



Northbridge Public Schools

Northbridge School Committee

87 Linwood Avenue, Whitinsville, Massachusetts 01588 (508) 234-8156 FAX (508) 234-8469 www.nps.org

Jill Leonard, Vice-Chair, jleonard@nps.org, Shannon Canoy, scanoy@nps.org,
Heather Alden, halden@nps.org, Jonathan Canoy, jcanoy@nps.org, Carl Cowen, ccowen@nps.org

Northbridge Public Schools School Committee Meeting Agenda Tuesday, November 14th, 2023 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00PM)
 - II. Pledge of Allegiance
 - III. Attendance
- | | |
|----------------|---------|
| Jill Leonard | Present |
| Shannon Canoy | Present |
| Heather Alden | Present |
| Jonathan Canoy | Present |
| Carl Cowen | Present |

Also Present were Superintendent Amy McKinstry and Director of Business and Finance Melissa Walker.

There was a Change to leadership in the School Committee with the addition of the new member.

A motion was made by Heather Alden to appoint Shannon Canoy as the Chairperson. It was seconded by Jill Leonard.

- | | |
|----------------|---------|
| Jill Leonard | Yes |
| Heather Alden | Yes |
| Shannon Canoy | Abstain |
| Jonathan Canoy | Yes |
| Carl Cowen | Yes |

The motion was passed with a vote of 4-0

A motion was made by Shannon Canoy to appoint Jill Leonard as Vice Chair. It was seconded by Jonathan Canoy.

The Northbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, religion, national origin, sex or sexual orientation, gender identity (M.G.L. c. 151B and 151C, Title VI, Title VII and Title IX), or on the basis of disability (Section 504 of the Rehabilitation Act of 1973/ADA) or homelessness. In addition, the Northbridge Public Schools does not discriminate against its employees on the basis of age (M.G.L. 151B/ADEA) on the basis of veteran's status, or genetic information.

Jill Leonard	Abstain
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 4-0

A motion was made by Jill Leonard to appoint Heather Alden as the Secretary. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Abstain
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 4-0

IV. Statement of Audio and Video Recording

V. Statement of Mission

VI. Student Representative Report

Student Representative was not able to make it to the meeting.

VII. Superintendent's Report

Report cards came out last week as the first Quarter is already over. There is a half day for the students tomorrow, followed by afternoon Parent Teacher Conferences, as well as some in the evening to discuss parental concerns. Tonight is Health Night at the High School for winter sports. HOSA completed their first Blood drive last week. The students were in charge of registration and monitoring student recovery. There were a lot of people who signed up to donate. 61 gave blood in total, and 68 were registered. Next blood drive will be May 1st, 2024. Senior Class Comedy night will be 11/18/2023 at 8:00PM at Uxbridge progressive Club. Information is located on the Class Page and in the RAMs Report. NHS School Council is having each grade gather food for the annual food drive. Asking for non-perishable donations from the community. Bring them to the high school during school hours.

Marcus Riley placed 2nd at MIAA Division 3 Cross Country Championship and signed a Letter of Intent to go to Michigan State and run Division 1 Track, which was broadcasted. Andrew Zollo, High School Math Teacher, won the Blackstone Valley Promising Practices award. Over the next week will be the final football games of the season. NMS Council is currently gathering donations of socks, stuffed animals, and blankets for their contest between November 13th – December 8th. The winning homeroom gets a Hot Cocoa & donut Breakfast. Community can donate to Community Closet at the NMS. NES Boosterthon is done. \$21,271 were raised for NES. Top two donation earning students from each grade get to Silly String Principals Hoffman and Allen. The video will be posted to the School's Facebook group. NES Still needs IA's. The District needs substitutes, and College students coming back from school for the holidays will be helpful. 11/15 PTA is meeting at 7PM. 11/15 SEPAC is also meeting at 7PM. 11/15 6-8PM additional Parent Teacher Conferences at NMS. 11/16 NMS Holding principal's Coffee from 9:15AM-10:15AM. NES School Council meeting 11/16 at 3:30PM. 11/16 NHS Parent Teacher Conferences. 11/20/2023 7:00PM National Honors Society Induction at NHS. 11/21 NHS Powderpuff Game 6PM. 11/22 is an Early Release Day.

VIII. Presentations

A. 2023 MCAS Results and Action Plans

Director of Curriculum Jill Healy informed that all of the principals would talk about the individual plans for the schools. In comparison to the state, 10th Grade ELA (English Language Arts) was slightly over state average, while Math was slightly under, and STE (Science and Technology) was 13% under the state average. Grades 3-8 were all between 5%-10% under the state average. In comparison to our previous years, most of the scores from all grades were lower in 2023 than they were in 2022, sometimes by more than 10 points. Additionally, when taking a look at overall trends from the past 6 years, the trend shows no growth or loss. Grades 3-5 ELA took an overall hit with COVID as learning decreased. With Math, the dip came in 2021, and has been increasing, with ELA the dip was in 2022. Science has an overall downward trend in all the schools, while Math is showing some evidence of recovery and ELA is leveling off.

NES – Had a meeting with all of the K-5 Teachers. Included K-2 to help show how their Foundational education will help later. They dissected the information to find where the exact issues were so they could more accurately target the failings.

ELA: Reading Comprehension, context clues, inferencing, Vocabulary. Action Plan: Partner Stories for Close reads, and not watering the reading down. More independent reading of longer passages to build up reading Stamina (SRSD is helping with that). Numbering the Paragraphs in Texts so its is easier to refer to the exact paragraph in citations. Integration of Grammar convention Skills and explicit teaching of vocabulary. Doing practice Tests online with the Program Galileo.

Math: Fractions, Multi-step Word Problems, and Math Vocabulary. Action Plans: Teach Fraction Sooner. Explicit vocabulary instructions. Embed Word problems into the Daily practice. Bar modeling. Math Fact Fluency Plan (not just rote memorization, but understanding the abstract behind the math). Online practice Tests on Galileo. The practice tests will help the students get used to taking tests and taking them online, and the program Galileo allows for tests to be made around Standards easier and allows the teachers to more easily see where the students need help the most.

NMS – Teachers are working their PLCs and CPTs to adjust the Unit and lesson plans to allow for more instruction on each grade level for each subject area. One of the main takeaways was that reading stamina needed to be worked on, as many students are reading questions and skimming for answers, but not comprehension. They also want to promote more reading at home too. The ELA Teachers will be providing a 2 week intensive unit of instruction prior to the ELA MCAS that addresses the standards that need work that were identified during the MCAS analysis. The WIN blocks are on 8 week rotations and will be adding additional supports. There will be an MCAS Remediation bootcamp that will run after school targeted for each grade for students who need the most supports (failed to receive a qualifying score). While not mandatory, it is highly recommended. They do have transport and bussing arranged to help increase access.

School Committee is glad to see that all of the subjects are focusing on reading Stamina, as they need to go independent sooner to get past that initial struggle of independent reading.

NHS –

Tier 1: Staff Analyzed the Data to figure out where and why students under-performed. Reorganized units and changes were made in each department to adjust and align cohorts. Additionally, Social Studies is changing writing and reading expectations to mirror those of the ELA department so the students are held to the same standards more often and get more practice.

Tier 2: Adding Additional RAMS blocks to give students targeted intervention in the classes they need for the extended time of the blocks. The initial trial of the RAMS blocks has been a success and the program is being expanded and extended. MCAS Bootcamp for students who failed the test previously, as they need it to graduate. There will also be additional bootcamps prior to each MCAS test to prep the students. Some local restaurant's, including Harry's Famous Pizza, have donated coupons for free meals, and these are being given out to the students who show up and actively participate in the bootcamp to help provide additional incentive and help remove another barrier to learning. For the bootcamps prior to the tests, the students who need the specific bootcamps will spend 2-3 half days at the bootcamps, with Teachers pulled in to help them. The teachers will rotate in during their Free Periods.

Additionally, the district will be doing Acceleration Academy's through Grants in February and April Vacations. This will be for Grades 3-10 Math, and will be increasing the depth of understanding of the subjects.

Jill offered some factors to account for some of the drop in scores and what they are doing to rectify those. The Subject Area's that struggle the most across the board are those that involve reading for comprehension and writing. The Changes to curriculum will reflect the need for an increase in reading Stamina and Comprehension. They also want to increase the number of non-fiction sources the students are reading from. NMS has changed their model and schedule Post-COVID. Student attendance rates have dropped, from around 98% present to around only 90% present over the past few years. Already this year, some new initiatives taken at the High School are showing great results. Staff Turnover and lack of retention has made this difficult, as entire departments have had to be replaced with old hires leaving and new ones needing to be found. Over the past few years, there has been 20%-25% staff turnover. This is a national issue, not just a Northbridge issue. Jill wanted to reiterate that they do not teach to the test, as the state has been looking to move away from

The Northbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, religion, national origin, sex or sexual orientation, gender identity (M.G.L. c. 151B and 151C, Title VI, Title VII and Title IX), or on the basis of disability (Section 504 of the Rehabilitation Act of 1973/ADA) or homelessness. In addition, the Northbridge Public Schools does not discriminate against its employees on the basis of age (M.G.L. 151B/ADEA) on the basis of veteran's status, or genetic information.

the test for a few years, but will not do so until a reliable replacement has been found, as the test is still helpful for evaluating the district's teaching performance.

IX. Consent Agenda

A. School Committee Meeting Minutes 10/10/2023

A motion was made by Heather Alden to approve the minutes. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

B. ERA Key Realty Food Pantry Donation

A motion was made by Heather Alden to approve donation reception. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

C. Warrant 24-14	10/12/2023	\$303,789.37
D. Warrant 24-15	10/19/2023	\$ 71,159.49
E. Warrant 24-16	10/26/2023	\$254,232.03
F. Warrant 24-17	11/02/2023	\$162,536.59
G. Warrant 24-18	11/09/2023	\$259,807.51

A motion was made by Heather Alden to approve the warrants. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes

The Northbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, religion, national origin, sex or sexual orientation, gender identity (M.G.L. c. 151B and 151C, Title VI, Title VII and Title IX), or on the basis of disability (Section 504 of the Rehabilitation Act of 1973/ADA) or homelessness. In addition, the Northbridge Public Schools does not discriminate against its employees on the basis of age (M.G.L. 151B/ADEA) on the basis of veteran's status, or genetic information.

Jonathan Canoy Yes

Carl Cowen Yes

The motion was passed with a vote of 5-0

X. Discussion

A. Post-Grad Program Field Trips - 12/8/2023 & 5/3/2024

No questions. Moved to Action

B. Class of 2024 Senior Trip Field Trip

No Questions. Moved to Action

C. Facility Rental: Custodial Overtime Rates

Updating the standard rate for janitorial overtime charged to people renting facilities.

Currently, the rate is a fixed rate because it is easier for the renters to budget when they know how much they will pay, and there is no one specific custodian who works when facilities are rented. At this time, the highest steps of janitors who regularly work these overtime shifts are making more per hour than we are charging the renters. Want to increase the rates to between \$45-\$60 per hour, as the highest rate at 1.5 pay is \$44.16. However, this could increase in coming years, and pre-emptively changing the rate will help prevent this from being a problem each year. We don't want to overcharge, just make sure that we are not undercharging.

Moved to Action to Vote on

D. Reorganization of Positions: BT & IA to RBT (Registered Behavior Tech)

Currently have 4 Behavior Techs (BT) at NES and one IA position that is no longer needed in the capacity that it was originally needed. The plan is to change that IA position into a BT so there are a total of 5, and have 2 of the BTs get training and certification to be Registered Behavior Techs, which can provide more services to fill the current needs. Will increase the wages of the IA position when it shifts to a BT, as well as the RBT when changed from the BT. The funding will come through a special grant this year, but it is unclear if we will have the special grant next year.

Moved to Action.

E. FY23 Budget Recap

Melissa Walker gave the presentation. FY23 came 1.1 million under budget. Received additional Grant Funds in October, meaning the district took in over 2 million in Grants,

The Northbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, religion, national origin, sex or sexual orientation, gender identity (M.G.L. c. 151B and 151C, Title VI, Title VII and Title IX), or on the basis of disability (Section 504 of the Rehabilitation Act of 1973/ADA) or homelessness. In addition, the Northbridge Public Schools does not discriminate against its employees on the basis of age (M.G.L. 151B/ADEA) on the basis of veteran's status, or genetic information.

35K more than anticipated. Used far less of Revolver budget than anticipated. Most of the 1.1 million we were under was because of salary changes. This is people leaving at a higher rate of pay and the newer people who take their place having a lower rate of pay, and when positions are unfilled, there is payments during that time we do not make, and lowers the actual budget used. There was increase to the Transportation costs and external tuition over FY23 than anticipated. Utilities came in under budget due to less usage and more renewable energy credits. Actual Revolver accounts increased due to larger PK class, PK Summer School, and Some School Choice increase. The SPED increment grant funding also increased. The district also qualified for Extraordinary relief for the Circuit Breaker reimbursement.

For FY24, updated projections show the district is trending at about \$656 thousand under budget. More spending is coming from Grants, meaning the Revolvers used to balance the budget are having less money removed from them. With updating the new Starting balance of the Revolvers and the shift in expenses and revenue means that the Revolvers are projected to end 1.4 million higher than expected.

PK Tuition has increased. We have had a small increase in School Choice. The SPED increment funds have risen again. We still qualify for the Circuit Breaker reimbursement. Athletic and Transportation costs have increased. The accounts for Turf use and School Building use are now separate as they should have been previously.

Expenses are down overall because the new hires have lower salaries than the people they replaced, sometimes positions are sitting empty, which does reduce the amount that is spent. However, there have been some Lane Changes, increasing salaries for a few people, some of the people who have left have used the Sick Time buyback. Out of District payments and transportation may come in over budget, but we have Grant Funding to cover that.

Supplies show a large discrepancy in projected and actual because the Elementary School was new and only had a few months from the prior year to project a full year's usage, and the forecasting was off, letting it come in under budget. Will be setting more guidelines for purchasing of supplies.

XI. Public Comment

Brandon King, 75 Shell Drive. – Great Budget Reports. Feels that having the MCAS be a graduation requirement is a disservice to the students, because if they fail, they still move on

The Northbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, religion, national origin, sex or sexual orientation, gender identity (M.G.L. c. 151B and 151C, Title VI, Title VII and Title IX), or on the basis of disability (Section 504 of the Rehabilitation Act of 1973/ADA) or homelessness. In addition, the Northbridge Public Schools does not discriminate against its employees on the basis of age (M.G.L. 151B/ADEA) on the basis of veteran's status, or genetic information.

and start learning difference things, but still have to take a test on topics they have clearly not learned well enough. Upset that Beth is not on the School Committee as she audits and helps realign schools for a living. It took him a lot to convince her to come and interview for the position.

XII. Action

A motion was made by Heather Alden to approve the Increased Custodial Overtime Charge Rates. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

A motion was made by Heather Alden to approve the reorganization of positions. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

A motion was made by Heather Alden to approve Field Trips. It was seconded by Jonathan Canoy.

Jill Leonard	Yes
Heather Alden	Yes
Shannon Canoy	Yes
Jonathan Canoy	Yes
Carl Cowen	Yes

The motion was passed with a vote of 5-0

A. Open subcommittee seats – appointments

Budget Subcommittee – Heather Alden and Carl Cowen

The Northbridge Public Schools ensures equal employment and educational opportunities for its employees and students and does not discriminate on the basis of race, color, religion, national origin, sex or sexual orientation, gender identity (M.G.L. c. 151B and 151C, Title VI, Title VII and Title IX), or on the basis of disability (Section 504 of the Rehabilitation Act of 1973/ADA) or homelessness. In addition, the Northbridge Public Schools does not discriminate against its employees on the basis of age (M.G.L. 151B/ADEA) on the basis of veteran's status, or genetic information.

Policy Subcommittee – Jonathan Canoy and Heather Alden

Negotiations Subcommittee – Shannon Canoy and Carl Cowen

Building planning and Construction – Shannon Canoy

Community Preservation Committee – Jill Leonard

Field Committee – Heather Alden

Green Committee – Melissa Walker

Safety Committee – Richard Wetherbee II

Curriculum Committee – Jill Leonard and Jonathan Canoy

Wellness Committee – Heather Alden

Southern Worcester County Education Collaborative – Amy McKinstry

Warrants – Shannon Canoy

Payroll – Shannon Canoy

XIII. Information

A. SWCEC - Quarter 1 Report

Only 2 of our students are at Grove. They are in a good financial place, with 7 students enrolled and looking for one more. Still looking to swap PD services with them (They teach us PD for handling students with special needs and we help them with curriculum) to keep PD costs down.

XV Adjournment

A motion was made by Jill Leonard to adjourn. It was seconded by Heather Alden.

Jill Leonard	Yes
--------------	-----

Heather Alden	Yes
---------------	-----

Shannon Canoy	Yes
---------------	-----

Jonathan Canoy	Yes
----------------	-----

Carl Cowen	Yes
------------	-----

The motion was passed with a vote of 5-0