FY25<br>Appropriation | FY26 Budget -<br> <b>NO Override</b> | % Change<br>from FY25 | FY26<br>Budget -<br> <b>Override</b> | % Change<br>from FY25 |
|--------------------------------------------------------------|-----------------------|-----------------------------------------------------------------------------------------------------------------------|-----------------------|-------------------------------------------------------------------------------------------------------------------------|-----------------------|
| School Operating<br>Funds - <i>including bus<br/>subsidy</i> | \$87,225,143          | \$92,714,346                                                                                                          | 6.29%                 | \$95,491,904                                                                                                            | 9.48%                 |

- Worked to develop a **fiscally responsible budget** that aligns with stakeholder priorities
- Sought **alignment with the 2024-2025 District Priorities**
- Aimed to optimize funding and increase efficiency through **targeted expense reductions**
- **Engaged stakeholders**, including district and school leadership, the School Committee, and town officials
- Ensured an **open, collaborative, and transparent** budget development process.

# 👍 **OVERRIDE &** 👎 **OVERRIDE FRAMING**

|                                                 |              |                     |
|-------------------------------------------------|--------------|---------------------|
| FY25 Operating Budget Appropriation             | \$87,225,143 | } 6.29%<br>Increase |
| FY26 Operating Budget from Town                 | \$92,714,346 |                     |
| FY26 Funds Needed for Level Service             | \$96,891,904 |                     |
| FY26 Funding Shortfall to Level Service         | \$4,177,558  |                     |
| FY26 Reductions below Level Service             | \$1,400,000  |                     |
| FY26 Level Service less Reductions              | \$95,491,904 | 👍 <b>OVERRIDE</b>   |
| FY26 Adjusted Funding Shortfall (Override Need) | \$2,777,558  | 👎 <b>OVERRIDE</b>   |

# FY26 RECOMMENDED BUDGET BY DEPARTMENT

| FUNCTION ROLL UP      | FY22 Actual          | FY23 Actual          | FY24 Actual          | FY25 Appropriation   | FY26 Recommended Budget | FY26 FTE     | \$ Change           | % Change   | % of Budget Driver |
|-----------------------|----------------------|----------------------|----------------------|----------------------|-------------------------|--------------|---------------------|------------|--------------------|
| ADMINISTRATION        | \$ 3,861,483         | \$ 4,286,367         | \$ 4,202,440         | \$ 4,785,100         | \$ 4,880,118            | 35           | \$ 95,018           | 2%         | 1.1%               |
| INSTRUCTION           | \$ 56,397,809        | \$ 60,281,026        | \$ 65,023,696        | \$ 68,376,167        | \$ 73,110,137           | 777.6        | \$ 4,733,970        | 7%         | 54.4%              |
| HEALTH SERVICES       | \$ 1,251,358         | \$ 1,280,834         | \$ 1,387,476         | \$ 1,441,501         | \$ 1,530,409            | 14.3         | \$ 88,908           | 6%         | 1.0%               |
| ATHLETICS& ACTIVITIES | \$ 1,288,586         | \$ 1,536,433         | \$ 1,496,217         | \$ 1,312,263         | \$ 1,562,992            | 5            | \$ 250,729          | 19%        | 2.9%               |
| TRANSPORTATION        | \$ 3,413,762         | \$ 3,297,073         | \$ 4,547,241         | \$ 4,408,108         | \$ 5,246,018            | 1            | \$ 837,910          | 19%        | 9.6%               |
| TECHNOLOGY            | \$ 1,131,156         | \$ 1,203,220         | \$ 1,142,769         | \$ 1,375,250         | \$ 1,421,821            | 2            | \$ 46,571           | 3%         | 0.5%               |
| FACILITIES            | \$ 1,919,440         | \$ 2,455,243         | \$ 1,914,078         | \$ 2,719,750         | \$ 2,568,650            | 0            | \$ (151,100)        | -6%        | -1.7%              |
| BENEFITS & EQUIP      | \$ 47,812            | \$ 3,235             | \$ 18,891            | \$ 6,300             | \$ 39,000               | 0            | \$ 32,700           | 519%       | 0.4%               |
| TUITIONS              | \$ 5,791,579         | \$ 4,602,982         | \$ 3,447,773         | \$ 2,370,860         | \$ 5,132,760            |              | \$ 2,761,900        | 116%       | 31.8%              |
| <b>Grand Total</b>    | <b>\$ 75,102,985</b> | <b>\$ 78,946,413</b> | <b>\$ 83,180,582</b> | <b>\$ 86,795,299</b> | <b>\$ 95,491,904</b>    | <b>834.9</b> | <b>\$ 8,696,605</b> | <b>10%</b> | <b>100.0%</b>      |

 **Override**

# FY26 BUDGET DRIVERS - 👍 **OVERRIDE**

Investing in  
Educators &  
Instruction



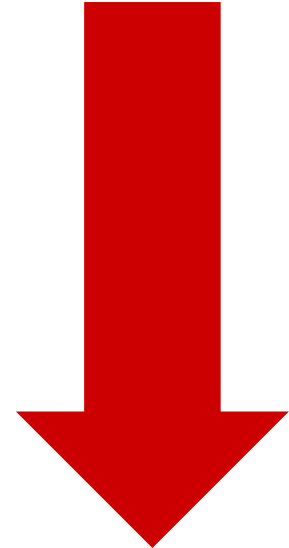
Expanding  
Student  
Services &  
Access



Operational  
Costs &  
Efficiencies



Cost  
Reductions



# FY26 BUDGET DRIVERS - **OVERRIDE**

## Investing in Educators & Instruction

- **+\$4.7M 54.4% of Total Increase**
- **Contractual Salary Obligations & Bargaining Year Adjustments**
- **Shifting Salaries from Grants & Revolving Funds**
- **Instructional Materials Offset** – Non-salary materials decreased by 2.5% to 11%
- **Reallocation of Mental Health Services** – Previously under Health Services, now categorized under Psychological Services in Instruction

## Operational Costs & Efficiencies

- **Administration (+2.0%, \$160K)** – Staff reductions offset higher legal costs
- **Technology (+4.1%, \$54K)** – Investments in network infrastructure and security
- **Facilities (-5.6%, -\$170K)** – Reduced custodial, maintenance, and utility costs

## Expanding Student Services

- **Special Education Tuition (+\$2.76M, 31.8%)**
  - No one-time Circuit Breaker carryover funds (\$2M impact)
  - Increase due to higher tuition rates and more students
- **Transportation (+\$837K, 19%)**
  - 5.3% contract increase for bus services
  - Elimination of \$429K school bus subsidy shifts costs to the school budget
- **Athletics & Activities (+\$250K, 19.1%)**
  - Budget correction from FY24, not expanded services
  - Partially offset by \$25 athletics fee increase per participant

## Cost Reductions (\$1.4M)

- **Staffing Reductions (\$460K, 10 FTEs)**
  - Eliminated positions while minimizing impact on student-facing roles
- **Expense Reductions (\$940K)**
  - Professional development cuts to reduce discretionary spending
  - Digital program adjustments to streamline resources
  - Operational efficiencies in supplies and services
- **Increased Fees** - Athletics, transportation, and other service fees



# FY26 BUDGET UNKNOWNNS

- Contract negotiations with unions are ongoing
  - Education Association of Natick (EAN)
    - Unit A Educators
    - Unit B Administrators
    - Unit S Paraprofessionals
    - Association of Administrative Assistants
  - Maintenance & Custodians Local #116 of the Laborers' International Union AFL-CIO
  - Cafeteria Employees
  - Facilities Management Employees
- State Aid (Chapter 70, supplemental budget, Circuit Breaker, Universal Free Lunch Status)
- Enrollment Based Needs

# REDUCTIONS TO LEVEL SERVICE **OVERRIDE &** **OVERRIDE**

| Position                    | FTE                        |
|-----------------------------|----------------------------|
| Paraprofessionals           | 3.0                        |
| Library Paraprofessionals   | 2.0                        |
| Digital Learning Coach      | 1.0                        |
| Teacher                     | 1.0                        |
| Specialist Position         | 1.0                        |
| Data Specialist             | 1.0                        |
| Administrative Assistant    | 1.0                        |
| <b>Total FTE Reductions</b> | <b>10.0 FTE<br/>\$460K</b> |

| Expense                         | \$            |
|---------------------------------|---------------|
| Professional Development        | \$125,000     |
| Service Fees                    | \$215,000     |
| Digital Programs                | \$95,000      |
| Paper Tutoring                  | \$130,000     |
| School Materials & Supplies     | \$125,000     |
| Transportation                  | \$50,000      |
| Facilities Services/Utilities   | \$135,000     |
| Tech Salary Allocation Town     | \$65,000      |
| <b>Total Expense Reductions</b> | <b>\$940K</b> |

**Reductions \$1,400,000 (10.0 FTE) in  **OVERRIDE &**  **OVERRIDE****

# BUDGET NEUTRAL REORGANIZATION - 👍 **OVERRIDE ONLY**

- **Reallocates resources** to align with district priorities, enhance instructional cohesion, and support student success.
- Reduce five Personalized Learning Coach roles and evolve positions to focus on curriculum implementation, data-based decision making, support for multilingual learners, and financial transparency (**net 1.0 FTE reduction, budget neutral**).
- **Focus areas:** Curriculum, data-driven decisions, multilingual learner support, and financial operations.

# FTE REDUCTIONS WITH NO OVERRIDE

| Position                                                                                                                 | FTE                                      |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------|
| Teachers                                                                                                                 | 12.0                                     |
| Interventionists*<br><i>Add K-1 Paraprofessionals</i>                                                                    | 32.6<br><u>19.0 FTEs add</u><br>13.6 net |
| Personalized Learning Coaches<br><i>Add (1) Director of Curriculum &amp; Instruction and (1) School Business Analyst</i> | 5.0<br><u>2.0 FTEs add</u><br>3.0 net    |
| Literacy Coaches                                                                                                         | 2.0                                      |
| Special Education Paraprofessionals                                                                                      | 2.0                                      |
| Library Paras                                                                                                            | 2.0                                      |
| <b>Subtotal FTE Reductions</b>                                                                                           | <b>36.6 FTEs</b>                         |

*\*Interventionists provide targeted instruction for general education students.*

| Position                       | FTE                                    |
|--------------------------------|----------------------------------------|
| Administrative Assistants      | 2.0                                    |
| Information Technology         | 2.0 FTE                                |
| Executive Function Tutor       | 1.0 FTE                                |
| Assistive Technology Assistant | 1.0 FTE                                |
| Assistant Director Athletics   | 0.4 FTE                                |
| <b>Total FTE Reductions</b>    | <b>41.0 FTEs</b><br><b>\$2,070,000</b> |

 **NO OVERRIDE Reductions:**  
**41.0 FTEs \$2,070,000**

# OTHER IMPACTS NO OVERRIDE

| Service Fee Increases      | \$               |
|----------------------------|------------------|
| Athletic Fees              | \$200,000        |
| Transportation Fees        | \$200,000        |
| Field Trip Fees            | \$80,000         |
| <b>Total Fee Increases</b> | <b>\$480,000</b> |

 **NO OVERRIDE Service Fee  
Increases \$480K**

| Expense Reductions                   | \$               |
|--------------------------------------|------------------|
| High Quality Instructional Materials | \$175,000        |
| Professional Development             | \$75,000         |
| <b>Total Expense Reductions</b>      | <b>\$250,000</b> |

 **NO OVERRIDE Expense  
Reductions \$250K**

 **NO OVERRIDE TOTAL REDUCTIONS \$2,800,000  
& 41 ADDITIONAL FTES**

# FY26 STAFFING

## **OVERRIDE**

| Teaching Positions as Categorized by DESE | FY25         | FY26 Budget  | Variance to FY25 |
|-------------------------------------------|--------------|--------------|------------------|
| Instructional Coaches                     | 6.0          | 1.0          | (5.0)            |
| Occupational, Physical, Speech Therapists | 19.7         | 19.7         | 0.0              |
| Classroom Teachers                        | 468.8        | 466.8        | (2.0)            |
| <b>Total Teaching Positions</b>           | <b>494.5</b> | <b>487.5</b> | <b>(7.0)</b>     |

| Non-Teaching Positions as Categorized by DESE | FY25         | FY26 Budget  | Variance to FY25 |
|-----------------------------------------------|--------------|--------------|------------------|
| Interventionists/Tutors                       | 47.9         | 47.9         | 0.0              |
| Administration                                | 55.7         | 58.7         | 3.0              |
| Librarians                                    | 6.8          | 6.8          | 0.0              |
| Clerk/Secretary                               | 35.7         | 33.7         | (2.0)            |
| Counselors/Social Workers/Psychologists       | 41.4         | 41.4         | 0.0              |
| IT Support                                    | 13.9         | 13.9         | 0.0              |
| Paraprofessionals                             | 143.9        | 138.9        | (5.0)            |
| Other Administrative Support Personnel        | 4.2          | 4.2          | 0.0              |
| <b>Total Non-Teaching Positions</b>           | <b>349.5</b> | <b>345.5</b> | <b>(4.0)</b>     |

| Nursing | FY25 | FY26 Budget | Variance to FY25 |
|---------|------|-------------|------------------|
| Nursing | 13.7 | 13.7        | 0.0              |

|                       |              |              |               |
|-----------------------|--------------|--------------|---------------|
| <b>TOTAL STAFFING</b> | <b>857.7</b> | <b>846.7</b> | <b>(11.0)</b> |
|-----------------------|--------------|--------------|---------------|

## **OVERRIDE**

| Teaching Positions as Categorized by DESE | FY25         | FY26 Budget  | Variance to FY25 |
|-------------------------------------------|--------------|--------------|------------------|
| Instructional Coaches                     | 6.0          | 1.0          | (5.0)            |
| Occupational, Physical, Speech Therapists | 19.7         | 19.7         | 0.0              |
| Classroom Teachers                        | 468.8        | 452.8        | (16.0)           |
| <b>Total Teaching Positions</b>           | <b>494.5</b> | <b>473.5</b> | <b>(21.0)</b>    |

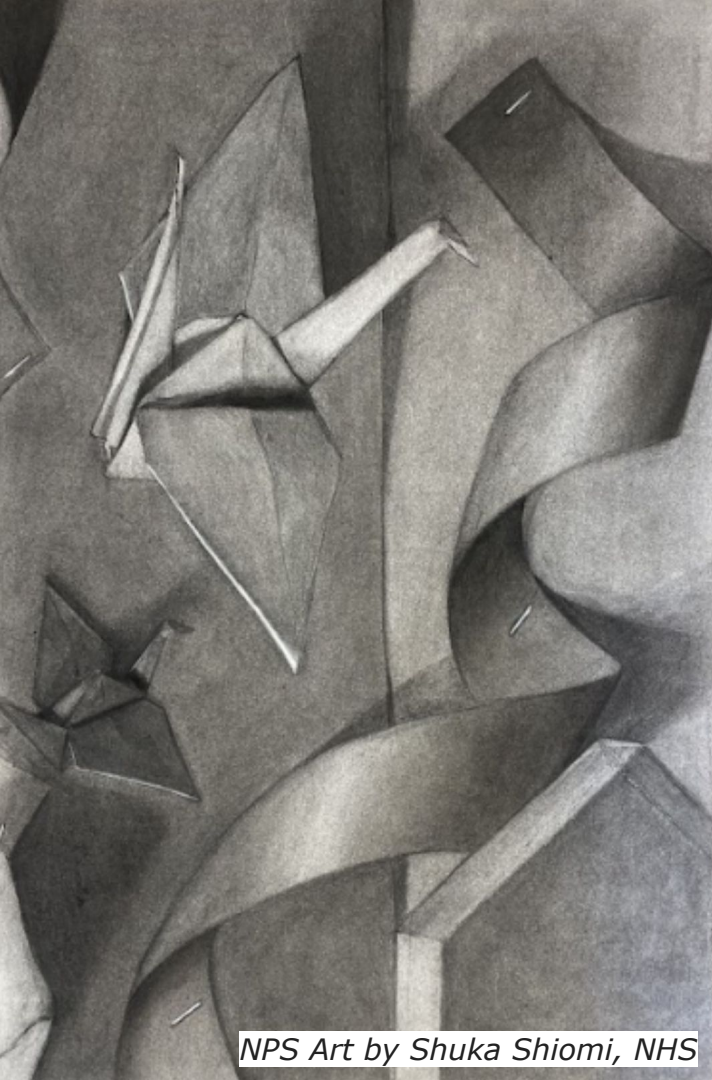
| Non-Teaching Positions as Categorized by DESE | FY25         | FY26 Budget  | Variance to FY25 |
|-----------------------------------------------|--------------|--------------|------------------|
| Interventionists/Tutors                       | 47.9         | 14.3         | (33.6)           |
| Administration                                | 55.7         | 56.3         | 0.6              |
| Librarians                                    | 6.8          | 6.8          | 0.0              |
| Clerk/Secretary                               | 35.7         | 31.7         | (4.0)            |
| Counselors/Social Workers/Psychologists       | 41.4         | 41.4         | 0.0              |
| IT Support                                    | 13.9         | 11.9         | (2.0)            |
| Paraprofessionals                             | 143.9        | 153.9        | 10.0             |
| Other Administrative Support Personnel        | 4.2          | 3.2          | (1.0)            |
| <b>Total Non-Teaching Positions</b>           | <b>349.5</b> | <b>319.5</b> | <b>(30.0)</b>    |

| Nursing | FY25 | FY26 Budget | Variance to FY25 |
|---------|------|-------------|------------------|
| Nursing | 13.7 | 13.7        | 0.0              |

|                       |              |              |               |
|-----------------------|--------------|--------------|---------------|
| <b>TOTAL STAFFING</b> | <b>857.7</b> | <b>806.7</b> | <b>(51.0)</b> |
|-----------------------|--------------|--------------|---------------|

# FY26 BUDGET MEETING TIMELINE *(recommendation)*

|                   |                                                                           |
|-------------------|---------------------------------------------------------------------------|
| December 2, 2024  | <i>SC Meeting:</i> Preliminary Budget & Override Recommendation           |
| December 16, 2024 | <i>Joint SC/SB Meeting:</i> Preliminary Budget & Override Recommendation  |
| January 21, 2025  | Public Forum #1 - Potential Override                                      |
| February 3, 2025  | <i>Joint Meeting (SB/SC/FinCom):</i> Overview of Budget Process           |
| February 3, 2025  | <i>SC Meeting:</i> Superintendent Recommended Budget Presentation         |
| February 11, 2025 | Public Forum #2 - Potential Override                                      |
| tbd               | FinCom Education Subcommittee                                             |
| February 24, 2025 | <i>SC Meeting:</i> Budget Review - Instructional Areas                    |
| March 3, 2025     | <i>SC Meeting:</i> Budget Review - Fees and Non Instructional Areas       |
| March 12, 2025    | Public Forum #3 - Potential Override                                      |
| March 17, 2025    | <i>SC Meeting:</i> Public Hearing on the Budget & SC Discussion of Budget |
| March 24, 2025    | <i>Special SC Meeting:</i> SC Discussion of budget and Vote               |



*NPS Art by Shuka Shiomi, NHS*



**Link to FY26 NPS Budget Book**



<https://natickschools.info/FY26Budget>



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**ITEM TITLE:** 2025 - 2026 Calendar

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:** 2025/2026 Calendar - [LINK](#)

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

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**ITEM TITLE:** Policy Subcommittee  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:** Public Participation at School Committee Meetings - LINK  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ATTACHMENTS:**

| <b>Description</b>                           | <b>File Name</b>                       | <b>Type</b> |
|----------------------------------------------|----------------------------------------|-------------|
| public participation at school comm meetings | 2.3.25__MHTL_Model_Policy_BEDH_(4).pdf | Cover Memo  |

## **PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS**

**File: BEDH**

All regular and special meetings of the School Committee shall be open to the public. Executive sessions will be held only as prescribed by the statutes of the Commonwealth of Massachusetts.

The School Committee desires members of the Natick Public Schools school community attend its meetings so that they may become better acquainted with the operations and the programs of the Natick Public Schools.. In addition, the Committee would like the opportunity to hear the wishes and ideas of members of the Natick Public Schools school community on matters within the scope of their authority.. These matters include the budget for the Natick Public Schools,, the performance of the Superintendent, and the educational goals and policies of the Natick Public Schools.

In order that all who wish to be heard before the Committee have a chance, and to ensure the ability of the Committee to conduct the District's business in an orderly manner, the following rules and procedures are adopted consistent with state and federal free speech and assembly laws:

1. At the start of each regularly scheduled School Committee meeting, individuals or group representatives who have signed up to speak will be invited to address the Committee during its 15-minute public comment period, which shall be known as Public Speak. Public Speak shall occur prior to discussion of Agenda items, unless the Chair determines that there is a good reason for rearranging the order at a public meeting that is unrelated to deterring participation in Public Speak.
2. All speakers must conduct themselves in a peaceable and orderly manner. In addition, they are strongly encouraged to present their remarks in a respectful manner.
3. Speakers must begin their remarks by stating their name, town or city of residence, and affiliation if applicable.. All remarks will be addressed through the Chair of the meeting.
4. Public Speak may concern items that are not on the School Committee's agenda, but which are within the scope of the School Committee's authority. Therefore, any comments involving staff members or students must concern the educational goals, policies, or budget of the Natick Public Schools, or the performance of the Superintendent.
5. Assuming that five (5) or fewer speakers sign up to engage in Public Speak each speaker will be allowed three (3) minutes each to present their material. If six (6) or more speakers sign up, then each speaker will be allowed two (2) minutes each. No more than seven (7) speakers will be accommodated at any individual meeting.
6. Speakers may not assign their time to another speaker, and in general, extensions of time will not be permitted. However, speakers who require reasonable accommodations on the basis of a speech-related disability or who require language

**PUBLIC PARTICIPATION AT SCHOOL COMMITTEE MEETINGS**

**File: BEDH**

interpretation services may be allotted a total of five (5) minutes to present their material. Speakers must notify the School Committee by telephone or email at least two (2) business days in advance of the meeting if they wish to request an extension of time for one of these reasons.

7. The Chair of the meeting will not interrupt speakers who have been recognized to speak, except that the Chair reserves the right to terminate speech which is not Constitutionally protected because it constitutes a true threat of violence or incites imminent lawless conduct by others. Verbal comments will also be curtailed once they exceed the time limits outlined in paragraphs 5 and 6 of this policy and/ or to the extent they exceed the scope of the School Committee's authority.

8. In order to allow a peaceable and orderly meeting, no person may offer comment without permission of the Chair, and all persons shall, at the request of the Chair, be silent.

9. Disclaimer: Public Speak is not a time for debate or response to comments by the School Committee. Comments made at Public Speak do not reflect the views or the positions of the School Committee. Because of constitutional free speech principles, the School Committee does not have the authority to prevent all speech that may be upsetting and/ or offensive at Public Speak.

Revised Date:

REFERENCES:

LEGAL REFS:

CROSS REF:

June 29, 2023 March 26, 2019

October 6, 2015

Barron v. Southborough, Natick Public Schools, ACLU letter to the Mass. Municipal Lawyers Assoc. and Mass. Assoc. of School Committees

M.G.L. 30A:18-25, Open Meeting Law

940 CMR 29 Open Meeting Regulations

BEC, Executive Sessions

1344990

Page 2 of 2

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**ITEM TITLE:**

Vote to Approve SY2025-2026 Calendar

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:**

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

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**ITEM TITLE:**

Vote to Approve Policy BEDH: Public Participation at School  
Committee Meetings

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:**

**BACKGROUND**

**INFORMATION:**

**RECOMMENDATION:**

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