

*Natick Public Schools  
SCHOOL COMMITTEE MEETING MINUTES  
September 12, 2022*

The School Committee held a meeting on Monday, September 12, 2022, at 6:30pm via an in-person and virtual meeting. Chair Collins called the meeting to order and took roll call at 6:33pm.

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

Others Present:

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

Chair Collins 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 or to conduct collective bargaining sessions (Unit S) or Contract Negotiations with Nonunion Personnel (Administrative Assistant to Human Resources, PK Before School Daycare, BOKS Instructor);

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

Dr. Fuxman – Yes  
Ms. Gorseth – Yes  
Dr. McKenzie – Yes  
Ms. Brunell – Yes  
Ms. Sonneborn – Yes  
Ms. McDonough  
Chair Collins – Yes

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

Chair Collins 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 7:17pm, the School Committee returned to open session.

### **Public Speak**

Chair Collins asked if there was anyone present who wanted to participate in public speak. She did not receive any requests via email. Ms. Lisa Tabenkin approached the podium and was here to tell everyone about an event called Out of the Darkness Community Walk. She invited all to join on October 2<sup>nd</sup> at 10am. This is a 3-mile walk. The Out of the Darkness Community Walk is a journey of remembrance, hope, and support. It unites our communities and provides an opportunity to acknowledge the ways in which suicide

and mental health conditions have affected our lives and the lives of those we love and care about. She urged the School Committee to have a team.

### **Representative Updates/Concerns**

Ms. Sheriff informed everyone that the school council will be starting up soon. Both Ms. Sheriff and Ms. Lee agreed that there is not much going on and it's starting to get busy. Ms. Lee explained that this is her first normal year. Ms. Sheriff stated that the vibe at school is back to how it was. People are happy to be back. Students are getting their community and spirit back together for the school year. Ms. Sheriff also spoke about many ways for students to get involved with their school and the community.

Mr. Wood agreed that there is a lot of excitement. Happy to be back in a more normal context. He remembers asking for patience, tolerance and flexibility and is asking again because in Elementary school some students don't remember what it is to be in a normal school setting. This is the same for staff and he's very proud of all our staff.

### **Announcements**

Dr. Nolin introduced to the School Committee our new presentation template that she will be using for the year. It has been updated. We are trying to arrange the meetings the way the School Committee had requested. We are going to continue hybrid meetings. We will continue to try to get agenda content information out by Thursday evening. She encouraged the School Committee to continue to send questions ahead of time. The school district's cabinet meets on Mondays and can provide answers to the questions. Dr. Nolin gave the vision and promise of Natick Public Schools. Our relationship with the EAN is the kind of relationship that we all model. We disagree plenty with grace and the children at the center. Dr. Nolin reviewed the new slide deck. Dr. Nolin announced we had to remove our peace flags from our School Committee room. There was a recent court case that if you are in a limited public forum and accept gifts from any represented group, you have to accept gifts. They are hanging in the office if you want to see them. Dr. Nolin informed everyone that seventy students signed up for our new orchestra program. Thank you so much for supporting that program in our last budget. One of our teachers Lisa Oliveiri, is having her film Recovery City will be screened at TCAN this weekend. Dr. Nolin will be featuring a Bright Spot every week and this week is that we opened the Preschool at the East building and it's the happiest place on earth. She would love to take them over for a tour.

### **Subcommittee Liaison Updates**

Dr. Fuxman is the liaison to Natick 180. He informed the School Committee that the Selectboard is now going through a process to review alcohol licenses. Last week was overdose awareness week and purple flags were put on the FCC church grounds.

### **Unit S Contract Update and Vote**

This was reviewed and voted on during Executive Session. Ms. McDonough moved approval of the unit S contract. Ms. Brunell seconded. Ms. Collins gave a summary. Some of the changes were the following; There was a cost of living allowance increase of 3% in the first two years and 2% in last year. There were changes to paraprofessional's substitute coverage. We have provided elementary library paraprofessionals time to attend staff meetings. Mr. Wood expressed his appreciation to School Committee members and paraprofessionals, Judy Dixon and Michele Toomey for their collaboration and work. This contract goes a long way to raising their status. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.

### **Non-Represented Staff Update and Vote**

Dr. Nolin gave a review. There had been a position inadvertently left off the non-represented schedule – pk before school daycare. It will be placed back in. The Boks program which is morning fitness that we have

in our elementary and middle schools, was created, and run by Reebok Organization. They donate a lot of time, resources, and volunteers but we have on staff facilitators who help to run the program. They are paid through stipends. Reebok has requested two different types of stipends and Dr. Nolin is asking to bring those forward to the non-represented schedule. Dr. Nolin Also asking for support for the administrative assist to human resources. As we did with nursing shortage last year, I am asking for a pandemic compensation for her. That office has been rocked by the most hiring we have ever done in the history of the district, this past summer. She would like to retain the very talented staff she has there. Ms. McDonough Move approval the non-represented employee revisions PK Before School Daycare, BOKs employees and Move approval of the pandemic compensation to the Administrative Assistant to Human Resources. Dr. Fuxman seconded the motion. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.

### **Action Items**

1. Approve the Appointment of Dr. Paige Meisheid as the District Physician: Ms. McDonough moved to approve the appointment of Dr. Paige Meisheid as the district physician. Dr. Fuxman seconded. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.
2. Appointment of New School Nurses: Dr. Nolin is grateful that they have joined us. McDonough moved to appoint new school nurses, Jenna Rosie at Ben Hem, and Leigh Smyth at Kennedy. Ms. Gorseth seconded. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.
3. Update and Vote on Bus Contract Market Adjustment: Dr. Nolin informed the School Committee that there is a bus driver shortage. There is no incentive to stay. She is worried about retaining the drivers. Dr. Nolin is asking to revise their bus contract to include additional monies to be distributed to bus drivers to keep them. This is being done by other school districts. It would be a total of \$19,500 and it will allow Connelly Bus and JFK bus companies to give \$500 to each bus driver if they stay with us throughout the winter. Connelly Bus also have sign on bonuses to new hires. Ms. McDonough moved to approve the bus contract revision and allow expenditure not to exceed \$19,500. Seconded by Dr. McKenzie. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.
4. Approval of Updated 2022/2023 School Calendar: Dr. Nolin explained in the most recent Unit A contract, parent conferences were added to middle schools and the high school. High school will conduct their conferences after school. We needed to add ½ day in November to middle school. Ms. Sonneborn moved approval enthusiastically to support the calendar change for middle school conferences on November 16<sup>th</sup>. Seconded by Dr. McKenzie. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.

### **Consent Agenda**

Dr. Fuxman moved to remove the out of state travel from the consent agenda. Dr. Fuxman moved to approve the consent agenda. Dr. McKenzie seconded. Ms. Collins asked for a vote. It was approved unanimously by a vote of 7-0-0.

### **Back to School Update**

Dr. Nolin spoke about what a joy it was to open school this year. We started the year with a red carpet event to welcome teachers back to school. We have made a complete reorganization of leadership structures at central office. This group of people helps to push forward the profile of a graduate. We continue to ask for empathy and collaboration in pursuit of our children's best and brightest futures. Dr. Nolin sent a memo in late August to the School Committee with a hiring/human resources update, student services update, teaching, learning and innovation update, technology update and an enrollment update. Our Director of Safety and Security joined us this year. Mr. Jim Caimano has been reviewing procedures and protocols. This is a broad overview, and he will be sharing that with the Community shortly. Dr. Nolin has asked Mr. Spratt to attend this evening and speak to the facilities summer work highlights. Mr.

William Spratt, Director of Facilities thanked the School Committee for their support and thanked his facilities team for their hard work and dedication. He stated that our buildings look fantastic. Mr. Spratt and his team are both school and town facilities. They started with a shortage of 10% of their team. He gave a presentation which included capital projects, maintenance work, custodial work and the Kennedy Middle School building project close out update. H spent a lot of funds at Johnson School trying to bring it up to code. He is very short staffed and needs twelve on his team and only has six. We also need an hvac specialist, electrician, and a plumber on staff.

### **Enrollment Update and Summer Enrollment Update**

Dr. Nolin gave an update. She had provided an enrollment report. She also shared that our census capture of incoming kindergarten students was extremely accurate. The twenty-two students registered this past summer were a combination of returning from private schools, move ins and were originally on the census. Eighteen of those students are English as second language families. The languages are not languages that we typically translate, and this has identified a weakness in our outreach. That will be worked on with more vigor. This could also be why some didn't register sooner. Dr. Nolin gave an update of the Johnson enrollment numbers. Twenty-one students that were not kindergarten, moved out of their Johnson grade due to the fact they had younger siblings that were attending the newly assigned school. We are down 45 kindergarten students overall compared to the last several years. We had many more fifth graders enroll than expected.

### **Title IX Update**

Dr. Nolin informed the School Committee that there have been some changes to Title IX that have rocked many districts. We have had a lot of investigations and concerns from families. Mr. Luff, Deputy Superintendent explained the processes. Sexual Harassment under Title IX requires updated procedures that provide the Respondent (alleged perpetrator) with additional protections. Formal procedures are required for sexual harassment OR sexual misconduct that is considered: Quid Pro Quo or severe, pervasive, or objectively offensive behavior. All three must be included. Previously, it was not. A formal procedure is required if a complainant formally requests a Title IX investigation. This timely process must afford significant protections and procedures. An investigator, resolution facilitator, decision maker, and an appeals officer must be different persons. He also reviewed the total number of investigations this year was five.

Dr. McKenzie announced that there is an uncontested candidate running for the Selectboard. Ms. McDonough asked a few questions regarding the future presentation's templates.

At approximately, 9:00pm, Ms. Brunell moved to adjourn. Dr. Fuxman seconded. It was unanimously approved by a vote of 7-0-0.

Anna Nolin

Superintendent  
Executive Secretary to the School Committee

Attest: \_\_\_\_\_

Rose McDermott  
Executive Assistant/Recording Secretary

**Documents Provided in Novus Agenda** and materials used at this meeting:  
Superintendent's presentation

School Committee Minutes of May 16, 2022, June 7, 2022, June 13, 2022 and Executive Session Minutes of June 7, 2022 and June 13, 2022

Dr. Paige Meisheid contract

2022-2023 School Calendar

PTO/PTA/501(c)(3) budgets

Title 1X presentation/update