

NATICK PUBLIC SCHOOLS
School Committee Meeting
March 24, 2025
6:00 PM
School Committee Room - 3rd flr, Town Hall and Virtual

Posted Date: Thursday, March 20, 2025 @ 3:20 PM

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?](https://us06web.zoom.us/j/2038566119?pwd=TmtdXGxenQ0YXRlN1FicHVpd3hEZZ09)
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/j/2038566119?pwd=TmtdXGxenQ0YXRlN1FicHVpd3hEZZ09> . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Shai Fuxman at (sfuxman@natickps.org), one hour prior to the start of the meeting. Your email should include your name, town and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks. Per our public speak policy, each speaker will have up to 3 minutes.

Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25

OPEN SESSION

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

EXECUTIVE SESSION - this portion of the meeting is not open to the public
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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).
2. To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigation position of the public body and the chair so declares.

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

SUPERINTENDENT'S REPORT

1. Brown Principal Search Process Update

SUBCOMMITTEE/LIAISON UPDATES

1. Public Participation Policy

CHAIRMAN'S REPORT

1. Recognition of Julie McDonough's Nine Years of Service to the School Committee
2. Recognition of Tamika Scott as the First METCO Representative to the Natick School Committee

ACTION ITEMS

1. Vote to Approve the Public Participation Policy
2. Vote to Approve CBA MOU(s)

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

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:

ITEM TITLE:

To discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigation position of the public body and the chair so declares.

DATE:

ITEM TYPE:

ITEM SUMMARY:

**BACKGROUND
INFORMATION:**

RECOMMENDATION:

ITEM TITLE: Brown Principal Search Process Update
DATE:
ITEM TYPE:
ITEM SUMMARY: Brown Principal Search Process Update - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
brown principal search process update	3.24.25._Brown_Elementary_School_Principal_Search.pdf	Cover Memo

Update - Brown Elementary Principal Search

School Committee, March 24, 2025



Job Posting Outreach

The [Job description](#) was posted at the following sites

- Natick Public Schools Website
- Linked in, Facebook, Instagram
- School Spring
- Indeed
- Mass School Administrators Association
- Mass Municipal Association
- DiversityJobs.com
- IMDiversity
- Diversityinc
- Mass Association of School Superintendents
- Mass Association of School Personnel

Stakeholder Engagement

Objectives

- To gather stakeholder input to identify **key qualities and priorities** for selecting Brown Elementary's next principal
- To **inform interview questions** for candidates

Engagement Sessions

Wed 2/25/25 3:00 - 3:45 PM	Superintendent and H.R. Director meet with Brown School staff from p.m.
Thurs 3/6/25 6:45 – 7:30 PM	Superintendent and H.R. Director meet with Brown School families/caregivers from

Screening Committee & Formal Interviews

Objective

- Review, screen, and interview candidates to **identify top finalists** for the Brown Elementary principal position.

3/7/25	Final resume review by Screening Committee (23 applicants) <i>Screening Committee: Assistant Superintendent of TLI, Director of Student Services, Director of Human Resources, Principal of Lilja Elementary, Union President/Classroom Teacher, Classroom Teacher)</i>
3/12/25	20 minute virtual Screening Interviews by Screening Committee (12 screening interviews)
3/19/25	Formal Committee interviews (5 candidates; in-person @ Town Hall) <i>Formal Committee: Assistant Superintendent of TLI, Director of Human Resources, Principal of Lilja Elementary; Assistant Principal Brown; 5 Brown Elem Staff (1 Classroom Teacher, 1 EL Teacher, 1 Special Educator, 1 Paraprofessional, 1 Administrative Assistant); 2 Parents/Caregivers</i>

Finalist Process

Objective

- Assess finalists through **performance tasks, school visits, interviews, and stakeholder forums** to select Brown Elementary's next principal..

3/24/25	Candidates will submit a performance task as part of their final interview process which will be evaluated by the Superintendent's Instructional Leadership Team
3/24, 3/25, and 3/26/25	Each candidate will spend a day at Brown Elementary, take part in an interview with the Superintendent that includes Instructional Rounds at Lilja Elementary, and participate in a Cabinet interview .
3/26/25 6:30-8:45 PM	Evening forum with parents/caregivers and staff @ Brown Elementary School Each candidate scheduled for 35 min each.

The Superintendent will
conduct references and
appoint principal the week of
3/31

ITEM TITLE: Public Participation Policy
DATE:
ITEM TYPE:
ITEM SUMMARY: Policy BEDH - LINK
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
policy bedh	Public_Participation_at_School_Committee_Meetings_Policy_BEDH.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

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ITEM TITLE:

Recognition of Julie McDonough's Nine Years of Service to the School
Committee

DATE:

ITEM TYPE:

ITEM SUMMARY:

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