

**NASHOBA REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MEETING**

Emerson School
50 Mechanic Street, Bolton, Ma
School Committee Conference Room
Second Floor

March 3, 2016

SCHOOL COMMITTEE IN ATTENDANCE: Lorraine Romasco, Nicole Odekirk, Mark Jones (arrived at 6:11 pm), Lynn Colletti, Kathy Codianne, Neal Darcy and Cathy Thier

ADMINISTRATION IN ATTENDANCE: Dr. Curtis Bates, Interim Superintendent of Schools, George King, Assistant Superintendent of Schools

CALL TO ORDER

Ms. Romasco called the meeting to order at 6:00 PM

Ms. Romasco advised the agenda will be adjusted slightly as she assumes many in attendance tonight are attending for information on the Proposed Functional Realignment. Dr. Bates will give his presentation on the proposal and then citizen's comments will be taken after. Ms. Romasco advised to please allow Dr. Bates the opportunity to review his proposal as there have been social media reports that were not accurate.

PROPOSED FUNCTIONAL REALIGNMENT

Dr. Bates provided a review the process he followed in reviewing the current organization structure and the development of his realignment proposal. Dr. Bates reviewed the current and his proposed organization chart included in the meeting packet. Dr. Bates advised 51 other district in the same follow the Pupil Services model. Dr. Bates advised this is an administrative structural change which would not impact the services to student.

Ms. Romasco asked the school committee members for their feedback/comments regarding the proposal.

Ms. Odekirk stated her concern with this proposal is the timing, with the school committee awaiting the MASBO audit results, and the hiring of the new Superintendent and his/her ability to structure his/her own administrative team and a disruption in central offices services and the support of such a large position.

Mr. Darcy stated from his understanding this proposal is to close the gaps in service, especially where 504s are concerned. Mr. Darcy advised he also did some research, contacting school district with a Pupil Service positions and all expressed positive results in this structure. Mr. Darcy also contacted the State and was advised this model works well and is a best practices measure. Mr. Darcy asked how we can alleviate the concerns of the parents for children with services with this restructure. Mr. Darcy expressed his disappointment in the use of social media to dispense incorrect information.

Ms. Thier advised she has received both excitement and concerns from parents. Ms. Thier advised she believe this is a sound structure but is cautious about making this decision for the incoming Superintendent. Ms. Thier advised the incoming Superintendent should be given a package of this data and MASBO data and they should make their own structural changes.

Mr. Jones asked for clarification on a Superintendent's authority to move administrative personnel within a position.

Ms. Codianne thanked Dr. Bates for all his work on this proposal and his transition plan and encouraged the public to read the transition plan that was included in the meeting packet last week. Ms. Codianne advised reading the transition plan reminded her of the findings in the NEASC report and the needs requested in the climate survey results. Ms. Codianne advised she supports this proposal and read [a statement](#) on her believes why this proposal is needed.

Ms. Romasco advised she too had questions and reached out to Dr. Bates and was assured that the level of services is not changing; the proposal is meant to encompass a student, all services that may touch a child in one department. Ms. Romasco stated with the social and emotional components being more present, it is a missed opportunity to not encompass Guidance and Social Services in this structure.

No vote was taken, Dr. Bates to hold parent/public Q & A sessions in the next couple week.

CITIZENS' COMMENTS

Ms. Romasco advised of the ground rules for citizen's comments and advised of the district policies that address citizen's comments at a school committee meeting.

Herb Cabral, Bolton, advised he has a student in the transition classroom and thanked Dr. Bates for all his work and with how well he is working with the school committee. Mr. Cabral advised his concern is adding more responsibility to the Special Education Department will hurt services and making this kind of decisions for the incoming Superintendent.

Mary Lee York, Stow resident, voiced her concern regarding the reorganization proposal and possible layoffs, and is concerned about the Assistant Superintendent and HR being all in one.

Nancy Fleming, Stow, voiced her concern regarding the reorganization, positions impacted, and the loss of "senior management" positions.

Kathy Petter, Stow, voiced her concern regarding the information being distributed and the reorganization proposal timing.

Tracy Rhodes, Bolton requested more information and explanation on the finance/HR position in the reorganization proposal.

Amy Keough, Stow, expressed her concern of the vested interest of Dr. Bates and making decisions for an incoming Superintendent.

Laurie Colby, asked for clarification of why the proposal has to be voted by next week.

FY17 BUDGET PRESENTATION

Mr. King provided a powerpoint presentation, which is included in the meeting packet, on the proposed FY17 budget reviewing FY17 budget goals, Budget highlights, budget history, increase dollars, percentage increase history, compensation increases and steps, class size projections and DART comparisons.

After the presentation, the School Committee held a round table budget discussion and by consensus agreed on the following;

- Two IT media specialist positions will be added utilizing the retirement salary surplus.
- Mileage allowance line to \$10,000.
- \$25,000 from facilities revolving fund to be used to offset the turf field line item in proposed budget.

Mr. King provided a proposal in which the Custodial Services Manager position could be funded. Ms. Cleary provided an overview of the role and functions of the Custodial Services Manager. The committee consensus is to stay with Mr. King's budget reduction recommendations agreed last week of eliminating the Custodial Services Manager and making the administrative position a FTE.

CORRESPONDENCE

Correspondence received regarding the reorganization proposal, are included in the meeting packet.

FY17 BUDGET HEARING

Ms. Romasco opened the Budget Hearing at 8:25 pm, and advised the public in attendance it is their opportunity to ask budget questions.

Ms. Shawna Croteau questioned if the cleanliness of the buildings will be compromised with the elimination of the Custodial Services Manager.

Mr. Don Lowe, thanked the level of scrutiny of this budget the School Committee has undertaken and asked how the Custodial Services Manager position was handled before this position was created. Mr. King replied a Head Custodian was given a stipend.

Ms. Maureen Busch asked what the budget implication would be in the Department Head change at the high school. Ms. Codianne provided an explanation of the plan. Ms. Busch suggested in addition to the DART schools the state compares the NRSD to that the School Committee pick a couple surrounding district and add them to the comparison. Ms. Busch also asked when the budget will be available to the public to review.

Ms. Sasha questioned if there was a line in the budget for OPEB and E & D, the School Committee advised there will be a line item for OPEB and Mr. King replied there is \$1.3 million in E & D.

ADJOURN

Mark Jones moved to adjourn the Budget Hearing at 8:44 pm; seconded by Neal Darcy **IN FAVOR:** Lorraine Romasco, Nicole Odekirk, Mark Jones, Kathy Codianne, Neal Darcy, Cathy Thier and Lynn Colletti **VOTED AND PASSED. UNANIMOUS (7-0-0)**

Kathy Codianne moved to adjourn the regular meeting at 8:45 pm; seconded by Mark Jones **IN FAVOR:** Lorraine Romasco, Nicole Odekirk, Mark Jones, Kathy Codianne, Neal Darcy, Cathy Thier and Lynn Colletti **VOTED AND PASSED. UNANIMOUS (7-0-0)**

Submitted by
Aleta Masterson
Executive Assistant

Meeting Materials provided tonight can be located at www.nrsd.net

School Committee Meeting recordings can be viewed at: [Click Here](#)

Reference Documents and Presentations

Agenda

FY17 Budget Presentation (G. King, C. Bates)
Central Office Proposed Reorganization Charts (C. Bates)
K.Codianne Proposed Reorganization Statement

Correspondence

School Committee received a correspondence from Lori Anselmo requesting clarification on Dr. Bates Reorganization Proposal presented 2/25/16.

School Committee received a correspondence from Lauren Mahoney requesting clarification and expressing concerns on Dr. Bates Reorganization Proposal presented 2/25/16.

School Committee received a correspondence from Rick Hawkins expressing positive experience with district support in preparing to retire.

School Committee received a correspondence from a Bolton resident/parent expressing their support of Dr. Bates Reorganization proposal.

School Committee received a correspondence from Bethany Bressette requesting clarification on Dr. Bates Reorganization Proposal presented 2/25/16.

School Committee received a correspondence from Elisha Hamburger requesting clarification on Dr. Bates Reorganization Proposal presented 2/25/16.

School Committee received a correspondence from Julie Brummer expressing concern of the Dr. Bates Reorganization Proposal presented 2/25/16.

School Committee received a correspondence from Lara David expressing concern of Dr. Bates Reorganization Proposal presented 2/25/16.

NRSC Approved 3/10/16