

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

**Posted Date: Thursday, February 27, 2025 @ 2:50 PM, REPOST - Thursday,  
February 27, 2025 @ 4:20 PM, REPOST - Friday, February 28, 2025 @ 9:35 AM**

**Open Meeting 6:00PM, Executive Session 6:05PM, Return to Open Session approximately at 6:35 PM. Virtual Meeting Accessed Via: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdXgxenQ0YXRlN1FlcHVpd3hEZz09> Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdXgxenQ0YXRlN1FlcHVpd3hEZz09> . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Vice Chair, Elise Gorseth at ([egorseth@natickps.org](mailto:egorseth@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 Vice 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>
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- Roll Call
- Pledge of Allegiance
- Moment of Silence
- Announcements

<b>EXECUTIVE SESSION - this portion of the meeting is not open to the public</b>
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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).

**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. Approval of Overnight Field Trip to MASC Annual Conference/Hyannis, MA
2. Approval of Overnight Field Trip to Boston College Model UN Conference
3. Enrollment Report - March 1, 2025

## **SUPERINTENDENT'S REPORT**

1. Midyear Literacy Update
2. Budget Presentation
3. \_\_\_\_\_ a. User Fees - Recommendations, Options, and Review
4. \_\_\_\_\_ b. Grants and Other Funding Sources
5. Override Update

## **ACTION ITEMS**

1. Vote to Approve School Committee and EAN Joint Statement Regarding Conclusion of Contract Negotiations
2. Vote to Approve the EAN Unit A and B Contract

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

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

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:**

**BACKGROUND**

**INFORMATION:**

**RECOMMENDATION:**

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**ITEM TITLE:** Approval of Overnight Field Trip to MASC Annual Conference/Hyannis, MA

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:** MASC Annual Conference - LINK

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

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**ATTACHMENTS:**

<b>Description</b>	<b>File Name</b>	<b>Type</b>
Approval of Overnight Field Trip to MASC conference	3.3.25__masc_conference.pdf	Cover Memo



**School Sponsored  
Travel Request Form  
In-State Overnight Travel ONLY**

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

*Submit to the principal's office no later than four weeks prior to the requested trip. In-state overnight trip requests must be submitted and also approved in advance of any marketing to the students.*

*Approval will be granted by the school Principal and the Superintendent.*

To: Principal Josepha Blocker and Superintendent Dr. Melissa Spash

From: Maryanne Ouellet

Date: Feb. 27, 2025

Re: Student Council Leadership Conference - March 3-5

I would like to request approval for the following In-State and Overnight trip:

Lead teacher's name: Maryanne Ouellet

Group: NHS Student Council

Destination and also Itinerary: Hyannis - MASC Annual Conference -

Date of trip: March 5-7 March 5-7

Transportation: CAR - student leadership meetings

Mode of transportation requested: none requested - Workshops

Method of payment (fundraising, etc.): Stolo Funds - Advisor meetings

Names of chaperones: Maryanne Ouellet - Awards

Estimated Cost of trip per student: \$400

Please state the purpose of the this trip: The two students going will be Leaders in Stu. Co. next year. This conference should help them be better prepared.

Dept. Head Sign-off: \_\_\_\_\_

☐ Field Trip Approved by Principal \_\_\_\_\_

Revised June, 2024

Superintendent: Melissa Spash 2/27/25



# Advisor Notes for the MASC Annual Conference

March 5-7, 2025



## Main Hotel

Emerald Resort  
35 Scudder Avenue  
Hyannis, MA 02601  
508-775-7775

## Auxiliary Hotel

DoubleTree by Hilton Cape Cod - Hyannis  
287 Iyannough Road  
Hyannis, MA 02601  
508-771-1700

***Please review all information in this packet in advance of the conference.***

### 1. Required Delegate Forms

Please provide a copy of all the following materials for your student delegates.

- [Delegate Responsibilities](#) – this document contains an overview of conference policies, dress code, etc.
- Three forms are required to be signed by each student and their parent/guardian in advance of the conference. These signed forms must be turned in by the advisor at registration.
  - [Parent/Guardian Power of Attorney Form](#)
  - [Behavioral Expectations Form](#)
  - [Policies on Smoking, Drinking, Vaping, Drugs, Behavior and Dress Form](#)
- Please collect school field trip permission slips as required by your district. This conference is considered an extension of the school day. Your delegates are expected to conform to school and MASC/MSAA rules.
- Please check with your school nurse regarding all student delegates. If the students have any special requirements, you and the conference nurse Belle Porter need to know in advance. Please check in with Belle regarding any special requirements.
- Room damage forms should be compiled onto one form and returned on Wednesday evening.

### 2. Delegate Packing Information

Please reference the [Delegate Responsibilities](#) for additional dress code information.

- Comfortable clothes - shorts, sweats, jeans, etc. must be of an appropriate nature and length
- Swimsuit - pool hours are available at both hotels
- Extra towel - towel service is limited in guest rooms
- Spending money - room and board are paid, pizza and extra snacks are at the delegates' expense
- Semi-formal attire - Thursday night banquet is a "dress up affair"

### 3. Shuttle Bus Service

A shuttle bus will be provided between the Emerald Resort and the Doubletree. These school buses are scheduled at times when travel between hotels will be necessary.

Wednesday:      1:00 PM - 5:30 PM  
                         8:30 PM - 12:00 AM

Thursday:        7:00 AM - 8:30 AM  
                         12:00PM - 1:00 PM (For advisors who need to return to the Doubletree only)  
                         3:30 PM - 6:00 PM  
                         End of Banquet - 12:00 AM

Friday:            7:00 AM - 8:30 AM  
                         10:00 AM - 11:00 AM

***No student should return to the Doubletree or go to the Emerald Resort without the advisor's approval.***

#### 4. Registration

Registration will take place from **2:00 PM – 4:00 PM in the Cape Cod Room** (second floor of the Emerald Resort). Please be patient - staff will work as fast as possible to register your group.

- If you are staying at the Emerald Resort, please have your delegation report directly to the lobby while the advisor (only) checks into the front desk of the hotel to obtain hotel room keys.
- If you are staying at the Doubletree, please report directly to the Doubletree to get your room assignments/check-in before heading to the Emerald Resort for the conference registration.
- Mandatory Advisors Meeting – 4:00 PM in the Cape Cod Room (all advisors must attend)
- Outstanding balances not mailed by **February 28** must be submitted at the conference registration.
- Do not allow changes unless absolutely necessary. Cancellations of registrations will be subject to the MSAA cancellation policy and you will be billed for an unused room/occupancy.
- You may store any Lip Sync material in Barnstable III if necessary.

#### 5. Advisors General Information

**Drugs and Alcohol** - Please be certain that your delegates do not bring alcoholic beverages or unprescribed drugs to the conference. Please double check all beverages brought to the hotels. Delegates using prescriptions should notify the conference nurse on Wednesday. Belle Porter will be the conference nurse and can be contacted in Room 104 or at the front desk. Please refer to the Behavior Guidelines for consequences associated with Drug or Alcohol usage at the Conference.

**Delegate Attendance at Events** - All delegates must attend all workshops, general sessions and activities of the conference. Delegates should not be allowed to stay in their rooms during the day. If a student does not feel well they should be sent to the Nurse's room to rest, not to stay in their own room. The MASC Executive Board will monitor hallways and common areas to assure students are not skipping sessions. Advisors are responsible for checking that their students are not left in hotel rooms alone at any time.

**Conference Nurse** – Belle Porter will be the conference nurse and can be contacted in Room 104 or at the front desk. Delegates using prescriptions or having medical conditions that could require medical attention should notify the conference nurse upon arrival on Wednesday. Please check with your school nurse regarding all delegates. If any students need special requirements, you and the nurse must know in advance.

**Hotel Swimming Pools** - The pools at both hotels will be open at night. Please remind your students to act appropriately and safely in the pool areas. Students should not walk through hotel hallways or lobby areas with only bathing suits on. Cover-ups/shirts/shorts are required. No students will be allowed to go barefoot in the hallways or common areas of the hotels. No Exceptions.

**Hotel Fees** - The hotels charge a fee for each local, long distance and credit card call. Outside phone lines will be turned off. Advisors who wish to have their phones left on should plan on leaving a credit card with the hotel. Movie services in both hotels will also be turned off. The Health Clubs are off limits to all student delegates.

**Cellphones/Computers/Electrical Devices** – Computers and other electrical devices should be left at home during this trip. For students who do bring these items, MSAA/MASC is not responsible for lost or stolen items. Please leave cell phones in rooms or make sure they are turned off during general sessions and workshops.

**Meal Periods** – Conference name badges must be worn at all times. Each delegate must also wear an identification wrist band at all times. These student and adult wrist bands will serve as meal tickets for every meal, banquet included. If you break your band, bring it to Room 104 for a replacement. The cost for replacement of a lost band is \$140.00. Please make any dietary concerns known at registration. There will be an advisors' luncheon in Mulligan's Restaurant on Thursday. Tickets will be available at registration and there will be two seatings for the Advisors. The banquet on Thursday evening requires proper dress (semi-formal). The full group size has outgrown the main ballroom. Therefore, schools will be randomly chosen to dine in the



Bass River Room. After dinner, those schools will rejoin the banquet festivities in the main ballroom. There will be reserved seating in both rooms.

**Curfew/Room Security** - Curfew at both hotels is **12:15AM SHARP!!!** All delegates must be in their rooms for the night at this time. Advisors will check and recheck rooms of all delegates in order to account for everyone. While in their rooms for the night all delegates should be certain to secure their sliding door by lowering the security bar. Advisors must check that the security bar is lowered. No one should be admitted to a room through an outside slider. Make sure to lock room doors. Any student found outside their room after curfew will be brought to their advisor and is subject to the behavioral guidelines and policies.

**Hotel Facilities** - Please notify your delegates to stay off the practice putting greens in the courtyard and the golf course of the Emerald Resort. Students should be reminded of appropriate behavior of staying in a hotel and to respect the hotel facilities.

*No chants or songs with any double, hidden or obvious lyrics which are considered offensive, inappropriate or not in the spirit of a leadership conference will be allowed. Advisors are asked to be certain that delegates understand the full meaning of such prohibited activities.*

## 6. Election Information

- There will be a candidates' meeting at **2:00 PM on Wednesday**. Advisors of candidates are asked to attend this meeting to help understand all of the campaigning policies.
- All candidates for office will speak on Thursday morning at the general session.
- Absolutely no campaigning will be allowed in the main lobby until the conclusion of the Candidates Meeting.
- Election posters and materials may not be placed on walls at either hotel and will be removed.
- The MASC Executive Board insists all candidates use good taste in their campaigns.
- The MASC Executive Board is in charge of elections and has provided the candidates with election regulations and information. Additional information will be provided to advisors at the advisors' meeting.
- An executive board meeting for newly elected officers and delegates will be held at the conclusion of the Friday morning General Session. Schools waiting for executive board members should do so in the Ballroom area.

## 7. Check Out Procedure

- Friday morning check out must be done by the advisors only at the main desk of each hotel. Please collect all room keys in the key envelopes from Wednesday's check-in as you survey each room.
- Delegates should clean up their rooms as much as possible. Please try to de-trash your rooms (pizza boxes, cans, etc.). Garbage bags will be placed in each room to assist with cleanup. Delegates should be encouraged to leave a "tip" for maid service. (One dollar per day per guest is appropriate)
- Please have all delegates store their "stuff" in the advisor's room before the general session on Friday.
- Advisors should do walk-throughs of all rooms to assure items are not left behind and the rooms are clean of trash, etc.
- MSAA/MASC assumes no responsibility for any room charges or room damage charges.

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**ITEM TITLE:** Approval of Overnight Field Trip to Boston College Model UN Conference

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:** Boston College Model UN Conference - LINK

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

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**ATTACHMENTS:**

<b>Description</b>	<b>File Name</b>	<b>Type</b>
Approval of Overnight Field Trip to Boston College	3.3.25_overnight_field_trip_high_school.pdf	Cover Memo

# School Sponsored Travel Request Form In-State Overnight Travel ONLY

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

*Submit to the principal's office no later than four weeks prior to the requested trip. In-state overnight trip requests must be submitted and also approved in advance of any marketing to the students.*

*Approval will be granted by the school Principal and the Superintendent.*

To: Principal Josepha Blocker and Superintendent Dr. Melissa Spash

From: Ivor Ford

Date: 2/6/24

Re: Model UN Conference

I would like to request approval for the following In-State and Overnight trip:

Lead teacher's name: Ivor Ford

Group: Model United Nations

Destination and also Itinerary: Boston College Model UN Conference, see attached itinerary

Date of trip: 4/4/25-4/6/25

Transportation: MBTA Commuter train

Mode of transportation requested: N/A

Method of payment (fundraising, etc.): Parent payment

Names of chaperones: Ivor Ford, Dan Sohl, Matthew Miller

Estimated Cost of trip per student: \$300

Please state the purpose of the this trip: To participate in the Boston College annual high school Model UN conference (EagleMUNC). This is a Model United Nations Conference and participants are members of the Model United Nations club. They will practice important skills including, research, writing, public speaking, debate, and negotiation.

Dept. Head Sign-off:



☐ Field Trip Approved by Principal



*Melissa Spash 2/24/25*

Revised June, 2023

# **Natick High School**

## **Chaperone Information Form**

### ***Overnight & Out of State Field Trips***

*This form must be completed in advance and attached to the Out of State Travel / Overnight Form as you submit your request for travel to the principal. All chaperones traveling on any Natick High School trip must sign this form. Requests for travel will not be sent to School Committee without these forms attached.*

Trip Lead Chaperone: Ivor Ford

Trip destination and travel dates:  
EagleMUNC (Boston College Model United Nations Conference)  
Westin Hotel, 10 Huntington Ave. Boston, 02116  
4/6/25 - 4/8/25

Chaperone name: Ivor Ford

Faculty chaperone: X

Adult chaperone:

Contact information Rachel Crocker Ford 347-661-7332  
*(Phone number and contact person in event of an emergency)*

CORI Check complete (if non staff chaperone):

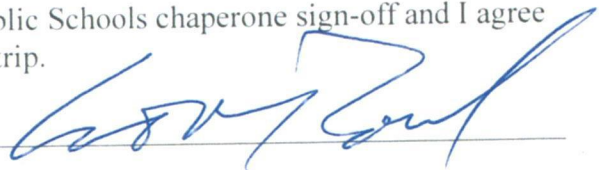
### **Chaperone Sign-off**

*(All chaperones must sign off prior to departure)*

Natick Public Schools requires that all chaperones on school sponsored trips be available to students for the duration of the trip and 24 hours a day. Chaperones will act as guardians and make all decisions for the benefit and safety of the students throughout the trip. Natick Public Schools does not permit any member of any Natick High School trip to consume alcohol or use any non-prescription drugs while on any school-sponsored field trip.

☒ I have read and understand the Natick Public Schools chaperone sign-off and I agree to abide by these requirements while on this trip.

Chaperone signature: \_\_\_\_\_



**Each chaperone must sign this sheet and all sheets must be attached to the initial request for travel made to the principal.**

# Natick High School

## Chaperone Information Form

### Overnight & Out of State Field Trips

*This form must be completed in advance and attached to the Out of State Travel Overnight Form as you submit your request for travel to the principal. All chaperones traveling on any Natick High School trip must sign this form. Requests for travel will not be sent to School Committee without these forms attached.*

Trip Lead Chaperone: Ivor Ford

Trip destination and travel dates:

EagleMUNC (Boston College Model United Nations Conference)

Westin Hotel, 10 Huntington Ave. Boston, 02116

4/6/25 - 4/8/25

Chaperone name: ~~Ivor Ford~~ Daniel Sohl

Faculty chaperone: ☒

Adult chaperone: ☒

Contact information ~~Richard Crocker Ford 617-661-7332~~

(Phone number and contact person in event of an emergency)

Kate Sohl 781-710-8378

CORI Check complete (if non staff chaperone): on file

### Chaperone Sign-off

(All chaperones must sign off prior to departure)

Natick Public Schools requires that all chaperones on school sponsored trips be available to students for the duration of the trip and 24 hours a day. Chaperones will act as guardians and make all decisions for the benefit and safety of the students throughout the trip. Natick Public Schools does not permit any member of any Natick High School trip to consume alcohol or use any non-prescription drugs while on any school-sponsored field trip

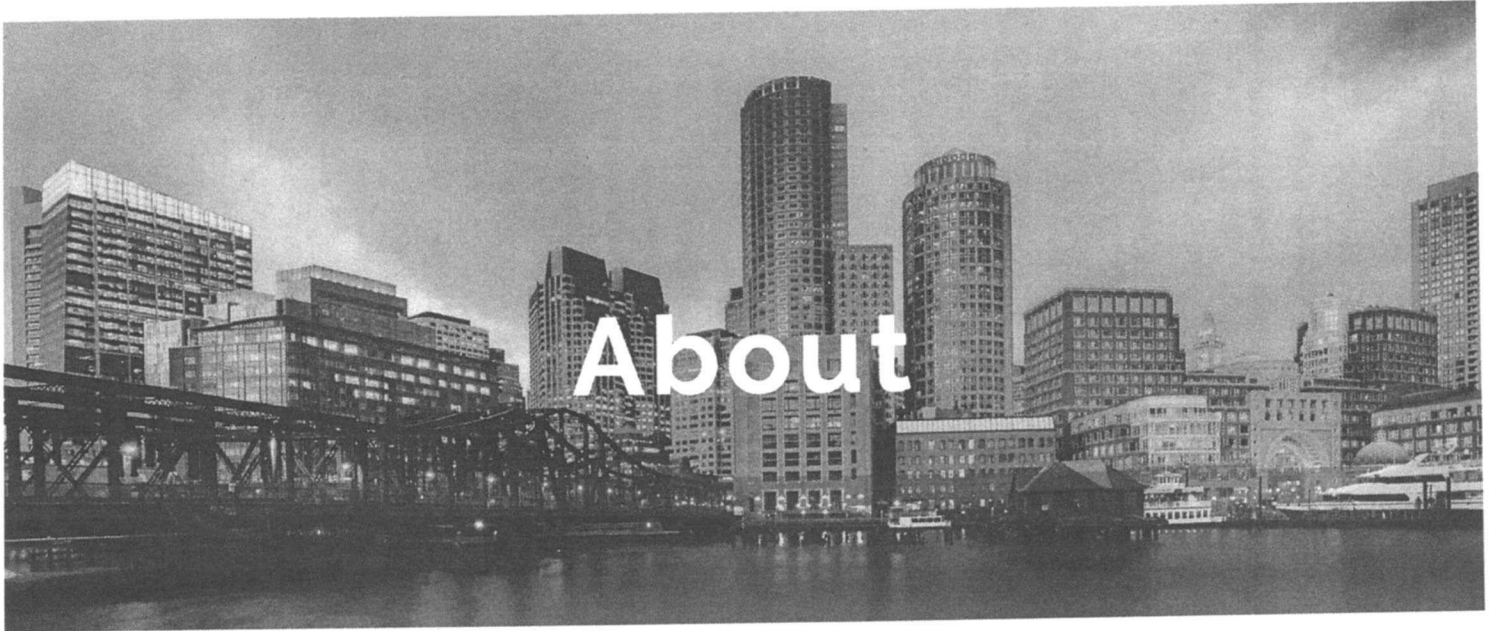
☒ I have read and understand the Natick Public Schools chaperone sign-off and I agree to abide by these requirements while on this trip.

Chaperone signature: Daniel Sohl

**Each chaperone must sign this sheet and all sheets must be attached to the initial request for travel made to the principal.**

Revised June, 2022





## WHO WE ARE

EagleMUNC XIII is a three-day Model United Nations conference that takes place at the Westin Copley Place Hotel in the heart of Boston, Massachusetts. We pride ourselves on being the most innovative conference on the Model United Nations circuit. We offer an immersive "40-hour simulation," ensuring that every delegate remains completely "in



character" for the duration of the conference. We boast an unmatched delegate to staff ratio of 5:1 and we will be offering a wide range of committees.

## OUR MISSION

**EagleMUNC is committed to the advancement of a globally-conscious society through experiential education, a collaborative community, and forward thought.**

**Education:** Experiential learning rooted in the global reality and pledge first and foremost to promote diversity and opportunity in every aspect of the conference.

**Community:** Fostering broad and collaborative communities through which every educator and student takes part in meaningful dialogue of the world and how to best understand it.

**Innovation:** Forward thought and perpetual innovation to advance our mission.

### ABOUT

[General](#)  
[Secretariat](#)  
[Committees](#)  
[F.A.Q.](#)

### REGISTRATION

[Register](#)  
[Fees and Deadlines](#)  
[Hotel Information](#)  
[Forms](#)

### EAGLE INSTITUTE

[Eagle Institute](#)  
[Board of Directors](#)  
[Corporate Officers](#)

### CONTACT

[Contact](#)

## EAGLEMUNC @ THE WESTIN COPLEY PLACE

EagleMUNC is proud to call The Westin Copley Place Hotel home. The AAA Four Diamond® Award recipient is located in the heart of downtown Boston, steps away from well-known Boston icons such as the Trinity Church and the John Hancock Tower.

Connected by an elevated pathway to the Copley Place Mall, delegates have access to hundreds of shops and eateries without stepping foot outdoors. However, if delegates do venture into Copley Plaza and downtown Boston, they will find themselves a short walk away from Boston's myriad of historical landmarks. The 37-story hotel offers a majestic view of the historic city, an appropriate setting for rewriting history in committee.

This year, all hotel rooms can be reserved through our registration process. Delegations will be officially confirmed after paying through the hotel.

### The Westin Copley Place

10 Huntington Ave  
Boston, MA 02116  
(617) 262-9600



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

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**ATTACHMENTS:**

Description	File Name	Type
enrollment report - 3.1.25	3.3.25._NPS_Student_Enrollment_-_2025_03_MAR_SY25.pdf	Cover Memo

Natick Public Schools - Student Enrollment March 01, 2025

	February 01, 2025																March 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 KENNEDY WILSON											399	436	424	378	1,637	NHS										397	435	422	378	1,632	
							221	241	218	236					916	KENNEDY						220	240	218	235		435	422		913	
							182	184	194	178					738	WILSON						181	184	193	178					736	
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JOHNSON Total:	SCHOOL CLOSED End of School Year 2024															JOHNSON Total:	SCHOOL CLOSED End of School Year 2024														
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		20															20														
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	Combo Classes:			9	9														9	9											
	Combo Classes:			8	8	1													8	8											
Total:	106	83	96	90	70									445	Total:	107	84	96	90	70										447	
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	Total:	72	85	90	99	112									458	Total:	72	82	90	99	112										455
PRE-K EAST	66													66	PRE-K EAST	68															68
PRE-K NHS	55													55	PRE-K NHS	61															61
PRE-K BEN	12													12	PRE-K BEN	12															12
TOTAL:	133	376	363	362	435	380	403	425	412	414	399	436	424	378	5,340	Total:	141	376	363	362	435	377	401	424	411	413	397	435	422	378	5,335

\* K includes new student not scheduled @ Lilja

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**ITEM TITLE:** Midyear Literacy Update  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:** Midyear Literacy Update - LINK  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ATTACHMENTS:**

<b>Description</b>	<b>File Name</b>	<b>Type</b>
midyear literacy update	revised_SC_Mtg._March_3_(3).pdf	Cover Memo

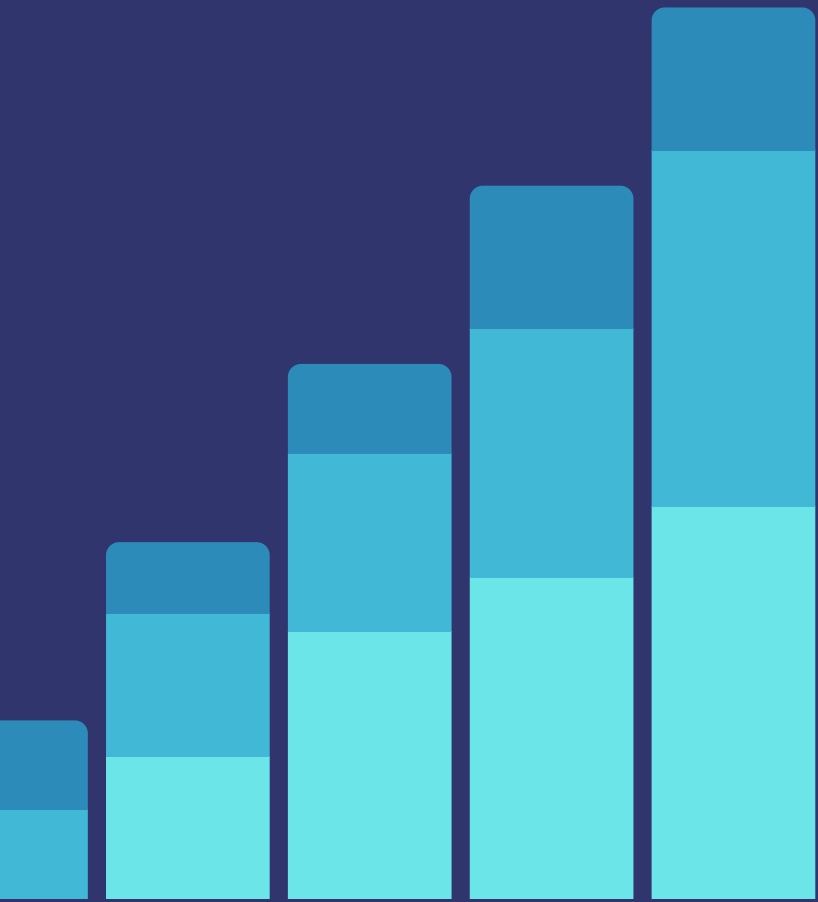
# **MIDYEAR LITERACY UPDATE**

**SCHOOL COMMITTEE**

**MARCH 3, 2025**

**SUE BALBONI, SANDY LEMON & CHRIS COOK**

# GOALS FOR TODAY

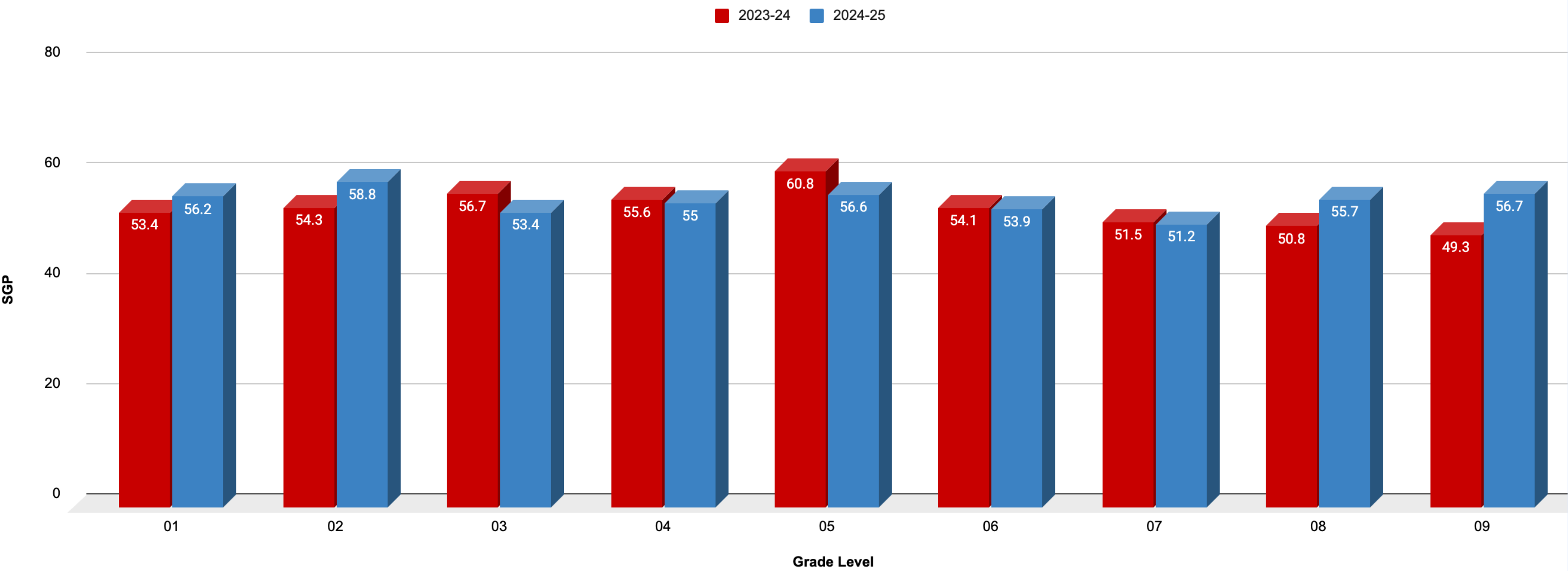


- Provide midyear update of student growth from Fall-Winter 2024-2025, with comparison to last year
- Provide an overview of the screeners used to identify markers for dyslexia
- Provide an update on the district PreK-12 Literacy Audit

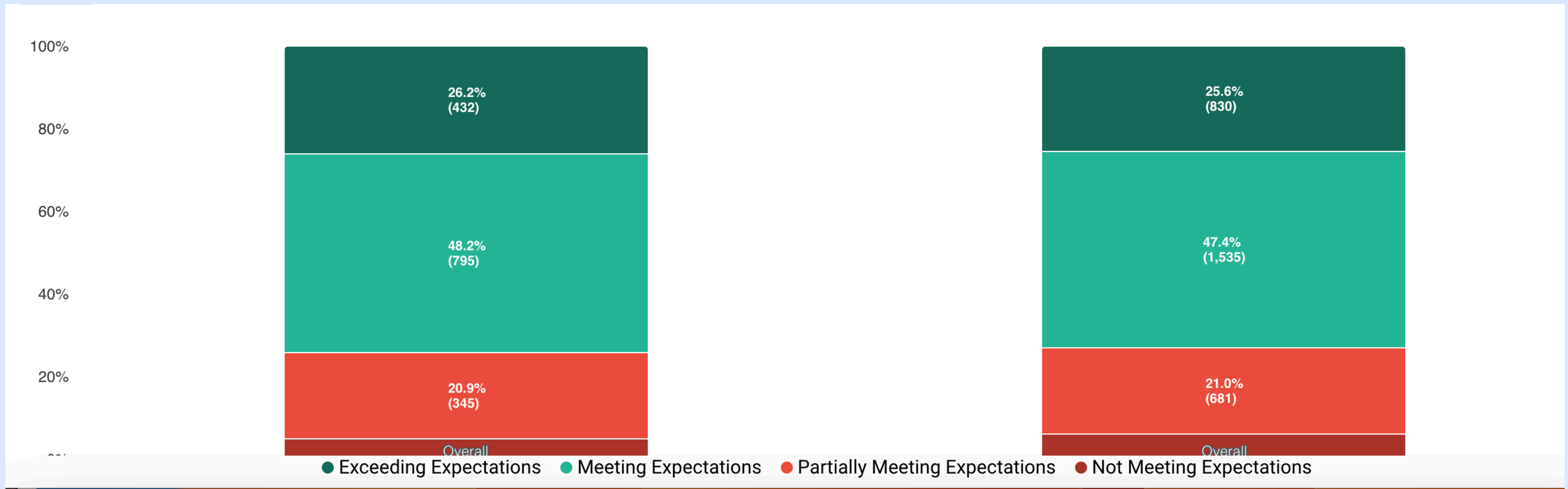


# STUDENT GROWTH PERCENTILE BY GRADE

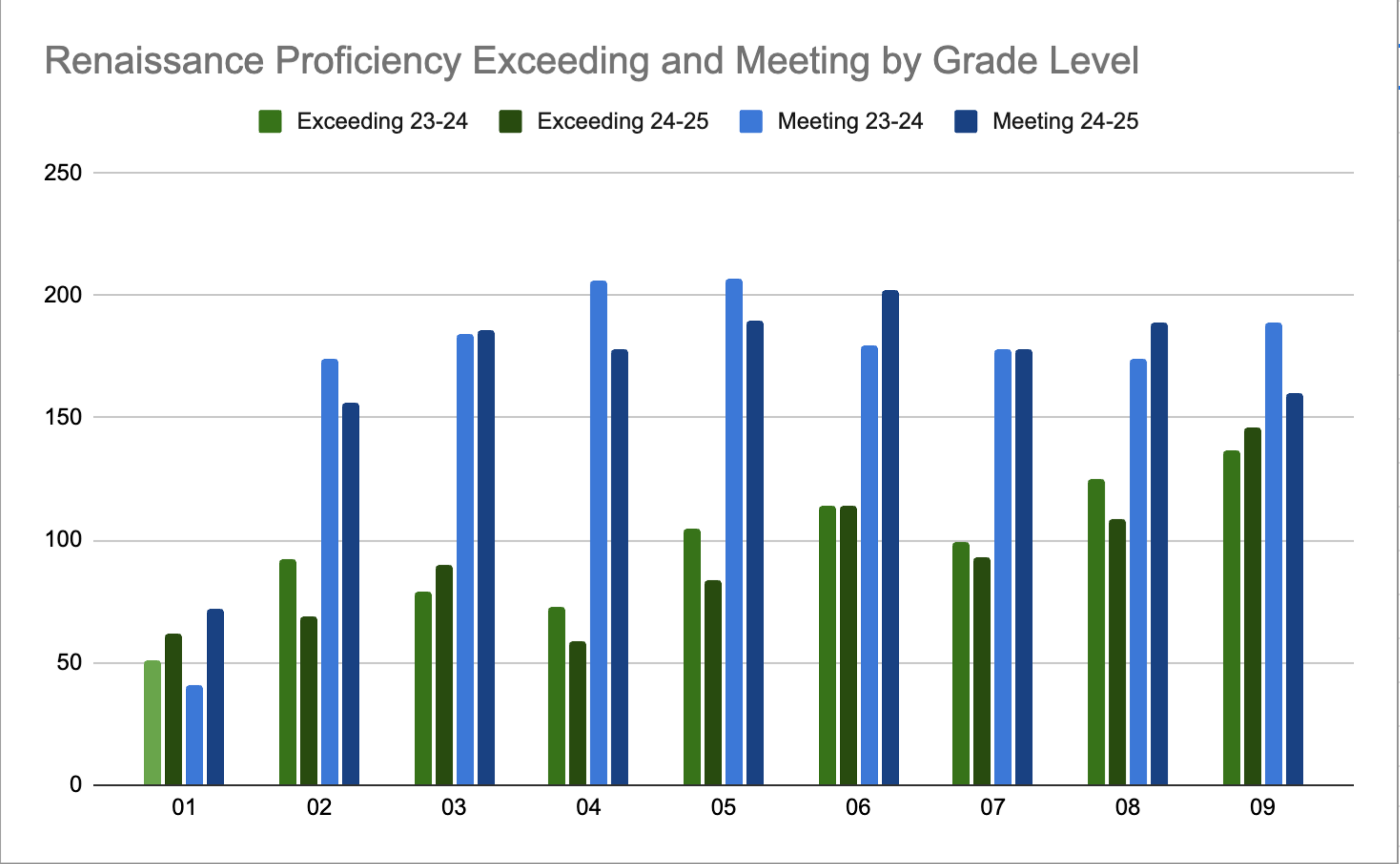
Renaissance Student Growth Percentile 2-Year Comparison



# PROFICIENCY OVERALL

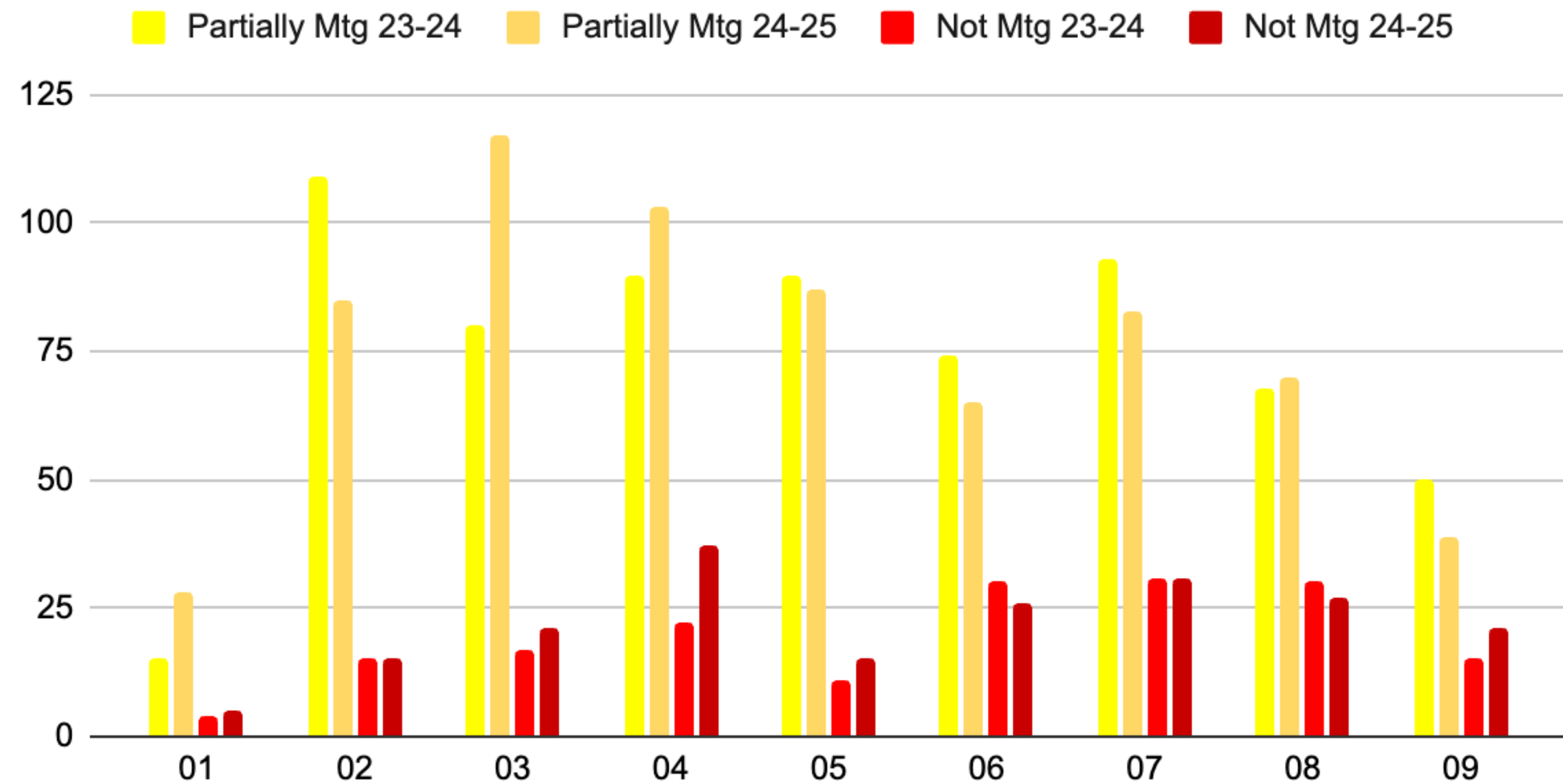


# EXCEEDING/MEETING BY GRADE LEVEL

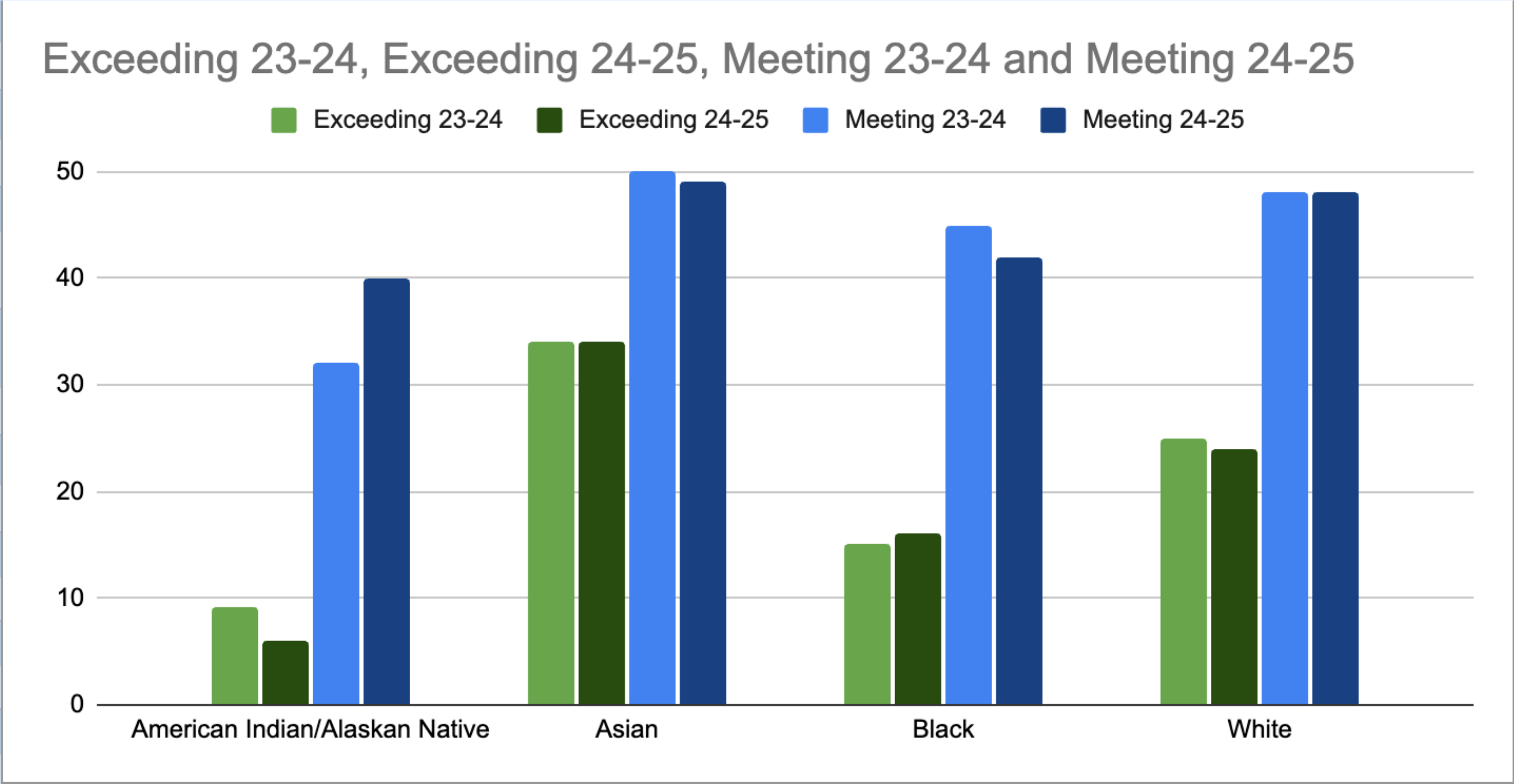


# PARTIALLY/NOT MEETING BY GRADE LEVEL

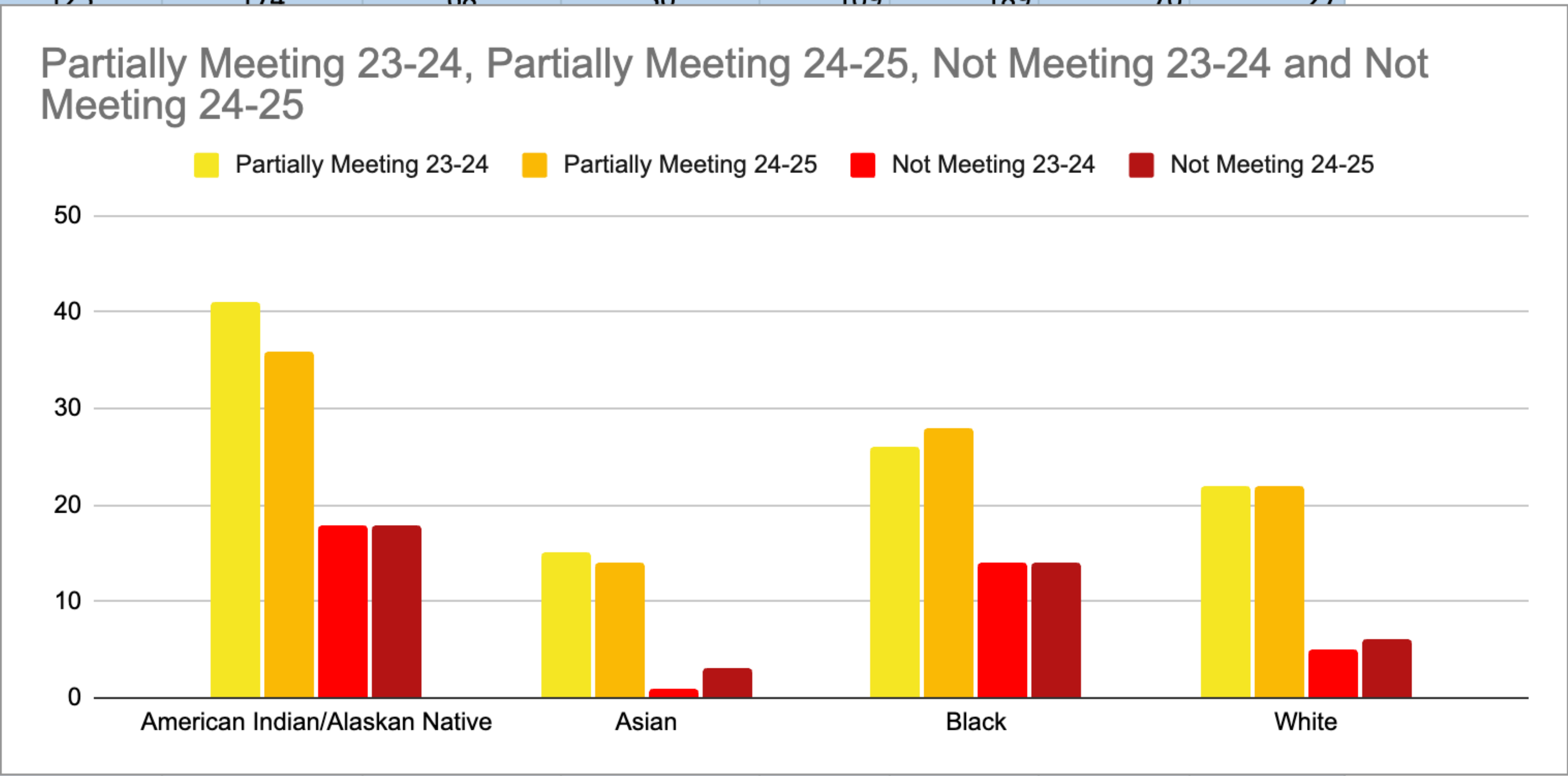
Partially Meeting 23-24, Partially Meeting 24-25, Not Meeting 23-24 and Not Meeting 24-25



# EXCEEDING/MEETING BY SUBGROUP: RACE

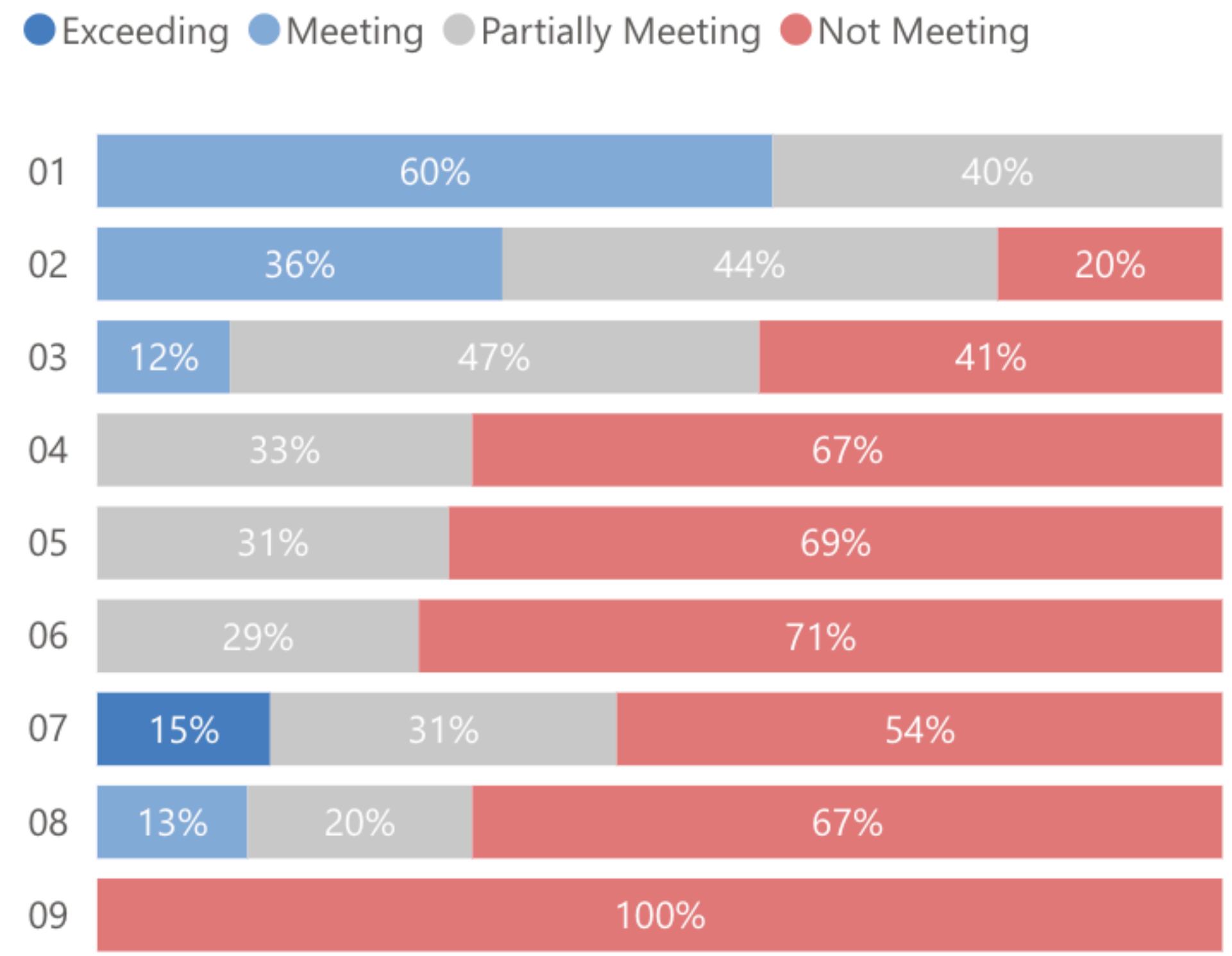


# PARTIALLY/NOT MEETING BY SUBGROUP: RACE



# PROFICIENCY BY SUBGROUP: MLL

**% of Students by Benchmark** ( 24-25 - MOY-Reading )\*\*\*



This is anticipated data

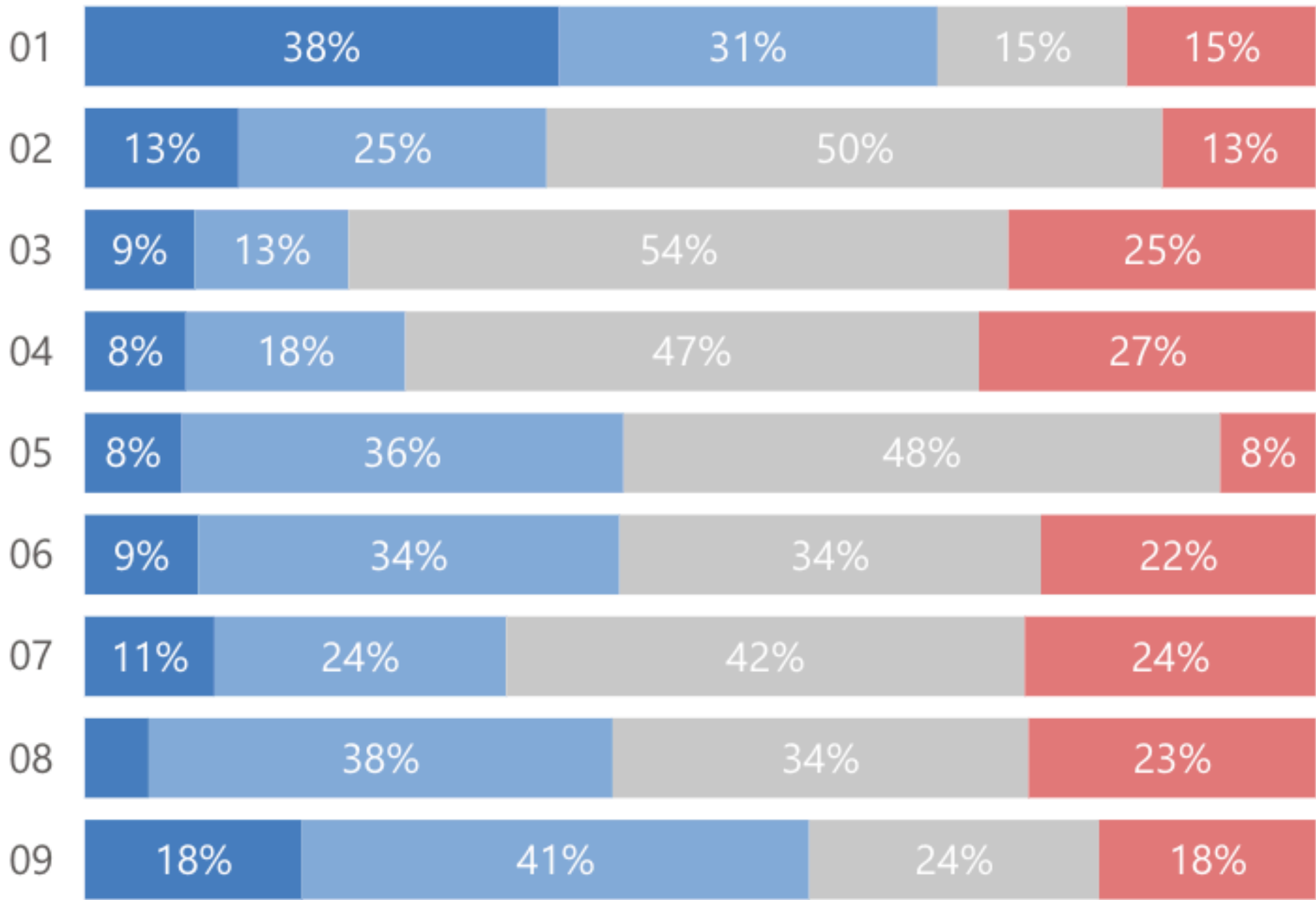
Early literacy learners are al at a similar starting point regardless of ML status

Students moving into the district who are ML learners are at a different starting point and need to learn the English language and letters, sounds and all the phonics that their grade level peers learned in the early grades

# PROFICIENCY BY SUBGROUP: SPED

**% of Students by Benchmark** ( 24-25 - MOY-Reading )\*\*\*

● Exceeding ● Meeting ● Partially Meeting ● Not Meeting







# Key Findings

- Students in Grades 1, 2, 8 & 9 are showing significant growth from last year to this year
- Students in grades 4, 6, 7 are consistent
- Seeing a dip in grades 3 & 5
- More than 88% of NPS students are proficient this year, which is up 6% from last year
- Continue to see achievement gaps in subgroup data

# EARLY LITERACY

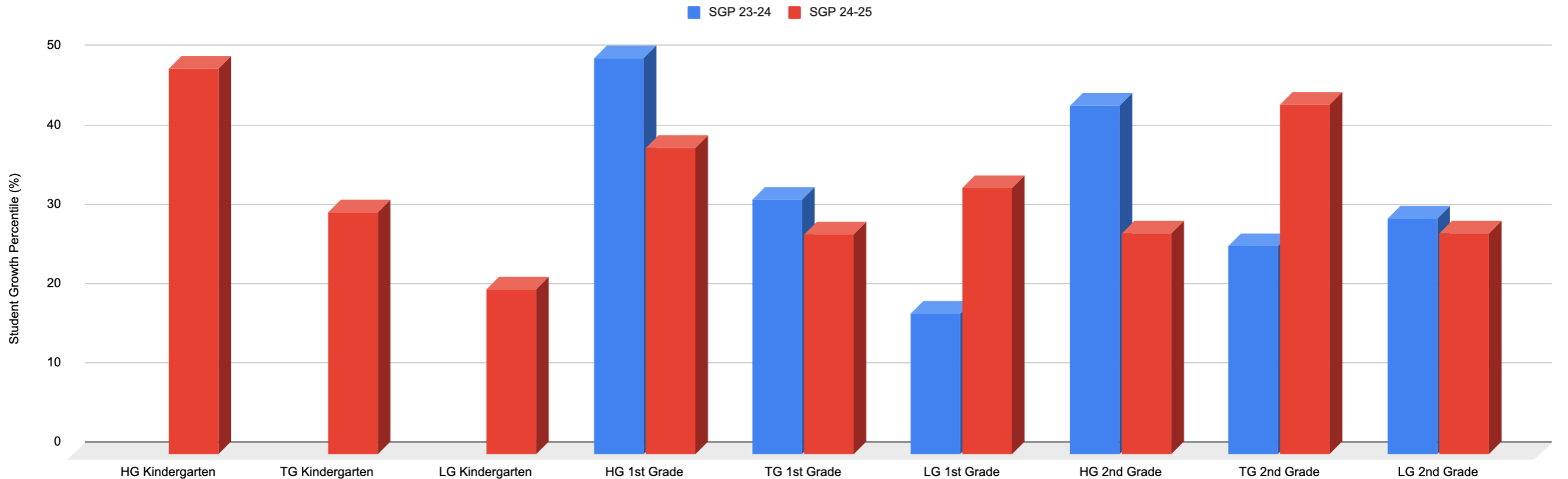
CBMS

STAR  
EARLY  
LITERACY

STAR  
READING

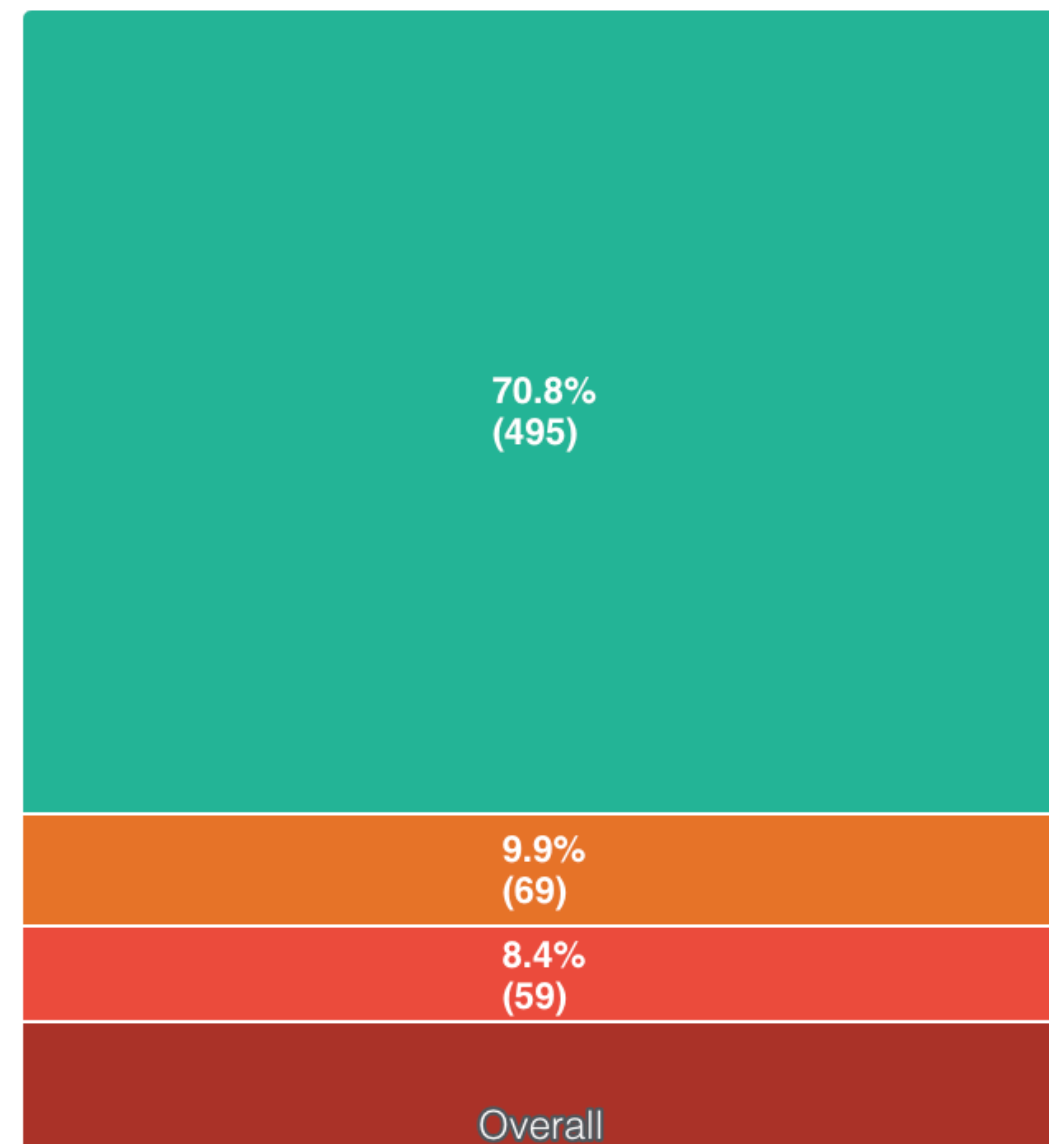
# EARLY LITERACY SGP

Early Literacy SGP

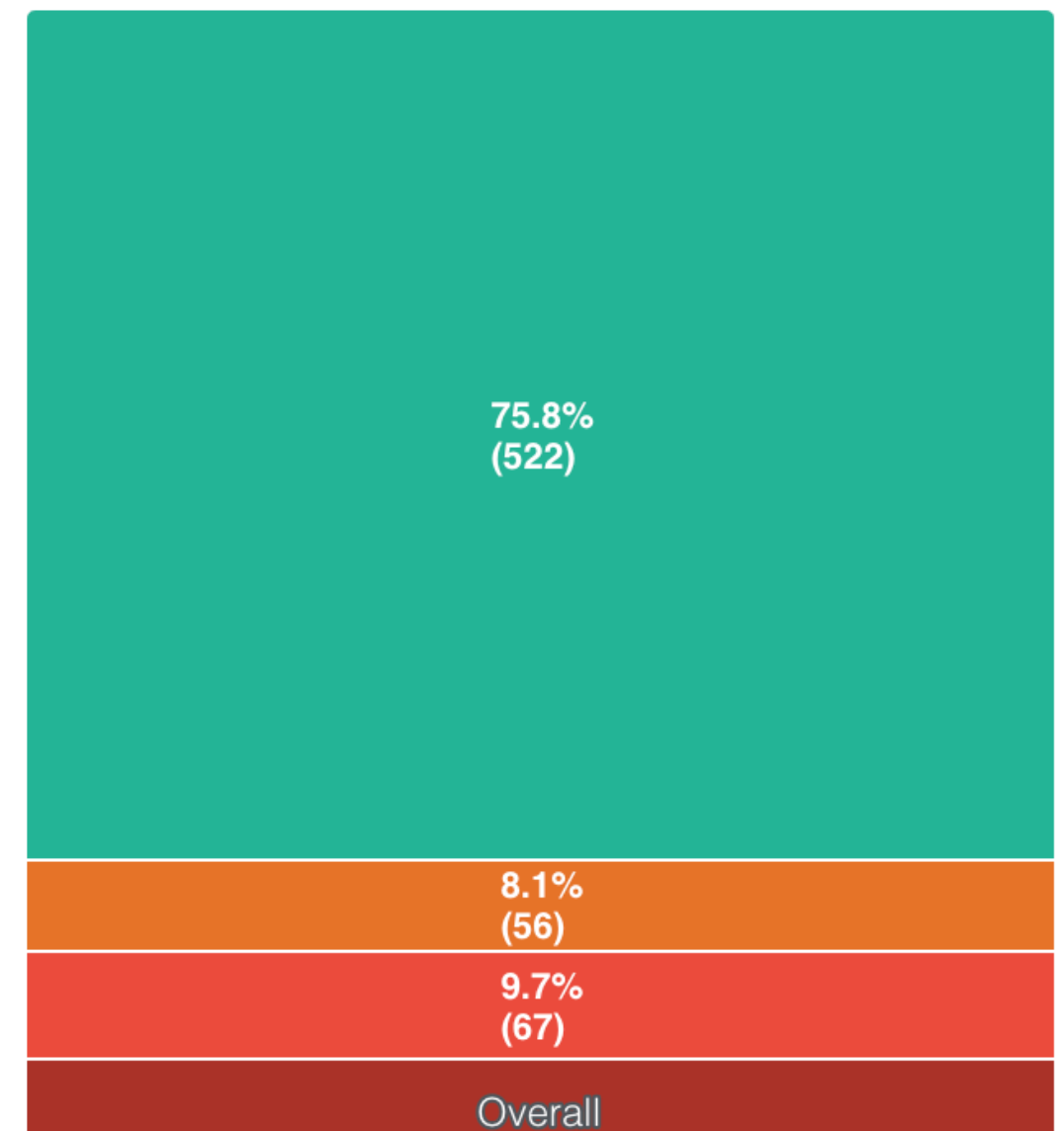


**Note: 23/24 K followed a different screening imeline, therefore data is absent**

# EARLY LITERACY PROFICIENCY



Winter 23-24



Winter 24-25

# Key Findings From Early Literacy Data

- Students have shown higher proficiency in Early Literacy this year as compared to last year by 5% with an increase of 27 students
- Growth by grade doesn't match proficiency data and warrants further investigation
- Students typically transition from the Early Literacy screener to the Reading screener in mid-late first grade or early second grade

# THE SCREENER

## Renaissance Assessments and Early Literacy Screeners in Massachusetts

CBM: Curriculum Based Measure  
Early Literacy: What is Star Early  
Literacy?

Massachusetts provides guidelines for screening for dyslexia.

~Renaissance screeners are DESE approved under these guidelines

Students who flag with these markers are:

- ~ provided with intervention with specific goals
- ~ are tracked for progress
- ~ when students don't respond to the intervention the team will consider a referral for a special education evaluation

# DYSLEXIA

As a public school district,  
we do NOT diagnose  
dyslexia.

- ~ An IEP is developed to meet the needs of the individual student
- ~ Services related to a reading disability or dyslexia are determined on an individual basis
- ~ The primary factor in developing the plan is directly based on the student's needs. in collaboration with the entire team including parents

Currently in Natick we have the following number of students with:

an IEP based on an SLD of Reading: 191

an IEP based on an outside diagnosis of Dyslexia: 32

# **LITERACY AUDIT UPDATES Year 1 of 2**

- **Curriculum Council Updates**
  - **PK-12 Curriculum Council established and meeting**
    - Reviewed priority standards by grade
    - Developed surveys for students, staff, and families
    - Finalizing surveys in the **coming weeks**
  - **Parent Curriculum Council meeting this week**
    - Reviewing DESE process
    - Finalizing family surveys
- **Next Steps**
  - **Surveys distributed by late March**
  - **March: Analyze survey and performance data, begin Literacy Vision development for Natick Public Schools**



# LITERACY AUDIT NEXT STEPS Years 1 and 2

- **Curriculum Selection & Implementation Timeline**
  - **Develop Vision (March–April 2025)**
  - **Identify Curriculum (Spring 2025)**
    - Use rubrics, priorities, and vision to review multiple curriculum options
    - Narrow selection to 3–5 for district-wide educator review
  - **Pilot Implementation (2025–2026)**
    - Select 2–3 curricula for pilot phase
    - Gather feedback from stakeholders
    - Visit districts using selected curricula for insights
  - **Final Selection & Implementation**
    - Analyze feedback and determine the final curriculum for adoption

# SCIENCE OF READING

The science of reading is  
NOT a curriculum, but an  
evidence-based approach  
to reading instruction.

While we continue to go through the audit process, our ultimate goal is to ensure that we are providing every student with what they need to be successful readers and writers.

**Science of Reading is a research-based method to teaching reading that includes the following key components:**

**Phonemic Awareness**

**Phonics**

**Fluency**

**Vocabulary**

**Comprehension**

**All of these are taught in our curriculum through a variety of curriculums including FUNdations, Heggerty, and Orton-Gillingham, in addition to whole class lessons, small group and individual practice with texts at students' individual and instructional reading levels**

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**ITEM TITLE:** Budget Presentation  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:**  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ITEM TITLE:** \_\_\_\_\_a. User Fees - Recommendations, Options, and Review

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:** User Fees - Recommendations, Options, and Review - LINK

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

---

**ATTACHMENTS:**

Description	File Name	Type
user fee recommendations options and review	revised_3.3.25._FY26_User_Fees_-_Recommendation_and_Options.pptx.pdf	Cover Memo



# Natick Public Schools

School User Fees  
Recommendations, Options and Review  
Presented 3/3/25

# Summary of Budget Book User Fee Offsets

- One Update, Recommendations, Options and

Description	Per Participant	Expense Offset	GF Org	GF Obj
Bus Fee Increase	\$ 25.00	\$ 51,875	70330184	533500
Athletic Fee Increase	\$ <del>25.00</del>	\$ 52,600	79351181	511300
ASAP Overhead/Admin	12% fee increase	\$ 65,000	70141000	511500
PreK - Tuition Increase	7% fee increase	\$ 30,000	73232697	511300
Rental Revolving	Various Changes	\$ 16,000	70422000	520200

# Transportation “Bus” Fee

## Transportation Laws and Regulations

LEGAL REFS.: [M.G.L.](#) 40:5; 71:7A, B and C; 71:37D; 71:48A; 71:68; 71:71A; 71B:4; 71B:5; 71B:8; 74:8A; 76:1; 76:12B; 76:14

- CAN NOT charge fees to: students K-6 living 2 miles or more from school, SPED Transportation, Homeless Transportation, are attending a vocational school, or qualified for Free or Reduced Lunch status
- Can charge for Grades 7-12 students and K-6 under 2.0 miles
- FY25 Natick Bus Fee compared to [survey average](#), respondents with a bus fee, 37% below the per user, and 42% below family cap limit
- Last Fee Increase Prior to 2019



# FY26 Bus Fee Recommendation - Override/ **Override Fails**

- Baseline Revenue Calculation \$420,000
- Override – Increase Revenue by \$50,000
- Per user Fee - \$225
- Up \$25, \$12.5%
- Family Cap to \$450, excludes late fees and

Bus User fee	2130	\$ (225)	\$ (479,250)
Financial Assistance discount	50	\$ (113)	\$ (5,625)
Late Fee 1	13	-100	\$ (1,300)
Late Fee 2	30	-125	\$ (3,750)
Refund, cancelled service	80	225	\$ 18,000
Estimated Revenue			\$ (471,925)

- No expected change in ridership
- No recommended change to late fees

- Baseline Revenue Calculation \$420,000
- **No Override** – Increase Revenue by \$250,000
- **Per User Fee - \$450**
- \$250 increase, 125% from FY25, **\$225 Override Fails**
- **Family Cap to \$900**, excludes late fees and

Bus User fee (75% of prior yr users)	1597.5	\$ (450)	\$ (718,875)
Financial Assistance discount	50	\$ (225)	\$ (11,250)
Late Fee 1	13	-100	\$ (1,300)
Late Fee 2	30	-125	\$ (3,750)
Refund, cancelled service 25% increase	100	425	\$ 42,500
Estimated Revenue ( No Override)			\$ (692,675)

- Note: FY25 - 107 student no fee via family cap at 2 students
- The greater the fee increase the more challenging to project ridership and revenue collection

## FY26 Athletic Fee Recommendation - Override/ **Override Fails**

- Fees have been static since before 2019
- **Update Shaded Yellow, account fidelity dive found issue, not participant fees**
- Rental & Equipment Costs – Ice, Mt. Lift Tickets, Pool Rental, Football Pads  
Warrant a fee adjustment to better cover particular sport programs
- Coaches, Referees, League Dues, Transportation, Equipment have all increased over the last 6+ years
- Following page reflects changes to participant fees, no proposed change to Gate (spectator) fees, See [FY26 Budget Book](#), p 86, for Fund History

FY24 Participants			Payers	Fee Amount	Revenue Offset
Athletic User Fee			1273	\$ 225	\$ 286,425
Alpine Ski Fee/ Hockey Fee			149	\$ 400	\$ 59,600
Unified Sports Teams			93	\$ 100	\$ 9,300
Middle School Sports			421	\$ 225	\$ 94,725
MISC HS Revenue (not user fee)					\$ 43,520
Actual Revenue			1936		\$ 493,570

# FY26 Athletic Fee Recommendation - Override/ **Override Update**

- Override Passes – Inc Revenue by \$50,000
- ~~Per user Fee – \$125 to \$425~~
- **Up \$25**, 6%, 11%, 25% pending sport
- ~~Family Cap to \$750, or \$925~~  
(Hockey/Alpine)

FY26 Base Budget			Payers	Fee Amount	Revenue Offset
Athletic User Fee			1464	\$ 250	\$ 366,000
Alpine Ski Fee/ Hockey Fee			149	\$ 425	\$ 63,325
Unified Sports Teams			93	\$ 125	\$ 11,625
Middle School Sports			421	\$ 250	\$ 105,250
Estimated Revenue					\$ 546,200
Est. Revenue Increase					\$ 52,725

- 87 students granted fee waiver b/c cap
- [FY25 Athletic Fee Survey](#)

- **Override Update** – Increase Rev by \$50,000
- **Per User Fee - \$150 to \$450**
- Up \$50 from FY25
- **Family Cap to \$ 825 – \$1,350, 3 Sports**

\$50 increase					
FY26 Base Budget			Payers	Fee Amount	Revenue Offset
Athletic User Fee			1273	\$ 275	\$ 350,075
Alpine Ski Fee/ Hockey Fee			149	\$ 450	\$ 67,050
Unified Sports Teams			93	\$ 150	\$ 13,950
Middle School Sports			421	\$ 275	\$ 115,775
Estimated Revenue					\$ 546,850
Est. Revenue Increase					\$ 53,280

- Note: FY25 - 87 students no fee via family cap at 3 sports
- The greater the fee increase the more challenging to project ridership and revenue collection

# FY26 Athletic Fee Recommendation - Override/ Override Fails

- **Override Update** – Increase Rev by \$50,000
- **Per User Fee - \$150 to \$450**
- Up \$50 from FY25
- **Family Cap to \$ 825 – \$1,350, 3 Sports**

\$50 increase					
FY26 Base Budget			Payers	Fee Amount	Revenue Offset
Athletic User Fee			1273	\$ 275	\$ 350,075
Alpine Ski Fee/ Hockey Fee			149	\$ 450	\$ 67,050
Unified Sports Teams			93	\$ 150	\$ 13,950
Middle School Sports			421	\$ 275	\$ 115,775
Estimated Revenue					\$ 546,850
Est. Revenue Increase					\$ 53,280

- Note: FY25 - 87 students no fee via family cap at 3 sports
- The greater the fee increase the more challenging to project revenue collection

- **No Override** – Increase Revenue by \$250,000
- **Per User Fee - \$200 to \$750**
- Up \$100, \$125, 150, \$275, \$350 increase, 56%-MS, 67%- HS, 88% - Hockey/Ski, 100% - Unified, 122% Football/Swim/Dive from FY25
- **Family Cap to \$1,050 – \$2,250 3 Sports**

Override Vote Fails					
FY26 Base Budget			Payers	Fee Amount	Revenue Offset
Athletic User Fee			1128	\$ 375	\$ 423,000
Alpine Ski Fee/ Hockey Fee			149	\$ 750	\$ 111,750
Football/Swimming & Diving			120	\$ 500	\$ 60,000
Unified Sports Teams			87	\$ 200	\$ 17,400
Middle School Sports			400	\$ 350	\$ 140,000
Estimated Revenue					\$ 752,150
Est. Revenue Increase from FY25			1884		\$ 258,580
Targeted Budgeted Revenue					\$ 250,000
Small Reduction in participation excluding hockey/skiing					

- Note: FY25 - 87 students no fee via family cap at 3 sports
- The greater the fee increase the more challenging to project revenue collection

# ASAP – Self Funding Program – Recommended Tuition Rate

[FY26 Budget Book](#), ASAP pages 108-110  
[Director Memo and Analysis](#)

Staff: 21 FT, 78 Part-time

Students: 633, K- Gr. 8

FY25 Financial Assistance to 65 Students, Approximately \$300,000

## Recent Fund History

Aftercare	FY22	FY23	FY24	FY25* in progress	FY26 Est
Beg Balance	\$ 401,837	\$ 628,113	\$ 952,072	\$ 814,925	\$ 614,925
Total Revenue	\$ 2,286,212	\$ 2,505,621	\$ 2,226,759	\$ 2,250,000	\$ 2,520,000
Total Exp	\$ 2,059,936	\$ 2,181,662	\$ 2,363,906	\$ 2,450,000	\$ 2,729,746
Ending Balance	\$ 628,113	\$ 952,072	\$ 814,925	\$ 614,925	\$ 405,179

Recommended  
 Rates **Shaded  
 Green**

Days	Natick ASAP FY25	Natick ASAP FY26 (12% Increase)	Framingham FY25	Ashland FY25	Natick Longfellow FY25	Needham Ext Day FY25	Wayland BASE FY25*	Natick YMCA FY25**
2	\$ 229	\$ 256	\$ 200	\$ 171	\$ 299	\$ 306	\$ 299	351
3	\$ 296	\$ 332	\$ 235	\$ 257	\$ 449	\$ 449	\$ 440	491
4	\$ 387	\$ 433	\$ 305	\$ 343	\$ 539	\$ 581	\$ 575	632
5	\$ 481	\$ 539	\$ 360	\$ 429	\$ 629	\$ 683	\$ 688	698

# ASAP – Self Funding Program – Recommended Tuition Rate

## Market Analysis:

1. We have a waitlist for aftercare
1. Even with 12% per diem fee increase NPS ASAP is:
  - 14-26% cheaper than Natick Longfellow
  - 23-32% cheaper than Natick YMCA
1. Open seats in Before School Care and Vacation Weeks, no requested fee change

Primary Goal: Be able to hire more staff to expand # of aftercare seats available

Secondary Goal: Reduce GF Overhead Expense to avoid other reductions

[Contact](#) and program [info](#) by clicking the links



# FY26 Rental Revolving

- **Primary Goal:** Cover expenses, permit community access & be ready for the next day of school
- **Secondary Goal:** Offset \$16k of GF expense
- Fund Balance History

- Last update to rental rates 2016 (9 yrs ago)
- [Current Rental Manual](#) (see p. 11-12 rates)
- Majority of program expense is salary related

Rental Revolving	FY21	FY22	FY23	FY24	FY25 * As of 2/28/25
Beg Balance	\$1,784.15	\$ 1	\$ 11,432	\$ 22,453	\$ (63,917)
Total Revenue	\$15,974.99	\$ 43,067	\$ 59,417	\$ 131,051	\$ 90,228
Total Exp	\$17,758.59	\$ 31,636	\$ 48,396	\$ 217,420	\$ 136,222
Ending Balance	\$0.55	\$ 11,432	\$ 22,453	\$ (63,917)	\$ (109,910)
Note: FY26 Revenue reflects actual and receivable, Expense appears some OT charged here in error, research in progress					

All Tiers	Tier /Group	Effective/ Current Fee	Proposed Rate for p/hr	Federal Holiday Rate
Custodial OT Rate	1	\$ 33	\$ 50	\$ 65
Custodial OT Rate	2	\$ 28	\$ 50	\$ 65
Custodial OT Rate	3	\$ 48	\$ 50	\$ 65
HS Auditorium Manager	All	\$ 40	\$ 50	\$ 50
Food Services Staff	All	\$ 36	\$ 45	\$ 60



# Rental Revolving

- Overview of Tiers, Rationale for Proposed Rates

Room Rates	Room/Space	Tier	Current Room Fee	Proposed Fee p/hr	Tier	Current Room Fee	Proposed Fee p/hr	Tier 3	Current DAILY Fee	Proposed Fee p/hr
HS	Gym ( 4 Courts)	1	\$ 5	\$50	2	\$ 15	\$100	3	\$ 300	\$ 150
Kennedy	Gym ( 3 Courts)	1	\$ 5	\$40	2	\$ 10	\$75	3	\$ 200	\$ 100
Elem/MS	Gym	1	\$ 5	\$25	2	\$ 10	\$40	3	\$ 200	\$ 60
HS	Auditorium	1	\$ 5	\$0	2	\$ 15	\$100	3	\$ 750	\$ 175
Elem/MS	Auditorium	1	\$ 5	\$0	2	\$ 10	\$80	3	\$ 500	\$ 150
HS	Lecture Hall	1	\$ 5	\$0	2	\$ 15	\$50	3	\$ 200	\$ 60
HS	Library	1	\$ 5	\$0	2	\$ 15	\$20	3	\$ 200	\$ 75
ALL	Classroom	1	\$ 5	\$0	2	\$ 15	\$15	3	\$ 200	\$ 20
ALL	Confernce Room	1	\$ 5	\$0	2	\$ 15	\$20	3	\$ 200	\$ 25
HS	Cafeteria	1	N/A	\$0	2	N/A	\$50	3	N/A	\$ 75
HS	Cafeteria & Kitchen	1	\$ 76	\$40	2	\$ 15	\$75	3	\$ 300	\$ 125

- New Application To Approve for March 24 Meeting
- Market Reference: [Brookline](#), [Needham](#), [Wellesley](#), [Framingham](#)

# Summary of Smaller (Volume) Fees

## Recommnedations & Options

Fund	Description	Current Fee	Proposed Fee	Change	% Change	Reason	New Revenue	Recommended/Option
School Lunch	Adult Lunch Price	\$4.25	\$ 5.50	\$1.25	29%	Recover costs	N/A	Recommended
Preschool Tuition	Optional Pre-K	\$ 11,703	\$ 12,522	\$ 819	7%	Keep pace with program increases	\$ 30,000.00	Recommended
Foreign Student Tuition	Self Described	\$ 20,000	\$ 22,000	\$ 2,000	10%	Recover costs	\$ -	Recommended
North Star Tuitions	SPED- Sub Separat	\$ 42,400	\$ 44,520	\$ 2,120	5%	10% increase last yr	\$ 4,240.00	Recommended
Summer School	Weekly Rate - Exte	\$ 150	\$ 165	\$ 15	10.0%	Program struggles to self fund FY23-25	\$ 18,750.00	Recommended
NHS Student Parking Fee	Reserve Parking Sp	\$ 225	\$ 250	\$ 25	11%	Override Passes	TBD	Recommended
NHS Student Parking Fee	Reserve Parking Sp	\$ 225	\$ 450	\$ 225	100%	If Override Fails, historically match bus fe	TBD	Option
Laptop Fees	Maint/Insurance	\$ 50	\$ 50	\$ -	0%	Program & Fee working as intended	\$ -	Recommended
NHS Transcript Fee	Fee Per Transcript	\$2	\$ 3	\$ 1	50%	Cover Printing/Software Costs	2500	REcommended

# New Fee Options

[NHS Clubs List](#) , [Kennedy Clubs List](#), Wilson Clubs List

Club& Activities	Description	Current Participants	Current Fee	Fee Option	Est. Participants	Est Revenue Offset	Reason/Notes	Recommended / Option
NHS Student Activities Fee*	Blanket fee, access all clubs for the yr	1095	\$ -	\$50	931	\$46,550	adding fee to access all will likely reduce participants that "try" new interests	Option
Middle School Clubs*	Blanket fee, access all clubs for the yr	732	\$ -	\$40	622	\$24,880	adding fee to access all will likely reduce participants that "try" new interests	Option
HS Music & Chorus	Blanket fee, access all clubs for the yr	83	\$ -	\$50	78	\$3,900	reflects about 5% reduction in participants	Option
MS Music & Chorus	Blanket fee, access all clubs for the yr	221		\$40	199	\$7,960	reflects 10% reduction	Option
HS Thearte Performances (3)	Blanket fee, access all clubs for the yr	209	\$ -	\$50	177	\$8,850	reflects about 15% reduction, some performances have cuts	Option
MS Theatre Performances (3)	Blanket fee, access all clubs for the yr	311		\$40	264	\$10,560	reflects about 15% reduction, some performances have cuts	Option
Subtotal Participants/Payers/Est. Offset		2651			2271	\$102,700	Proceed with caution	
* HS& MS Clubs individuals estimated as some students partipate in multiple clubs								
Concerns about donations decreasing, staff enforcing fee payment for participation, some student engagement loss								

# Sample Calculations Fee Increase v Override Pass

7,000,000 Override Vote - If Yes			
Home Value	600,000	780,000	1,000,000
<u>Est Tax Bill</u>	\$348	453	580
<b>If Override Fails - Fee Increases Below</b>			
1 Bus Fee	\$ 225	\$ 225	\$ 225
1 Sport Fee	\$ 125		
Football/Swim/Dive Increase		\$ 275	
Hockey/Alpine Ski			\$ 350
<b>Subtotal Example 1</b>	<b>\$ 350</b>	<b>\$ 500</b>	<b>\$ 575</b>
<b>If Override Fails Fee Increase Example 2</b>			
2 Bus Fee Increases	\$450	\$450	\$450
Sport 1 Fee Increase	\$125		\$125
Sport 2 Fee Increase	\$125	\$125	
Football/Swim Fee		\$275	
Hockey/Alpine Ski			\$350
<b>Subtotal Example 2</b>	<b>\$700</b>	<b>\$850</b>	<b>\$925</b>

\$7,000,000 Override Est. Impact to Various Tax Bills

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**ITEM TITLE:** \_\_\_\_\_ b. Grants and Other Funding Sources

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:**

**BACKGROUND INFORMATION:**

**RECOMMENDATION:**

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**ITEM TITLE:** Override Update  
**DATE:**  
**ITEM TYPE:**  
**ITEM SUMMARY:**  
**BACKGROUND INFORMATION:**  
**RECOMMENDATION:**

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**ITEM TITLE:** Vote to Approve School Committee and EAN Joint Statement Regarding Conclusion of Contract Negotiations

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:**

**BACKGROUND**

**INFORMATION:**

**RECOMMENDATION:**

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**ITEM TITLE:** Vote to Approve the EAN Unit A and B Contract

**DATE:**

**ITEM TYPE:**

**ITEM SUMMARY:** MOU between School Committee and EAN Unit A and B Contracts  
- LINK

**BACKGROUND  
INFORMATION:**

**RECOMMENDATION:**

---

**ATTACHMENTS:**

<b>Description</b>	<b>File Name</b>	<b>Type</b>
mou school comm and ean unit a and b contracts	MOU_unit_A___B_fully_executed_.pdf	Cover Memo



**Memorandum of Understanding Between**  
**The School Committee of the Town of Natick, Massachusetts and**  
**The Education Association of Natick, Unit A & Unit B**  
**Unit A Contract & New Unit B members: 07/01/2025 - 06/30/2028**  
**Unit B Contract (existing employees): 08/01/2025 - 07/31/2028**

---

**1. Added language for clarification**

*Section 3:*

- (a) Educators entering the Public Schools of Natick will be placed on the salary schedule according to approved previous teaching experience and degrees earned at accredited institutions, no higher than step 14.

**2. Added: ARTICLE XXXIII - Labor Management Committee**

*Section 1: Evaluation*

The parties will form a labor/management committee to address the issues of teacher evaluation with the final deliverable to be recommended revisions to future contract language.

*Section 2: PLCs*

The parties will form a labor/management committee to address the issues of elementary PLCs with the final deliverable to be recommended revisions to future contract language.

**3. Added Stipends & COLA:**

- PLC Leader for Deans, VPs, and APs
- Eliminated Assistant to Principal (except for Pre-K)
- Create a PLC leader for K-4 counselors and a PLC leader for 5-8 counselors.
- Year 1: 1%, Year 2: 1%; Year 3: 1%
- Proposed Merged Table - eliminates assistant to the principals at elementary level (this does not include pre-k - maintains PK assistant to the principal), includes options C & F above

**4. Added position to the EAN (Unit A)**

Admit the Augmentative and Alternative Communication Specialist into Unit A with the exclusion of duties due to need for flexibilities related to being in all buildings on different days and different start and end times, (review the BCBA requirements here)

## 5. Date changes:

### ARTICLE XXXVI - Duration

*Section 1:* This Agreement shall become effective on July 1, 2025 and shall continue in effect until and including June 30, 2028.

*Section 2:* Negotiations for terms of an Agreement to be effective July 1, 2028 shall start no later than December 1, 2027.

*Section 3:* None of the provisions contained in this Article shall prevent the parties by written agreement, from extending any portion or all of this Agreement (at any time after notice to terminate or modify is given) for any agreed-upon period beyond its expiration date.

IN WITNESS WHEREOF, the parties hereto have caused their names to be subscribed by their duly authorized officers and representatives no later than June 16, 2025.

## 6. Change: Elementary PLC (was 70 minutes)

- (d) All elementary Professional Development (PD) events along with the 45 minutes per week at the elementary level will be organized and planned by the EIL and/or the Elementary Based PLC Leader in collaboration with their building principal to meet the goals of the PLC. Collaboration goals will be reassessed at a mid-year review by consensus of the principal and EPLC. The subject/topics will be selected by educators. All PD events at the middle and high schools will be planned by the Department Heads, Curriculum Specialists, and K-12 Directors in collaboration with their building principal. Elementary PLCs are not required to meet during weeks with family conferences early release days.

## 7. COMPENSATION

- Added Lane for Nurses Only who have Completed their National Certification in School Nursing Exam
- Middle School Athletics COLA: 1%, 1%, 1%

	FY26	FY27	FY28
BA Lane: Steps 1-5	2.75% 4.95% Market Adjustment	3% COLA	3% COLA
BA Lane: Step 6	2.75% 2.25% Market Adjustment		

BA Lane: Step 7	2.75% 1.25% Market Adjustment		
MA Lane: Steps 1-10	2.75% 1.25% Market Adjustment		
All Other Steps & Lanes	2.75%		

#### 8. Change HS Duties

Duties shall be limited to lunch duty, study hall, hall duty / sub duty or highly structured day/in-school suspension. Educators may accept other duties not listed here on a voluntary (opt-in) basis.

#### 9. Removed below language from Contract - will add rate to non rep schedule

Extended School Year (ESY) and summer enrichment programming will be staffed by NPS Nurse(s). Nurses will sign up on a voluntary basis and will be compensated using the same formula as NPS educators hired for summer school. Credit will be given for all previous summers worked, either mandatory or voluntary time. Natick Public School nurses will staff the NPS summer program and will be compensated at the summer nursing rate, which starts at \$80 per hour and increases with the non-rep schedule as COLAs are applied.

In the event of a public health emergency, as declared by the school system or a governmental agency, no more than five (5) additional days may be required of a school nurse upon the authorization of the Superintendent, and for each such day the employee will be compensated at the rate of 1/183 of their annual salary. These five (5) days are not to be used for summer school.

#### 10. Removed language: Moved to handbooks

Middle School Conferences: Virtual Parent Teacher Conferences will be offered on an early release day (to be created) in November. Each team will offer a maximum of ten 15-minute conferences on that designated early release day. Other members, such as special area educators (PE, Art, Music, etc.), World Language educators, and related service providers (as applicable), shall join, or schedule their own, ten (10) Parent Teacher Conferences during the early release day. In addition, regular conference times held during team meetings will be advertised to families regularly. The district will provide a scheduling platform for families to sign up for the conferences on the early release day and during the regular team meeting times during the year. This Conference language will be revisited by all parties annually through fiscal year 2024

#### 11. Change HS Conferences, removed middle school from language

##### *Section 15: Middle School and High School Conferences*

- (a) High School Conferences: Educators will hold parent/guardian conferences on the early release day in December. The purpose of these conferences is to provide parents/guardians with the opportunity to better know their student's educators and how



their student is performing. Educators will offer fifteen (15) ten minute conferences during contractual hours on the designated early release day and share the time frame with their building administrator and/or supervisor. The Association and administration will agree upon a scheduling software and program for parents/guardians to sign up for conference times. Educators are not expected to create a presentation to share with parents/guardians. These conferences will be held virtually and an educator may conduct them from a location of their choosing, as long as they are not in transit. Evaluators will not attend these conferences unless invited by the educator. If no parents/guardians sign up for a specific time slot, that time does not need to be made up later as a conference, but should be used as working time for the educator. Educators will not begin after school activities before 2:30 PM this day.

## **12. Change to New Teacher Requirements**

Educators new to the district will be required to take the TLI course within their first three years.

## **13. Change Language on Stipend Process**

### Purpose of Specialty Advisor Stipends:

Specialty Advisor stipends are paid to individuals who provide instruction and supervision to students during an approved after-school club or activity. These clubs and activities are an essential part of student learning. However, since these clubs and activities take many forms, the requirements and expectations for the adults who supervise them necessarily differ. Since these clubs and activities evolve based on student need and interest, and on the available budget, assigning the Specialty Advisor stipends will require an annual, flexible process.

### Establishment of Stipend Review Committees

Recommendations about the annual allocation of Specialty Advisor Stipends will be made by the Stipend Review Committee (herein referred to as “the SR Committee”), which will be established at each middle school, and at the high school. At each school, the SR Committee will be composed of the Principal (or their designee) and at least one representative of the EAN at each school, and other staff, as needed. The SR Committee will be charged with annually reviewing the student engagement of each club/activity, proposals for changes to clubs/activities, and the creation of new clubs/activities. If the budget for the upcoming year does not cover the clubs/activities requested, the SR Committee will also make recommendations to the Principal about which stipends will be funded that year.

When making such recommendations, the SR Committee will consider each school’s core values, the past year’s student engagement, and the school’s needs when allocating Specialty Advisor stipends. It is important to note that this means that not all clubs/activities that have run in past years will necessarily run each year because clubs and activities are contingent upon budget allocation, the interest and expertise of staff, and the interest of students. The SR Committee has the authority to recommend that the Principal reallocate existing specialty advisor stipends to new stipends.

### Specialty Advisor Roles and Responsibilities

A 1.0 Specialty Advisor Stipends translates to at least 36 hours per year in service of at least 10 students and will be paid according to the specialty advisor ratio rate. The SR Committee has the discretion to recommend multiple stipends or fractions of stipends to one staff member or club/activity based on the role and responsibilities of a given club or activity and the rate of student engagement. The Principal, in concert with the SR Committee, may make exceptions to the above requirements for the 1.0 if a specific club or activity is essential to the functioning of the school or if a club or activity is necessary to promote the school's core values.

### Process for Allocation of Specialty Advisor Stipends

1. The SR Committee will request a progress report from each existing club/activity, outlining their work through May 1st of that year. This report will be due by May 10th each year. The progress report will include:
  - The activity/club meeting dates
  - Student attendance at clubs/activity meetings
  - The activity/club's impact on the school community
  - The advisor's interest in running the club/activity the following school year
  - Any changes that the advisor would like to propose to the club/activity for the following school year.
2. Anyone wishing to propose a new club or activity for the following year will submit a written proposal no later than May 1st to the Stipend Review Committee for consideration.
3. Students may propose a new club or activity at any time during the year, provided a staff member agrees to advise the club. By May 1st, as with other clubs and activities, the students and their staff advisor must submit a progress report to the SR Committee. In the case where a new club activity begins midyear, it will not be assigned a stipend for that year.
4. The SR Committee will meet between May 10th and the end of each school year to consider all club/activity progress reports and all new club/activity proposals. The SR Committee will consider the following:
  - Any proposed changes to clubs/activities
  - The student engagement for each club or activity that year
  - Any clubs or activities that began during the course of the school year or are being proposed for the next year.
5. The Principal, with input from the SR Committee and the Asst. Superintendent of Finance, determines the clubs and activities that will be funded for the upcoming year.

The Principal or their designee will publish a list of all funded Specialty Advisor positions, stipend ratios, and anticipated time commitment. The list of funded stipendiary specialty advisor positions will be finalized and the union and administration will update the Specialty Advisor matrix in the contract through a Memorandum of Agreement delivered to the School Committee by September 30th.

6. Members will not be required to staff a club or activity if they are not allocated a Specialty Advisor stipend, but may choose to do so on a voluntary basis.

#### 14. High School Advisory changes:

1. Remove the following clubs that no longer meet (10.25 freed up):
  - a. High School Academic Decathlon Coach (2)
  - b. High School Peer Advocates (1.75)
  - c. High School Change the World Club (2)
  - d. High School SADD Advisor (2.5)
  - e. High School Debate Club (1)
  - f. Redhawk Elite Performance Team (1)
2. Change the following ratios based on increased needs (+5.0 spent):
  - a. Change Connections Club from 1.0 to 3.0
  - b. Change ACES 1.0 to 3.0
  - c. Change Speech Manager 1.0 to 2.0
3. Add the following (+11.25 spent):
  - a. Girls Who Code (1.0)
  - b. Black and Hispanic Student Union (1.0)
  - c. Med Society (1.0)
  - d. Tenacity Challenge (3.0)
  - e. Media Club (1.0)
  - f. Mural Club (1.0)
  - g. 9th Grade Orientation Leader (1.0)
  - h. Science Bowl (1.0)
  - i. Kids for Wish Kids (0.75)
  - j. Girl Up (0.5)
4. Remove line 5 with total amounts
5. Remove column A and line 72
6. Remove lines 61, 62, 67, 73 who are all non-contract language

## **15. Middle School advisory changes:**

### **1. The following clubs are decreasing in stipend amounts:**

MS Student Council Advisor (1.5 to 1.0)  
MS Weather Service (2.5 to 1)  
MS Community Service (1.75 to 1.5)  
MS Math Team (2.5 to 2.0)  
MS Future Engineers & Robotics (1.25 to 1.0)  
MS Peer Leaders Position 1 (1.5 to 1.0)  
MS Peer Leaders Position 2 (1.5 to 1.0)  
Remove MS Virtual Reality Stipend (1.0 to 0)  
Remove MS Planetarium Stipend (1.0 to 0)  
MS Honors Wind Ensemble (2.0 to 1.5)

### **2. The following clubs are increasing in stipend amounts:**

MS Yearbook (1.0 to 2.0)  
MS Director of the Play (2.0 to 2.5)  
MS Director of the Musical (2.5 to 3.0)  
MS Director of Music (if music is performed) (2.5 to 3)  
MS Costumer (musical) 1.0  
MS Costumer (play) 1.0

### **3. Stipends that stayed the same**

MS Director of the Play 2.5  
MS Show Producer 1.0  
MS Drama Producer 1.0  
MS Technical Theater (Play) 1.0  
MS Technical Director (Musical) 1.0  
MS Jazz Specialty Band 1.5  
MS Pops Chorus/Specialty Chorus 1.5  
MS Students as Readers 1.0  
MS Multimedia Publishing Club 1.0  
MS Library After School/Lib Assistant Club 1.0  
MS Choreographer (for musical) 1.5

### **4. Formerly Discretionary Stipends - not being names in yearly MOA**

Dungeon & Dragon  
Board Games  
Wood Working Club  
Connections Club  
Sustainability Club



Knitting Club  
Coding Crew  
No Place for Hate  
Art Club  
Lego Club  
Blues Cafe  
Girls Who Code  
Chess Club  
Mentoring Club  
Photography Club

#### 16. HS Athletics COLA & updates

FY26: 1%, FY27: 1%, FY28: 1%

Year 3: Junior Varsity positions equalized based on season length

Coaches eligible for tournament pay will be approved by the HS Principal and Athletic Director.

#### 17. Moved positions from Unit A to Unit B

Special education administrators (change from Special Education Coordinator)

Alternative education administrators (change from North Star Program Coordinator)

#### 18. Updated - added 1 additional sick day, reduced number of days for doctors note to 5 days

#### ARTICLE XVII - Sick Leave

*Section 1:* Every professional employee of the Natick Public Schools shall be granted an annual leave of thirteen and one half (13 ½) days without loss of pay for absence caused by illness or injury. Such leave is considered to be earned ratably on a monthly basis, although the full amount will be posted on/about July 1 of each year. An educator who leaves NPS prior to the conclusion of the school year, and who has used more sick days than what was ratably earned, will have an adjustment made in the final paycheck. Such leave not used in the year of service for which it is granted shall be accumulated for use in subsequent years without limitation. Such leave not used prior to the termination of an employee's service shall lapse, and the employee shall not be entitled to any compensation in lieu thereof, except as provided under the terms of ARTICLE XVIII.

Part-time educators shall be entitled to annual sick leave allowance and accumulation in the same proportion of such benefit for full-time educators as the part-time educator's work schedule is to a full-time educator's work schedule, e.g. part-time educators working one-half (½) the work day every day shall be entitled to thirteen and one-half 13 ½ half-days of sick leave allowance; part-time educators working three (3) full work days each week shall be entitled to three-fifths (¾) of thirteen and one-half (13 ½) days of sick leave allowance.

*Section 3:* Documentation from a licensed health care provider may be requested after 5 consecutive days of sick leave. If sick leave continues for more than five days, documentation



from a licensed health care provider will be required every 30 calendar days thereafter. Additionally, the employee will contact the Director of Human Resources or the Occupational Health Nurse on a monthly basis to advise as to their anticipated date of return. If requested, documentation from a licensed health care provider must be presented to the Superintendent's office before the employee returns to duty.

An employee who has been absent due to illness or injury may be required to visit the occupational health nurse prior to returning to work, to review any accommodations necessary to ensure a successful return to work. If documentation from a licensed health care provider is not presented when requested, the medical exam and certificate shall be at School Committee expense by a physician chosen by the School Committee. Under the provisions of the Family and Medical Leave Act, an employee who has completed one year of service and has worked at least 1,250 hours during that time is eligible for up to twelve (12) weeks of unpaid leave in any twelve (12) month period due to his or her illness or injury.

#### 19. Added NEW language

The District may request that high school educators teach an additional class above the 1.0 FTE. The length of time will be memorialized in a letter of appointment in order to teach the additional class. Educators requested to teach an additional period may choose to accept or decline the additional class. Educators who agree to teach an additional class will receive an additional compensation as follows: 0.2 FTE on their current salary schedule prorated for the length of time that the educator is teaching the class. Educators who teach an additional class shall assume all teaching duties for that class, including but not limited to preparing of class materials, correcting of student work, and communicating with caregivers. The rate of compensation will be credited to the educator for each day they assume the teaching duties regardless of whether the class meets. All efforts will be made to ensure that the educator retains one daily preparation period.

#### 20. Updated language: Updated days to 10

##### *Section 11: Family Sick Leave*

Members may take family leave of up to ten (10) accrued sick days to care for an immediate family member as defined by FMLA federal law. Documentation from a licensed healthcare provider may be required after five consecutive sick days. This leave is in addition to the 10 family sick days as outlined in Article XVII section 4.

Under extenuating circumstances, the superintendent may approve the use of more than 10 sick days to care for a sick family member. Requests must be in writing, and FMLA documentation may be required. The Superintendent's decision will not be subject to the grievance procedure.

#### 21. Added language

##### *Section 16:*

This Supplemental Sick Leave Bank shall be administered by the same committee established in section 11 above.

Upon notification and without going below 100 accrued sick days, members may donate to the supplemental sick leave bank for the use of members who are in need of additional sick day support who have exhausted all options with their own time (sick time, personal days, critical illness days and sick leave bank). A letter will be sent to members in May notifying them of the opportunity to donate sick days to this supplemental sick leave bank. The letter will remind members of the donation process.

Employees who are allowed to withdraw leave from the Supplemental Sick Leave Bank may be required by the committee to repay the days withdrawn at a rate of up to half their future annual sick days per year until the mutually (committee and borrower) agreed upon number of owed days have been repaid.

If an employee leaves the service of the Employer for any reason other than death or disability retirement before they have fulfilled their repayment obligation, they shall recompense the Supplemental Sick Leave Bank at a rate of one one-hundred-eighty-third (1/183) their annual pay for each day not repaid. Such repayment shall be deducted from the employee's final paycheck.

The supplemental sick leave bank will be reviewed in October, 2027 to assess usage and feasibility.

#### **22. Updated Amounts: Section 4: Tuition Reimbursement**

The tuition reimbursement fund will be \$45,000 for fiscal year 2026, \$50,000 for fiscal year 2027, and \$55,000 for fiscal year 2028. The tuition reimbursement fund will be equally distributed among applicants, provided that no individual shall receive reimbursement for more than the cost of the course(s) approved and requested.

An educator who resigns with an effective date prior to the end of the reimbursement year is not eligible for reimbursement.

#### **23. Change language**

##### *Section 11: Technology*

- (a) All efforts will be made by educators to respond to professional communications in a timely manner.
- (b) Needed: Change handbook to outline protocol(s) for families to follow in emergency situations

#### **24. Change Language: removed middle school**



### *Section 15: High School Conferences*

- (a) Educators will hold parent/guardian conferences on the early release day in December. The purpose of these conferences is to provide parents/guardians with the opportunity to better know their student's educators and how their student is performing. Educators will offer fifteen (15) ten minute conferences during contractual hours on the designated early release day and share the time frame with their building administrator and/or supervisor. The Association and administration will agree upon a scheduling software and program for parents/guardians to sign up for conference times. Educators are not expected to create a presentation to share with parents/guardians. These conferences will be held virtually and an educator may conduct them from a location of their choosing, as long as they are not in transit. Evaluators will not attend these conferences unless invited by the educator. If no parents/guardians sign up for a specific time slot, that time does not need to be made up later as a conference, but should be used as working time for the educator. Educators will not begin after school activities before 2:30 PM this day.
- (b) Parent/guardian educator conferences at any level shall never be required to be recorded.

25. Change in Nurse language- moved nurses summer pay to non rep and removed requirement that NPS nurses must do summer work

## **ARTICLE XII - Working Conditions**

### *Section 1: Work Year*

The Committee and the Association recognize and agree that an educator's responsibility to their students and their profession generally entails the performance of duties and expenditure of time beyond the regular workday, but that time and work schedule should be established applicable to educators in the normal course of their employment. To this end the following conditions of employment shall be effective except in circumstances beyond the control of the School Department. For information about elementary teacher working conditions, see Section 16.

- (a) Educator Work Year  
The School Committee will initially schedule a school year of 188 educator days and 185 pupil days. However, on or before April 15, the School Committee will re-adjust the school calendar so that the maximum number of educator work days shall be no more than three (3) more than the minimum number of pupil days required by law. Days that must be made up as a result of lost time will be done so at the end of the school year.
- (b) The Committee will present the proposed School Calendar for the succeeding school year to the Association by March 1. The Association will present its reactions to the proposed calendar to the Committee within 30 days. It is recognized that the final decision regarding the formation of the School Calendar rests exclusively with the Committee.

26. Change in language: removed bullets about hiring as a LTS for the year

### *Section 6: Voluntary Transfers and Vacancies*

- (a) All anticipated openings will be posted for a period of five full business days and will be sent via email to all staff and posted on the website via Applicant Tracking (or other HR Posting applications) so everyone can see.
- (b) If a vacancy/open position can be reasonably forecast for one year or longer, the position will be posted and paid as a regular position (not any kind of substitute position) on the regular salary schedule.
- (c) All qualified educators will be given adequate opportunity to make applications for open positions. All qualified internal applicants will be guaranteed an interview.

27. Updated: added an additional personal day

### *Section 3: Personal Leave*

In addition to the itemized Administrative Leave schedule above, two (2) days of personal leave may be granted for specific reasons, which could not effectively be conducted outside of school hours. Personal leave must be approved by the Principal, or in their absence the Vice Principal, and whenever possible, educators will give 72 hours notice to the principal and substitute coordinator (if a substitute is required) when planning to take an administrative or personal day. Approval must be obtained prior to taking the day to ensure the day will be paid. In no instance shall a personal leave be requested for the purpose of extending a holiday or a vacation.

Unused personal days will carry forward to the following school year. In no event may an employee have more than three personal days available to them in a single school year. Once the maximum of three personal days has been reached, additional unused personal days will be converted into sick days and added to the individual's sick leave accrual. At retirement, any unused personal days will roll over into sick leave accrual.

28. Removed some administrative days, added to immediate family definition

## **ARTICLE XXI - Administrative Leave**

*Section 1:* Administrative Leave will be granted to professional staff members in accordance with the following schedule:

Accident while performing duty	Up to 5 no loss of pay. To be repaid if the absence is for more than 20 days due to injury
Court Summons: <ul style="list-style-type: none"> <li>● Personal business</li> <li>● School business</li> <li>● Witness (by subpoena)</li> <li>● Court appearance in civil court in which the individual is a party to the suit</li> </ul>	No loss of pay

Transfer of house	1 no loss of pay
<p>Bereavement</p> <p>Immediate family^ and anyone residing in the same household with employee; an individual with whom the employee has a close personal relationship (equivalent to a family member). The final decision to approve leave based on the type of “close personal relationship” will not be subject to arbitration.”</p> <p>In the event of two deaths occurring within the immediate family^ within a school year, additional days may be issued by the Superintendent upon the recommendation of the Principal.</p> <p>Bereavement days must be consecutive immediately following or including the day of death, unless an exception is approved by the principal. (Holidays, vacations, or suspended sessions shall be considered school days under this provision.)</p> <p>If additional time is required for bereavement, then a member may apply for additional bereavement time from the bereavement bank. The bereavement bank will include 5 days per school year for use across the district. Any unused days do not carry over to the following school year. Application for bereavement must be in writing to the Director of Human Resources within 21 calendar days of the death. The final decision will be made by the sick bank committee and will not be subject to arbitration.</p> <p>^Immediate family for bereavement is defined as: parents/step parent (including any individual who has acted in place of and as parent to the teacher or teacher’s spouse), parents of the spouse of the employee, spouse/partner, siblings/step siblings, child/stepchild, grandchild, anyone of whom the educator is a legal guardian</p>	5 no loss of pay per incident
<p>Funeral/Bereavement Services</p> <ul style="list-style-type: none"> <li>● Brother-in-law, sister-in-law, grandparents, niece, or nephew</li> </ul>	3 no loss of pay
<p>Funeral/Bereavement Services</p> <ul style="list-style-type: none"> <li>● Friend</li> <li>● Uncle, aunt, cousin</li> <li>● Retired educator (limited to principal and 1 representative)</li> <li>● Educator (limited to principal and 3 educators)</li> </ul>	1 no loss of pay
In charge of funeral arrangements of a friend	1 no loss of pay
Graduation (from high school or beyond): member of immediate family* including niece and nephew	1 no loss of pay
Critical illness** of immediate family*, not exceeding five (5) school days in one (1) school year	5 no loss of pay
Critical illness** which requires the hospitalization of educator’s child, spouse, or parent	5 no loss of pay



Critical illness** of anyone (non-immediate family) living in the same household as the employee, not exceeding three (3) school days in one (1) school year	3 no loss of pay
Religious Holiday	2 no loss of pay subject to the following:  For any religious holiday there will be a maximum limit of 5% school wide combined Unit A and B members allowed to take such day based on the order of such requests received.  Requests must be made by email to the principal copying the Director of Human Resources, beginning on the first contractual day of the school year for which it applies. No individual member of Unit A or B may take more than 2 of these days.
Wedding: Own and immediate family*	1 no loss of pay
Wedding: An individual with whom the employee has a close personal relationship (equivalent to an immediate family member). The final decision to approve leave based on the type of "close personal relationship" will not be subject to arbitration.	1 no loss of pay
Parental leave: up to five days within the first seven calendar days of the child's birth or joining the family	5 no loss of pay

Definitions:

\*Immediate Family is defined as parents, spouse, siblings, children, or the parents of the spouse of the employee.

\*\*Critical illness means a life threatening condition, and may not be used for routine outpatient/day surgery or routine hospital stays where the relative's life is not threatened.

Removed Days: Ordination, college interview and college degree

## 29. Update Number of days posted internally

- Minimum posting time of 5 days and guarantee interviews for all qualified internal candidates.

## Unit B Updates

### 1. Update Compensation

- A. COLA Year 1: 1%, Year 2: 2%, Year 3: 2.5%
- B. Grid Adjustment for Master & Masters +15: year 1: 1.75% - year 2: 1% - year 3: 0.5%

### 2. Update language

- A. Keep 193 work days and require that all Unit B members attend the summer retreat and adjust the end of year work schedule.
- B. Increase the Dean # of days worked to 205 days per school year (with prorated per diem onto salary scale)

### 3. Update language

- 1. The upcoming Unit B successor contract will have contractual dates beginning July 1, 2025 and an end date of June 30 of the final year of the contract negotiated.
- 2. All newly hired 220 day Unit B employees, effective the execution of this side letter, will be paid within the fiscal year July 1 to June 30 schedule, with such dates of work to occur and to be paid in accordance within such time frame.
- 3. All current 220 day Unit B Employees, throughout their tenure in their current 220 day positions, will remain on their current August 1 to July 31 pay schedule, with their first paycheck in August representing the newly negotiated salary rate for the then contract in effect

#### Unit B 220-Day Employees

- Installments 25 & 26 will be paid in July.
- Pay prorated to service (if someone leaves before 220 days served).

### 4. Update language

#### Unit B: How to Apply for Step 20 or 25

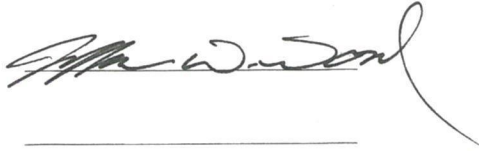
- a. If you believe you are eligible for a longevity lane change in the following school year, you must fill out the form designated by Human Resources no later than November 1<sup>st</sup> of the year prior to your eligibility year.
- b. You can submit your request without adding the documentation of your initial lane and this will be considered on-time. Human Resources will then help you research your starting lane if you do not know in order to confirm your eligibility.
- c. Complete the form and submit it no later than November 1<sup>st</sup> of the year prior to your eligibility year. This is a firm deadline so finance can budget for the upcoming fiscal year, and no exceptions can be made.
- d. Applications made or received after the November 1<sup>st</sup> deadline will be denied with no exceptions.

### 5. Removed Position

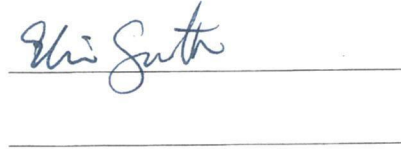
Out of District Coordinator to non rep schedule

Agreed to this March 3 day of 2025.

For the Association:

  
\_\_\_\_\_

For the Committee:

  
\_\_\_\_\_



Out of District Coordinator to non rep schedule

Agreed to this March 3 day of 2025.

For the Association:

Kristen McEweny

For the Committee:

\_\_\_\_\_  
\_\_\_\_\_