

**NASHOBA REGIONAL SCHOOL DISTRICT
SCHOOL COMMITTEE MEETING**

Remote meeting via Zoom Technology

This meeting was held remotely in accordance with the Governor of Massachusetts' March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law G.L. c. 30A, Section 2

April 7, 2021

SCHOOL COMMITTEE IN ATTENDANCE: Kathy Codianne, Joseph Gleason, Leah Vivirito, Stephen Rubinstein, Elaine Sanfilippo, Dr. Mary McCarthy, Rich Eckel, Amy Cohen, Sharon Poch, Brett Collins and Mike Horesh

ADMINISTRATION IN ATTENDANCE: Brooke Clenchy, Superintendent of Schools, Pat Marone, Business and Operations Manager and Ann Marie Stoica, Director of Human Resources

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

Chairperson Codianne called the meeting to order at 6:00 pm

CITIZENS COMMENTS

None

UNFINISHED BUSINESS

Mascot Update

Superintendent Clenchy introduced Ms. Tania Rich, NRSD Director of Athletics. Ms. Tania advised the district worked with Heard during this process and provided a PowerPoint Presentation providing an overview of the process to date for retiring the NRHS Mascot, the Chieftains. Ms. Rich advised Heard provided a list of final possible mascot names. Ms. Rich provided the results of surveys. Ms. Rich advised the committee is recommending the new Mascot be the Nashoba Wolves. Ms. Rich provided next steps after the mascot is selected, which includes development of artwork, Heard will provide the entire brand suite. Ms. Rich advised the students will develop the logo and art work for the fan section.

MOTION

Elaine Sanfilippo moved to accept the recommendation from the NRHS Administration to approve the new NRHS mascot as the Nashoba Wolves; seconded by Stephen Rubinstein.

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (11-0-0)

NEW BUSINESS

Review of NRHS 21-22 Student Handbook

Principal Cullinane advised there are minimal changes to NRHS Handbook for the next school year. Matt Biggs and Jeanine Boulay reviewed the proposed changes. Mr. Biggs provided a description of what restorative justice is and the purpose for the use of restorative justice.

MOTION

Elaine Sanfilippo moved to approve the 2021-2022 NRHS Student Handbook as presented; seconded by Stephen Rubinstein

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Abstained
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (10-0-1)

Superintendent Salary Range

Dr. McCarthy advised the Personnel Subcommittee met and are recommending a salary range for the new Superintendent of \$180,000 - \$210,000. Ms. Stoica reviewed the document in the packet which provides comparable salaries and provided a review of her research.

MOTION

Dr. McCarthy moved the School Committee accept the Personnel Subcommittee's recommendation for a Superintendent Salary range of \$180,000 to \$210,000; seconded by Stephen Rubinstein

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (11-0-0)

Salary Range for Non-Union Personnel

Chairperson Codianne advised at the April 5th Personnel Subcommittee meeting, the HR Director, Ann Marie Stoica, presented the Committee with information relative to Professional Staff Salary Schedules, pursuant to Policy GCBA. This information includes “methods used in calculating salary ranges”, “comparable data”, and a proposal for salary ranges for all non-union salaried personnel. While the Personal Subcommittee intended to bring forward a recommendation for non-union salary ranges, the Personal Subcommittee instead recommends that this work be scheduled at a School Committee workshop so that there is adequate time to process this information, ask questions and receive appropriate professional development to assist in decision making. While policy GCBA sets a deadline for completing this task, an arguments could be made to hold the workshop with the new Superintendent. Additionally, the School Committee has not engaged in this process in previous year.

MOTION

Dr. McCarthy moved that the School Committee approve the Personnel Subcommittee recommendation that a proposal for the salary ranges for non-salaried personnel be scheduled at a School Committee workshop to allow for appropriate professional development to assist in decision making; seconded by Leah Vivirito

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (11-0-0)

SCHOOL COMMITTEE CHAIR UPDATE

Chairperson Codianne advised as an Advisory to the School Committee, the Screening Committee is a public body and subject to the OML. So therefore, meetings must be posted, and minutes for Executive Session must be kept. (DP will take the minutes.) The April 26th Orientation will not be an executive session and will be recorded the same way we record the SC meeting. The remainder of the Screening Committee Meetings will start in open session, then there will be a roll call vote to enter Executive Session. Dr. Mary McCarthy will chair the meetings.

Charge of the Screening Committee

MOTION

Dr. McCarthy moved the Screening Committee for the 2021 Superintendent Search will bring forward 3-5 candidates who are qualified to serve as Superintendent of NRSD. Current employees of the district who apply will be given an interview; seconded by Stephen Rubinstein

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (11-0-0)

SUPERINTENDENT'S REPORT

Superintendent Clenchy provided district updates; the report can be viewed in its entirety [here](#).

SUBCOMMITTEE REPORTS

Budget and Warrant Subcommittee

No Report

Personnel Subcommittee

Dr. McCarthy advised met on Monday, April 5th. made the recommendations on the Superintendent salary range, the nonunion salary range workshop and the charge of Screening Committee, the next meeting will be 14th where the PSC will review the School Committee Handbook.

Policy Subcommittee

Ms. Vivirito advised Ms. Sanfilippo attended the Policy meeting earlier today and provided an update on DEARJ Advisory and their activities. Dr. McCarthy joined the meeting to discuss the Regional Agreement and the role the Policy Subcommittee will play in the revision of the Agreement.

Communication Subcommittee

Mr. Horesh reported the subcommittee met last night, the Subcommittee discussed whether to bring Chris Horan on as a consultant during the transition of the Administration, it was decided to not bring on Mr. Horan, as the new Superintendent will come forward with their own entry plan.

NRHS School Building Committee

No Report

Diversity Equity, Acceptance and Racial Justice

Ms. Sanfilippo reported the committee meets again on Monday, so therefore she will provide a more in-depth report at the next School Committee meeting. The Advisory is currently in research mode on a couple different topics to gather information on future recommendations.

CONSENT AGENDA

Topics on consent agenda include:

Warrants of April 9, 2021

<u>WARRANT NO.</u>	<u>DATE</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
4141	04/09/21	VENDOR FY21	\$ 197,487.24
4142	04/09/21	AP ACH FY 21	\$ 168,704.00
4143	04/09/21	BENEFIT FY21	\$ 14,369.98
4144	04/09/21	PAYROLL FY21	\$1,482,580.36

Draft Meeting Minutes of March 24, 2021

MOTION

Elaine Sanfilippo moved to approve the consent agenda of April 7, 2021 containing the meeting minutes of March 24th, 2021 and the warrants of April 9, 2021; seconded by Leah Vivirito

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (11-0-0)

Items to be considered for next/future Agendas

Superintendent Final Evaluation
Executive Session Minutes Review
Survey results from Pooled Testing Poll

EXECUTIVE SESSIONS

The School Committee entered into Executive Session at 7:41 pm Pursuant to Mass. General Laws Chapter 30A, Section 21(a)(3) 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 – Unit A and Unit C.

MOTION

Kathy Codianne moved to go into Executive Session at 7:41 pm pursuant to Mass. General Laws Chapter 30A, Section 21(a)(3) 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 – Unit A and Unit C.

Executive Session to include Superintendent Clenchy, Director of Human Resources Ann Marie Stoica and District Legal Counsel Attorney Mike Maccaro. School Committee Member Brett

Collins will be excused due to a conflict of interest. School Committee will reconvene to open session after Executive Session; seconded by Stephen Rubinstein.

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Brett Collins	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (11-0-0)

School Committee returned to Open Session at 8:19 pm.

Chairperson Codianne announced the School Committee had approved the Memorandum of Agreement with both Unit A and Unit C. Chairperson Codianne advised the MOU's provide for a 1.5% Cost of Living increase effective July 1, 2021.

ADJOURN

MOTION

Stephen Rubinstein moved to approve to adjourn at 8:21 pm; seconded by Leah Vivirito

Roll Call:

Joseph Gleason	Yes
Leah Vivirito	Yes
Elaine Sanfilippo	Yes
Dr. Mary McCarthy	Yes
Mike Horesh	Yes
Rich Eckel	Yes
Amy Cohen	Yes
Sharon Poch	Yes
Stephen Rubinstein	Yes
Kathy Codianne	Yes

VOTED AND PASSED. (10-0-0)

Reference Documents and Presentations

Agenda
SC Planning Calendar
NRHS Mascot Presentation
2020-2021 Student Handbook
NRHS Student Handbook Changes 2021-2022
Superintendent Comparables March 2021
Superintendent's Report
Draft meeting minutes of March 24, 2021

NRSD School Committee Meeting Minutes, April 7, 2021

Approved by NRSC May 5, 2021
Submitted by Aleta Masterson

Aleta J. Masterson

Executive Assistant to the
Superintendent/Assistant Superintendent