

*Natick Public Schools
SCHOOL COMMITTEE MINUTES
April 25, 2016*

The School Committee held a meeting on Monday, April 25, 2016 at 6:30 p.m. in the School Committee Room, 3rd Floor Town Hall. At 6:30 p.m., Dr. Sanchioni called the meeting to order.

Members Present: Dirk Coburn, Paul Laurent, Dave Mangan, Julie McDonough, Amy Mistrot, Firkins Reed, Lisa Tabenkin

Others Present:	Peter Sanchioni	Superintendent of Schools
	Anna Nolin	Assistant Superintendent
	Sharon Reilly	Recording Secretary

Mr. Coburn moved to enter into Executive Session to discuss salary negotiations for non-representative personnel in accordance with the provisions of Chapter 30A, Section 21(a) of the Massachusetts General Laws. Mr. Mangan seconded. By roll call vote all members were in favor of entering into Executive Session. They proceeded to the Training Room, 3rd Floor, Town Hall.

At 7:30 p.m., the School Committee returned to open session in the School Committee Room, 3rd Floor, Town Hall.

Others who joined the meeting at this time were:

Liam Hurley	Director of Finance
Chad Longley	Teacher Representative
Will Cuzzo	Student Representative

Reorganization of the School Committee

Dr. Sanchioni began the process for reorganizing the School Committee:

Dr. Sanchioni requested that the School Committee reappoint Ms. Sharon Reilly as the School Committee's Recording Secretary. Ms. Mistrot moved to appoint Ms. Sharon Reilly as Recording Secretary. Mr. Laurent seconded. It was unanimously approved.

Dr. Sanchioni requested that the School Committee reaffirm its attorney. Mr. Coburn moved to reaffirm the appointment of the School Committee's Attorney, Andrew Waugh, from the firm Murphy, Hesse, Toomey & Lehane. Ms. Mistrot seconded. It was unanimously approved.

Dr. Sanchioni called for nominations for Chair of the School Committee. Ms. McDonough nominated Ms. Amy Mistrot as Chair of the Natick School Committee. Mr. Laurent seconded.

Mr. Coburn moved for approval for the School Committee to waive its policy on **School Committee Organizational Meetings, Officers & Officials** which states that *no member may serve as Chairperson for more than two consecutive years* since Ms. Mistrot has served for two years consecutively. Mr. Laurent seconded. It was unanimously approved to waive this policy.

Ms. Mistrot accepted the nomination. Seeing no more nominations, Dr. Sanchioni called for a vote on the nomination of Amy Mistrot as Chair. It was unanimously approved.

Chair Mistrot then presided over the meeting and sought nominations for Vice Chair. Ms. Reed nominated Ms. Lisa Tabenkin as Vice Chair of the Natick School Committee. Mr. Coburn seconded. Ms. Tabenkin accepted the nomination. Seeing no more nominations, Chair Mistrot called for a vote on the nomination of Lisa Tabenkin as Vice Chair. It was unanimously approved.

Chair Mistrot then sought nominations for Clerk. Ms. Mistrot nominated Mr. Paul Laurent as Clerk of the Natick School Committee. Mr. Coburn seconded. Mr. Laurent accepted the nomination. Seeing no more nominations, Chair Mistrot called for a vote on the nomination of Paul Laurent as Clerk. It was unanimously approved.

As a result of the recent town elections, Chair Mistrot welcomed and congratulated David Mangan as a new member of the School Committee as well as returning members, Julie McDonough and Paul Laurent.

Mr. Will Cuzzo, NHS sophomore, was introduced and welcomed as the new student representative to the School Committee who will share the role with NHS Junior, Sarah Strand.

Out of State Travel Requests - NHS Speech Team to Utah & California

Ms. Amanda Parker came before the School Committee to request out of state travel for the Speech Team to travel to Sacramento, CA to participate in the NCFL National Tournament from May 26-30, 2016 and to travel to Salt Lake City, UT on June 11-18 to participate in the NSDA National Tournament. Ms. Parker will work with each individual to ensure that their final exams will not be impacted. Mr. Coburn moved to approve both trips. Mr. Laurent seconded. They were unanimously approved.

Approval of Out of Country Travel - NHS trip to China

Ms. Lei Zhao, Mandarin Teacher, came before the School Committee to request approval of out of country travel for students in the Mandarin program to travel to China from April 14 to April 23, 2017. This trip will allow students to practice their language skills, an opportunity to understand the Chinese culture and history, and to broaden their minds and horizons. Mr. Coburn moved to approve this trip. Ms. Tabenkin seconded. It was unanimously approved.

Social Media Policy

Ms. Marianne Davis provided the School Committee with a draft Social Media Policy for the Committee's review. This policy is being implemented to protect staff, students and the district given the proliferation of social media for both personal and professional use, providing structure for use of both and separation between the two. This policy will come back to the next meeting for approval. Any comments, questions, issues on the policy should be sent to Dr. Sanchioni prior to the next meeting.

Approval of Salary Increases for After School Activities Program Personnel

Ms. Davis outlined salary increases being recommended for the ASAP leadership staff as discussed in Executive Session which includes the:

- ASAP Director
- ASAP Assistant Director
- Operations Manager
- Site Supervisor
- Assistant Site Supervisors
- Coordinators

Ms. Davis explained that the reason for the increases is that between FY'12 and FY'16 the ASAP enrollment has increased by 37% and staffing levels have increased by 26%. The positions are somewhat challenging to fill since staff members come in at 7:00 am, have a break while school is in session and then work until 6:00 p.m. – not the most attractive schedule to attract and retain employees. In order to retain a full staffing, the pay needs to be more attractive and reflect the abnormality of the ASAP workday. Revisions are being recommended for the salary ranges for the full time staff. In addition, an adjustment is being recommended for the high school tutors/mentors to bring their hourly rate up to the \$11/hour (which will become the new Massachusetts hourly minimum wage effective January 1, 2017). Mr. Coburn explained that these changes were reviewed and discussed in Executive Session where the School Committee had ample opportunity to consider these salary increases. Mr. Coburn moved for approval of the After School Activity Programs salary increases as outlined. Mr. Laurent seconded. They were unanimously approved. The general non-represented salary schedule will come back to a future meeting.

Public Speak

Chair Mistrot asked if anyone wished to come forward for Public Speak. No one came forward.

Report from After School Activities Program (ASAP)

Ms. Megan Cap-Renzi, Director of the After School Activities Program, came before the School Committee to provide an update and overview of the ASAP Program. She introduced members of her team who were present:

Amy Belforti, Operations Manager
Gina DelPrete, Site Supervisor Brown
Maggie Moran, Assistant Director
Pat Walsh, Site Supervisor Ben-Hem
Morgan Fitzgerald, Site Supervisor Wilson
Cheryl Oliveira, Site Supervisor Johnson
Amanda Roberts, Site Supervisor Lilja
Marylou Gagner, Site Supervisor Memorial
Diane Sulser, K Coordinator Memorial

Her presentation included information about:

- Early risers drop-in program for enrolled families

- After School program
- Programs for vacation weeks and early release days
- Core values
- Partnerships with schools
- A typical 'day at ASAP
- Homework Help
- Clubs
- Overview and organization of staff
- Staff:Child ratio
- Enrollment growth
- Registration information
- Wait list for 2016-2017

Ms. Cap-Renzi reported that it has been a struggle to staff the program as it grows. The positions are somewhat challenging to fill because of the hours. They are at capacity with enrollment and have implemented a waiting list to try to accommodate families who wish to utilize the program. Given the space and staffing currently, student safety would be compromised if the program were to expand beyond the current 840 student capacity. She realizes that there are unmet needs in the community; however, quality and safety are the driving priorities for the ASAP program.

Mr. Coburn pointed out that it is important to not expand to the point that the ASAP program could jeopardize other programs and providers viability. If we were to overcome limitations of space and staff recruitment thereby eliminating the wait list, the program could risk undermining the marketplace for similar services. The NPS program could end up as the only offering in town, a situation that he believes would be significantly worse for everyone as the total need for after school programs is far greater than what the public school district could possibly provide.

Introduction to Christina Maryland, Grants, Research & Communications Specialist

Dr. Sanchioni introduced Ms. Christina Maryland, who was recently hired as the District's Grants, Research & Communications Specialist. Christina comes to Natick Public Schools from Brandeis University where she did community outreach and marketing for the Library and Technology Services Division. Prior to that, Christina worked for a number of years in Public Safety/Emergency Management for the City of Boston Mayor's office. She holds a Bachelors Degree in Mass Communications with a focus in Advertising. She also holds an MBA in Marketing. Christina highlighted one of the many projects on which she is working, a website titled Kennedy Middle School Building Project. The site includes ongoing information about the building project in collaboration with the Massachusetts School Building Authority (MSBA) who partners with local communities to fund fiscally responsible and educationally appropriate schools. The site includes news articles, information about Kennedy Middle School, the MSBA process, the project overview, timeline, Committee information, FAQ's, etc. This page will also be linked to the Let's Talk Communication Program. School Committee members welcomed Christina and are thrilled with the work she shared and for what work she will be doing for the District.

Kennedy Middle School Building Committee Process & Constitution

Ms. McDonough made the following motion:

MOTION: The Natick School Committee appoints Superintendent Peter Sanchioni, committee members Dirk Coburn and David Mangan, and consulting advisor William Hurley as an Advisory Nominating Committee with the following charges:

The Advisory Nominating Committee shall collect by Friday May 6, 2016 the names of nominees to the Kennedy Middle School Building Committee proposed by other appointing authorities as defined in the statutes and regulations of the Massachusetts School Building Authority.

The Advisory Nominating Committee shall review the credentials of persons who have expressed to the School Committee interest in serving on the Kennedy Middle School Building Committee. The committee may contact such persons for further information in order to possess equivalent knowledge and information about all interested persons.

The Advisory nominating Committee shall propose to the School Committee on Monday, May 23, 2016 a motion for the following purposes:

- to constitute the Kennedy Middle School Building Committee,
- to appoint nominees to the Kennedy Middle School Building Committee, including the nominees specified by other appointing authorities and a slate of nominees for appointment under the authority of the School Committee,
- to provide such other constitutional or procedural rules and guidelines as the Advisory Nominating Committee may deem useful in promoting effective operation of the Kennedy Middle School Building Committee and consistent with the rules and guidelines of the Massachusetts School Building Authority governing school building committees, and
- to set a first meeting date for the Kennedy Middle School Building Committee.

Mr. Laurent seconded.

Mr. Coburn reported that there is a wonderful and large group of people in the community (24) that have expressed interest to serve on this Committee, whose professional backgrounds have expertise in design and engineering, architectural and project management, etc. Many of these individuals have served previously on the Wilson Middle School and High School building committees. He is pleased that this process will get to the right mix and balance for the Kennedy Building Committee.

Chair Mistrot called for a vote on the motion. It was unanimously approved.

PreSchool Video

Dr. Sanchioni presented the recently developed video which highlights the NPS Preschool. This video will be added to the NPS website along with other schools' videos as they become available.

Discussion & Approval of FY'17 Fees

The FY'17 recommended fees were brought before the School Committee for their review and approval. These fees had been provided to the School Committee at their March 21 meeting, however, the Chair wished to delay the approval as a couple of members in the community had raised questions around parity between the middle school and high school athletic fees.

Dr. Sanchioni reviewed the following FY'17 recommended fees:

Bus fees: A bus fee of \$150 applies to students in grades K-6 who request services and live less than 2 miles from their respective school and for all students in Grades 7-12.
(Family maximum of \$300)

High School and Middle School Athletic fees: \$225/per sport/per season with a family max of \$675 per year. Boys and Girls Hockey, Boys and Girls Skiing are \$400 and a family cap of \$850.

Music lesson fees: 4th graders - \$180 per semester -15 group lessons
5th graders - \$195 per semester – 15 group lessons
6th - 8th graders – semi-private - \$245 per semester
6th - 8th graders – private - \$340 per semester

9th – 12th graders – individual arrangement made with instructor
\$26/half hour if lesson held in school.

There is also a \$25 registration fee each year a student enrolls in the program. A \$5 "early bird" rate is applied on the above rates for those that sign up before the deadline.

** The lesson fees do not include an instrument for your child to play

After School Activities Programs (ASAP):

Registration fee of \$25 for one child and \$40 for families with 2+ children in ASAP/ER.

Middle Schools

1 day per week - \$160/month
2 days per week - \$210/month
3 days per week - \$265/month
4 days per week - \$340/month
5 days per week - \$395/month

Elementary Schools

1 day per week - \$145/month
2 days per week - \$180/month
3 days per week - \$225/month
4 days per week - \$300/month
5 days per week - \$370/month

Early Risers Tuition (ER) – (Elementary Schools Only)

\$12 per day (a 10% discount on Early Riser's tuition if also enrolled in ASAP)

Pre-School Fees:

3-day AM/PM Sessions: \$3,000/school Year
4-day AM/PM Sessions: \$3,700/school Year
4.5-Full Day Session: \$6,800/school Year

The \$50 activity fee which was instituted last year has been removed.

A discussion took place about the parity of the athletic fees between middle school and high school. The middle school sports' seasons do not run as long as high school sports, and they only meet 2 times per week vs. 5 days per week at the high school. However, middle school athletes don't have to pay for their uniforms where high school students have to do fundraising and/or directly pay for their uniforms. Given the differences between the sports structure at each level, Mr. Coburn moved to accept the administration's recommendations as outlined. Mr. Laurent seconded. A discussion took place on whether or not fees get reapproved every year. It was the consensus of the Committee that they should be approved yearly and earlier in the budget season. Chair Mistrot called for a vote on the motion to approve the fees as outlined. They were unanimously approved.

Let's Talk Update

Dr. Sanchioni reported that a School Committee button has been added to the Let's Talk communication program on the Natick Public Schools website as requested. Ms. McDonough questioned if it's possible to periodically review the content on what administration is receiving from the community – “hot topics” by theme. Dr. Sanchioni will think about how best to share the appropriate information.

Discussion & Approval of Path Naming - Sherwood Path

Chair Mistrot requested the Committee's approval to ratify the naming of the path behind Kennedy Middle School as Sherwood Path. The naming request resulted from a process instigated by the Board of Selectmen to name several paths on public property. The proposed Sherwood Path falls on NPS property. Mr. Coburn moved to approve the naming of this path to Sherwood Path. Mr. Laurent seconded. It was unanimously approved.

Approve the last day of school for 2015-2016 school year

Dr. Sanchioni recommended that the last day of school be adjusted to Wednesday, June 22, 2016 (early release) for students and professional staff since the system lost 2 school days as a result of inclement weather. The 6/22 date provides for the completion of the required 180-day school year for students and the 183-day year for the professional staff. Ms. Reed moved to approve this date. Mr. Laurent seconded. It was unanimously approved.

Approval of Revised 2016-2017 School Calendar

Dr. Sanchioni requested the School Committee's approval of a revised 2016-2017 School Calendar. A summary of the changes are as follows:

- The October 26th release day was changed to October 18th.
- A release day was added on November 22 for **elementary and preschool only**
- December 23 was changed to a full day of school

The October date was moved to accommodate a professional development speaker's availability to work with NPS staff. The November early release day is a required as part of the EAN contract. The December change was to reflect the required state-mandated instructional minutes required within the school year.

Mr. Coburn moved to approve this calendar. Ms. Reed seconded. It was unanimously approved. The calendar will be posted to the website.

Approval of Revised Joint Facilities Memorandum of Agreement

Chair Mistrot requested the School Committee’s approval of the Revised Joint Facilities Memorandum of Agreement. The Facilities Management Oversight Committee is recommending that this MOA be amended (specifically Article IX - Implementation) with respect to the make-up of the Committee by adding a community member; this 7th member would be appointed by the other members of the Oversight Committee and would add an outside perspective from that of the general government or school department leadership. Other minor changes are being proposed in other sections to update or clarify language. This MOA needs the approval of the School Committee and the Board of Selectmen. Chair Mistrot indicated that a member of the Planning Board is being considered. Mr. Coburn moved to approve the Revised Joint Facilities Memorandum of Agreement. Ms. Reed seconded. It was unanimously approved.

Update School Committee Subcommittee Assignments

Chair Mistrot indicated the need to update several of the School Committee Subcommittee Assignments/Liaisons. A discussion was held about eliminating some of the subcommittees as the work of these subcommittees have been absorbed by other means. Mr. Coburn moved to eliminate the Curriculum Review Subcommittee and the Long Term Financial Needs Assessment Subcommittee. Ms. Reed seconded. It was unanimously approved.

The following list includes updates discussed this evening.

Entity	Permanent Appointments	SC Members	Alternate(s)
Collective Bargaining Committees			
Cafeteria	Director of HR	Reed, Mistrot, Laurent	
EAN ABC	Director of HR, Superintendent, Chair & two other SC Members	Coburn, Mistrot, Tabenkin	Reed
Secretaries	Director of HR	Mistrot, Tabenkin	
SSF	Director of HR	Reed, McDonough	
Title 1	Director of HR	Laurent, Mistrot	
School Committee Subcommittees			
Policy Review	Superintendent	Tabenkin, Coburn, Reed	
Kennedy Middle School Building Committee	TBD		
Town Meeting Appointed Subcommittee			
High School Building Subcommittee Process to dissolve this Subcommittee is in the works for the Fall of 2016	Superintendent, Director of Fiscal & Management Services, Director of Facilities, HS Princ. SC Chair, Town Administrator Other Appointees: J.Ciccariello–Selectmen J. Freedman – Planning Brd. J.O’Neil- Moderator B. Wright – FinCom D. Albrecht – School Com.		

Entity	Permanent Appointments	SC Members	Alternate(s)
	J. Keefe – School Com. M. Ravindra – School Com. M. Sereda – School Com. S. Meyler – School Com. J. Hughes – School Com.		
School Committee Appointments to non-SC Committees			
Audit Committee		Mistrot	
Community Senior Center Liaison		Mistrot	
Facilities Consolidation Subcommittee	Superintendent, Director of Fiscal & Management Services	Mangan, Mistrot	
Financial Planning Committee	Chair, Superintendent	Laurent	
Natick Together for Youth		Tabenkin	
NEF		McDonough	
PCC Liaison		Mistrot	
SEPAC		McDonough	
SPARK Kindness Liaison		Reed	
Master Plan Advisory Committee		Mistrot	
Suburban Coalition		McDonough	
TEC B.O.D.	Open to all SC members, Superintendent	Reed	
Town Safety Committee	Business Director		
Zoning By-Law Review Subcommittee		Mistrot	

Mr. Coburn moved approval of the Subcommittee assignments listed above. Mr. Laurent seconded. It was unanimously approved.

Approval of Donations

Mr. Hurley requested that the School Committee accept the following donations:

<u>Source/Donation</u>	<u>Amount/Value</u>	<u>Purpose</u>
Mr. & Mrs. Michael Gibson Program	\$500	Natick High School Choir
First Congregational Church of Natick	\$200	Friends of Natick METCO

Mr. Laurent moved to accept these donations with gratitude as outlined. Mr. Coburn seconded. They were unanimously approved.

Approval of School Committee Minutes

Ms. Reed moved to approve the School Committee meeting minutes of March 7, 2016, March 21, 2016 and the Executive Session Minutes - March 21, 2016. Mr. Laurent seconded. They were unanimously approved.

Members Concerns

Ms. Reed, as the School Committee's representative to the TEC Cooperative, shared a request from the Suburban Coalition asking districts to reach out to Legislators to express the need to support a plan that improves the State's financial commitment to public education, and specifically funds the recommendations from the Foundation Budget Review Commission. The Suburban Coalition currently has the support of over 100 Boards of Selectmen, City Councils, School Committees and Finance Committees for their Chapter 70 Funding Resolution. Ms. Reed requested that the School Committee approve a resolution at its next meeting. This item will be added to the agenda of May 9, 2016.

Mr. Coburn encouraged people in the community to attend or watch Town Meeting on Tuesdays and Thursdays until business is completed. The Natick Public School's budget will be considered at the Town Meeting session tomorrow evening.

At 9:35 p.m., Mr. Laurent moved to adjourn. Ms. Reed seconded. It was unanimously approved.

Attest: _____

Peter Sanchioni, Ph.D.
Superintendent
Secretary to the School Committee

Sharon Reilly
Recording Secretary

An archived, Video On Demand taping of this meeting can be found on the Natick Pegasus website at <http://www.natickpegasus.org/vod.html>. If you have trouble finding or viewing the taping, please contact Natick Pegasus directly.

Documents provided in Novus Agenda

Out of State Travel Requests – NHS Speech Team to Utah & California
Out of Country Travel Request – NHS to China
Last day of school for 2015-2016 Memorandum
Recommended FY'17 Fees
Draft Facilities Management Memorandum of Agreement
Recommendation on Path Naming – Sherwood Path
Listing of School Committee Subcommittee Assignments
Acceptance of Donations Letter – April
School Committee Minutes – March 7, March 21 & Executive Session Minutes – March 21
Revised 2016-2017 School Calendar
Update on ASAP 2016-2017 Enrollment
Draft Social Media Policy