

*Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
February 28, 2022*

The School Committee held a meeting on Monday, February 28, 2022, at 6:15pm via an in-person and virtual meeting. Chair McDonough called the meeting to order and took roll call at 6:20pm.

Members Present: Julie McDonough, Henry Haugland, Dr. Donna McKenzie, Catherine Brunell, Cathi Collins, Dr. Shai Fuxman, Hayley Sonneborn

Others Present:

Dr. Anna Nolin	Superintendent
Mr. Tim Luff	Assistant Superintendent
Dr. Peter Gray	Assistant Superintendent
Ms. Sue Balboni	Director of Teaching, Learning & Innovation
Ms. Rose McDermott	Executive Assistant/Recording Secretary
Mr. Jefferson Wood	Teacher Representative (remotely)

Chair McDonough moved for approval for the School Committee to enter into Executive Session for this purpose:

1. To conduct strategy sessions in preparation for negotiations with Non-Represented Personnel; Central Office Administration, Planning/Budget Analyst, P/T Clerical, All Tutors, Student/Community Coach, Instrumental Accompanist, Late Bus Coverage, Cafe Monitor, Substitute Coordinator, Permanent Sub Teacher, PSAT Proctor, Floater and Supervisor, On-Line Learning Coordinator, Wellness Center Supervisor, NHS Student Supervisor, NHS Permanent Sub/Site Liaison, Wall of Achievement Coordinator, Virtual Education Supervisor, Principals, Nurse Leader, Director of Student Services, Technical Director, Theater Manager, P/T Nurse, Nurse Assist., Board Certified Behavior Analyst, Occupational Therapist, Physical Therapist, Certified Licensed Assist., Executive Assist. to the Superintendent, Recording Secretary to the School Committee, Administrative Assist. for Human Resources, All Daily, Long Term and Permanent Teacher Substitutes, Math Club Interventionist, Mini University/Professional Development, Curriculum Writing, Instructors for Graduate Credit Courses, Study Group Facilitator/Leader, Instructors for all Workshops, Instructor Prep Time for all Workshops, all ASAP Staff, All Summer School Staff, All Metco Personnel, Instrumental Music Instructors (private & semi-private, group), Data Entry Clerk/Clerical, Tech Workshop Presenters, Project Coordinator Full Year, BOKS Instructors, All Technology Staff, Technology Intern, if an open meeting may have a detrimental effect on the government's bargaining position, and the chair so declares;

2. To Conduct Strategy With Respect to Litigation, Specifically an Arbitration, Paraprofessional, if an Open Meeting May Have a Detrimental Effect on the Lit

Ms. Collins seconded. Chair McDonough called for a roll call vote. All in favor of entering into Executive Session for this purpose:

Dr. Fuxman – Yes

Mr. Haugland – Yes

Dr. McKenzie – Yes

Ms. Brunell – Yes

Ms. Sonneborn- Yes

Ms. Collins - Yes

Chair McDonough – Yes

It was unanimously approved by a vote of those present 7-0-0.

Chair McDonough stated that the School Committee will be returning to open session at approximately 7:00pm. The School Committee proceeded to a private room to conduct this session.

At 7:38pm, the School Committee returned to open session.

Announcements:

Dr. Nolin congratulated Tim Collins, Athletic Director on being nominated and selected as recipient of the District 7 Athletic Director of the Year Award. This award is presented annually to an athletic administrator from each of the nine athletic districts who has displayed outstanding leadership and meritorious achievement in interscholastic administration at the local, district, and state levels.

Dr. Nolin announced the preparing for a flex mask culture; town and municipal building mask mandates were ended as of tomorrow, 3/1/22. School Committee and school staff will be modeling flex mask culture at future meetings.

Dr. Fuxman announced the SPARK Kindness upcoming program on March 8th @7:00pm. Please visit www.sparkkindness.org for details

Chair McDonough informed the community that the Teen Sleep Study Committee will be resuming. If any community members are interested in working on the Committee, please email the School Committee with your interest.

Public Speak

Chair McDonough asked if there was anyone present who wanted to participate in public speak. There was no one in person. However, she did receive a request Mr. Dave Hiller to participate in Public Speak remotely. Mr. Dave Hiller, a parent of two students at Johnson school, remotely conveyed his concerns regarding Johnson School remaining open until 2025.

Consent Agenda

1. Approval of Warrants

2. Approval of School Committee Minutes and Executive Session Minutes of January 10, 2022, February 7, 2022 and School Committee Minutes of January 24, 2022

Ms. Brunell asked to pull the January 10, 2022 regular session and executive session minutes, and the approval of warrants. Chair McDonough stated that it would be pulled and discussed later in the meeting. Ms. Collins moved approval of the consent agenda. Dr. McKenzie seconded. It was approved by a vote of 7-0-0.

Action Items

3. Approval to Refer Policy GBEF (Staff Covid-19 Vaccination Policy) to the Policy Subcommittee for Review: Dr. Nolin gave the background information as to why the School Committee put the policy in place. The district had 100% compliance from staff. This policy was set to expire in the summer of 2022. We have written this expectation into all of our job descriptions. This takes barrier away from students that attend public schools. Other parts of the landscaping have changed. Vaccination expectations have not changed by DESE or any other agency. This policy affects over 1000 people and 5300 students. This is not a trivial policy. Ms. Brunell moved to refer this matter to the policy subcommittee for review. Ms. Sonneborn seconded. No vote was taken at this time. The discussion continued with the members. Chair McDonough asked for the motion to be read back. Ms. Brunell then moved approval to refer policy GBEF to the policy subcommittee for review. Ms. Sonneborn seconded. Chair McDonough called for a roll call vote.

Ms. Brunell – Yes

Dr. Fuxman – No

Ms. Sonneborn- Yes

Mr. Haugland – No

Dr. McKenzie – No

Ms. Collins - No

Chair McDonough – No

The motion did not pass by a vote of 2-5-0.

A short recess was taken, and the School Committee was back in session at approximately 9:17pm.

1. Approval of the MSBA Statement of Interest: Dr. Gray explained how the MSBA describes priority number four - overcrowding. He gave a synopsis. MSBA describes overcrowding as a building that is at or above enrollment capacity of the original design, having special education classes in vestibules, inadequate space for students, modular classroom usage, and having multiple lunches for crowded cafeterias and repurpose spaces originally designed for other uses. MSBA looks at our statement and they will do their own independent enrollment study Mr. Haugland moved approval of the MSBA statement of interest. Chair McDonough asked that the motion be made as written in Novus. Ms. Collins read the MSBA statement of interest aloud for the School Committee and moved to approve. Dr. McKenzie seconded. Mr. Luff informed the Committee that although Ms. Collins did read the MSBA statement of interest, she needs to state the motion as written for the Committee and listed in Novus Agenda. Ms. Collins moved to authorize the Superintendent to submit to the Massachusetts School Building Authority the Statement of Interest Form dated April 2022 for the Memorial Elementary School located at 107 Eliot Street. Mr. Haugland seconded. Chair McDonough called for a vote. The motion passed unanimously by a vote of 7-0-0.

At approximately 9:38pm, Ms. Brunell left the meeting.

4. Approval of Out of Country Travel - NHS, France, 2023 and 2024:

Ms. Collins moved approval for the Natick High School trip to France n 2023 and 2024. Dr. McKenzie seconded. The motion was approved by a vote of 6-0-0.

5. Approval of Out of State Travel - March 2022:

Ms. Collins moved approval for the Natick High School Jazz Ensemble out of state field trip to UNH. Dr. McKenzie seconded. The motion was approved by a vote of 6-0-0.

2. Approval of Non-Represented Salary Adjustments:

Ms. Collins moved approval of the non represented salary adjustments. Dr. McKenzie seconded. Chair McDonough called for a roll call vote.

Dr. Fuxman – Yes

Ms. Sonneborn- Abstained

Mr. Haugland – Yes

Dr. McKenzie – Yes

Ms. Collins - Yes

Chair McDonough – Yes

The motion passed by a vote of 5-0-1.

Mask Policy Update (EBCFA & EBC Supplemental)

Dr. McKenzie, Chair of the Policy Subcommittee, motioned to recommend that the School Committee rescind Policy EBCFA Face Coverings effective the first school day following the date on which the Board

of Health rescinds the Natick Public School masking requirement. Ms. Collins seconded. Dr. Nolin provided an update.

At approximately 9:46pm, Ms. Brunell returned to the meeting and stated she was participating remotely.

Dr. Nolin has a very collaborative relationship with the Board of Health and she always feels listened to by them. If they decide to keep the mask mandate, we will have to continue with the same procedures. She is concerned that we have reached the peak for mask wearing and we are seeing more behaviors by students. They generally are redirected and they comply. Chair McDonough called for a roll call vote on the motion:

Dr. Fuxman – Yes

Ms. Sonneborn- Yes

Mr. Haugland – Yes

Dr. McKenzie – Yes

Ms. Collins – Yes

Ms. Brunell - Yes

Chair McDonough – Yes

The motion passed by a vote of 7-0-0.

FY22 Budget Update - Second Quarter

Dr. Gray gave an update. He gave a review of the second quarter which included: original appropriations, transfers/adjustments, year to date expenditures, available budgets, percentage used and encumbrances. It looks as if we will do what we have in previous years. At the moment we are tracking each pay period and warrant. We anticipate a savings of about 1 million dollars because of grants that we have utilized instead of general funds. This isn't a lot of savings, but it is a result of good budgeting and careful spending.

Review of Fees and Discussion of Items Proposed for Change (ASAP Tuition, Preschool Tuition, Music Lesson Fees)

Dr. Gray provided a memo prior to the meeting, and he reviewed the process the School Committee had put in place in fiscal year 19. In speaking with all the administrators who oversee these programs, he is requesting an increase to the instrumental music program and a 2% tuition increase for the after-school program. Dr. Gray asked for their approval based on his memo. Dr. McKenzie moved approval for the fee increases for ASAP and instrumental music. Ms. Sonneborn seconded. Chair McDonough called for a roll call vote:

Dr. Fuxman – Yes

Ms. Sonneborn- Yes

Mr. Haugland – Yes

Dr. McKenzie – Yes

Ms. Collins – Yes

Ms. Brunell - Yes

Chair McDonough – Yes

The motion passed by a vote of 7-0-0.

FY23 Budget Review

Dr. Nolin explained that there's a memo accompanying the presentation. The presentation is the same one that was given to the Finance Committee. The memo is regarding grants and the ideas that are emergent from student data. A chart was imbedded in the memo. Dr. Gray gave an overview of the numbers and particular pieces that have changed from last time as well as how we are addressing the requests from last year versus this year. Each year there are about 70 personnel changes per year. This year we have had 307. All the normal reasons and some illnesses. Dr. Gray reviewed the drivers for the budget. There is an

appropriation amount that has been granted by the Town which is 79 million dollars. However, it has been acknowledged that it costs more to run the district than that. We are continuing to write grants to supplement our budget. However, it's not a sustainable long-term solution. Dr. Nolin revealed that last year we wrote and received grants in the amount of 3.4 million dollars. This year we have written 1.6 million dollars. We are not funding positions that we expect to be full time positions using grant funding. The restraints for grants are very specific. Chair McDonough would like to continue the conversation next week at the Public Budget Hearing. We will be posting a Public Budget Hearing as well as a School Committee meeting.

Appoint School Committee Member to High School Principal Search

Mr. Haugland expressed his desire to be appointed and described the reasons he believes would make him the best candidate. Ms. Sonneborn also expressed her desire to be appointed and explained the reasons she believes would make her the best candidate. Due to both members desiring to be appointed, a vote was necessary. Ms. Collins moved Mr. Haugland be appointed. No one seconded the motion. Dr. McKenzie moved that Hayley Sonneborn be appointed. Ms. Brunell seconded. Chair McDonough called for a roll call vote:

Dr. Fuxman – Yes
Ms. Sonneborn- Yes
Mr. Haugland – Yes
Dr. McKenzie – Yes
Ms. Collins – No
Ms. Brunell - Yes
Chair McDonough – Yes

The motion passed by a vote of 6-1-0.

Approval of School Committee Minutes and Executive Session Minutes of January 10, 2022

Ms. Brunell pulled these from the consent agenda and wanted to change a word in the minutes. Ms. Brunell moved to approved the January 10 minutes with the changed word from google docs to meeting materials. Chair McDonough seconded the motion. Chair McDonough called for a roll call vote:

Dr. Fuxman – No
Ms. Sonneborn- Yes
Mr. Haugland – No
Dr. McKenzie – No
Ms. Collins – No
Ms. Brunell - Yes
Chair McDonough – Yes

The motion failed by a vote of 3-4-0.

Ms. Collins moved to approve the minutes of January 10th open session as posted. Dr. McKenzie seconded. Chair McDonough called for a roll call vote:

Dr. Fuxman – Yes
Ms. Sonneborn- Yes
Mr. Haugland – Yes
Dr. McKenzie – Yes
Ms. Collins – Yes
Ms. Brunell - No
Chair McDonough – Yes

The motion passed by a vote of 6-1-0.

Ms. Collins moved to approve the Executive Session minutes of January 10th, 2022 as posted. Dr. McKenzie seconded. Chair McDonough called for a roll call vote:

Dr. Fuxman – Yes
Ms. Sonneborn- Yes
Mr. Haugland – Yes
Dr. McKenzie – Yes
Ms. Collins – Yes
Ms. Brunell - No
Chair McDonough – Yes
The motion passed by a vote of 6-1-0.

Approval of Warrants

Ms. Brunell pulled these from the consent agenda. Chair McDonough explained that in 2018 the School Committee voted to have the School Committee Chair approve the payroll and expense warrants. Weekly, Dr. Gray sends them to Chair McDonough and she reviews them, approves them, and sends them to the comptroller’s office. The law does not require the School Committee to vote or approve these during School Committee meetings. A record must be kept available for the public to review. It doesn’t belong in the Consent Agenda and belongs in the Chairman’s Report section of the agenda. Dr. Gray would be happy to forward those along to any other member who would like to review them. Dr. Gray also reminded everyone that these warrants from the inception of the time of a purchase order, review by the comptroller, review by the SelectBoard. Our legal counsel has confirmed that this process has been vetted, approved and in place since 2018.

At approximately, 10:55pm, Ms. Collins moved to adjourn. Dr. McKenzie seconded. Chair McDonough called for a roll call vote:

Dr. Fuxman – Yes
Ms. Sonneborn- Yes
Mr. Haugland – Yes
Dr. McKenzie – Yes
Ms. Collins – Yes
Ms. Brunell - Yes
Chair McDonough – Yes
The motion passed by a vote of 7-0-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Rose McDermott
Executive Assistant/Recording Secretary

Attest: _____

Documents Provided in Novus Agenda and materials used at this meeting:

Superintendent’s Presentation
School Committee Minutes and Executive Session Minutes of January 10, 2022, February 7, 2022 and
School Committee Minutes of January 24, 2022
Warrant Report
MSBA Statement of Interest
Policy GBEF(Staff Covid-19 Vaccination Policy)
Out of Country Travel Documents - NHS, France, 2023 and 2024
Out of State Travel Documents - March 2022

Mask Policy (EBCFA & EBC Supplemental)
FY22 Budget - Second Quarter
ASAP Tuition, Preschool and Music Lesson Fees
FY23 Budget
Grants