

Northbridge Public Schools

Northbridge School Committee

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

Erin Donahue, Chairperson, Edonahue@nps.org, Jill Leonard, Vice-Chair, jleonard@nps.org
Allan Richards, aerichards@nps.org, Heather Alden, halden@nps.org, Rebecca Johnson, rjohnson@nps.org

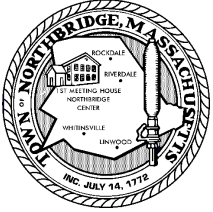
Northbridge Public Schools School Committee Meeting Agenda Tuesday, May 9th, 2023 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00PM)
- II. Pledge of Allegiance
- III. Attendance
- IV. Statement of Audio and Video Recording
- V. Statement of Mission
- VI. Student Representative Report (7:05)
- VII. Superintendent's Report (7:10)
- VIII. Presentations: (7:15)
 - A. 2023 Singer Family Prize – Jeff Warzecha
 - B. NPS SEPAC – Brandon King
- IX. Consent Agenda (7:30)
 - A. School Committee Meeting Minutes: March 28, 2023
 - B. School Committee Meeting Minutes: April 11, 2023
 - C. School Committee Meeting Minutes: April 25, 2023
 - D. Warrant 43-44s 04/27/2023 \$287,403.59
 - E. Warrant 43-45s 05/04/2023 \$257,667.52
- X. Discussion (7:35)
 - A. 8th Grade Canobie Lake Park Trip June 12th
- XI. Public Comment (7:40)
- XII. Action (7:55)
 - A. Transportation Contract Renewal
- XIII. Information (8:00)
 - A. School Choice – Grades closed for 2023-2024 SY

XIV. Executive Session (8:05)

- A. Pursuant to Massachusetts General Laws Chapter 30A Section 21(a) for the following purpose: Purpose (3) to Discuss Strategy with Respect to Collective Bargaining with Union Personnel: AFSCME Local 1709 Unit A - Cafeteria, not returning to open session

XV. Adjournment (8:20)



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Northbridge Public Schools School Committee Meeting Agenda Tuesday, March 28th, 2023 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00PM)
- II. Pledge of Allegiance (7:00PM)
- III. Attendance (7:01PM)

Erin Donahue	Present
Jill Leonard	Present
Allan Richards	Absent
Heather Alden	Present
Rebecca Johnson	Absent

Also in attendance was Superintendent Amy McKinstry and Director of Business and Finance Melissa Walker

- IV. Statement of Audio and Video Recording (7:01PM)
- V. Statement of Mission (7:01PM)

(Stepped out of order): Asked Mr. Hoffman and Ms. Allen to come forward and provide an award to Reese Lamonda for High Achievement on the MCAS. (7:02PM)

- VI. Open Public Hearing for FY24 Budget (7:05)

A. FY24 Budget Presentation

Superintendent provided recap on 22-23 about the open vacancies in Teachers and IA, Masking regulations and COVID have been down. Activities and Athletics have had a typical year. Continuation of Universal Breakfast and Lunch program. ESSER allowing them to provide remediation for students. Focus for FY24 is to keep meeting the student needs and closing gaps. Earlier start to hiring process, ensuring retention of talent, and improving school climate and culture. Supporting year 3 of 3 year plan. Shown a large increase in Low Income, High Needs, Students with Disabilities populations. Each of the

special populations increased the budget. 36% of total expenditures for Special Education Needs. ESSER III Grant Funded positions included in the budget.

Director Walker outlined where the funding was coming from: Chapter 70 State, Town Contribution, Grants, and Revolver accounts. Show an increase in funding per student via CH70 and Town Contribution. Currently trending underbudget, meaning the Revolver accounts may have more in them at EOY than anticipated. Full Budget and Numbers can be found in Packet. Transportation and Salaries causing increase in FY24 total budget.

Superintendent overviewed reorganization of positions: Transfers, additions, and restructuring.

Director Walker explained the Budget Gap and the continued growth of Gap.

Recommended that we need a change in Revenue structure.

Superintendent McKinstry informed we will be losing ESSER III and SEL and Mental Health Grant funds between FY24 and FY25.

B. Public Comment on Budget

C. Close Public Hearing (7:23)

VII. Student Representative Report (7:23)

Student Representative Sarah Cowen Congratulations to the Feb. Students of the Month: (freshman) Luke Davis, (sophomore) Matthew Poppa, (junior) Emily Guarino, (Senior) Thomas Shaw. Athletics: March 20th was the start of the '23 Spring Season. Clubs: March 13th -24th, Student Council running the Penny Wars Fundraiser. Penny donations got raffle entries. Raffle winner Freshman Aiden Holcomb. Proceeds went to: Pawfect Life Rescue in Uxbridge.

VIII. Superintendent's Report (7:25)

Due to having the Public Meeting this week and having had a meeting last week, the SR was skipped this week.

IX. Presentations: (7:25)

A. Worcester County Superintendents Association Scholar Award

Superintendent recognized Caroline Katz. National Merit Commended Scholar, AP Scholar with Distinction, Brown University Book Award, Mass DECA food marketing series State Champion, NHS student Science Fair Choice Award, Mass Student Regional Delegate representing Northbridge and Central Mass, Finalist in the Mass. Brain Meet, Volunteers to

help with Mental Health with suicidal and transgender people, Accepted to Brown University's PLME program (2% acceptance rate).

B. NES - Principals' Update (7:30)

Had first ALICE drill at school. Found places to improve their ALICE procedures and how to improve the safety, such as staining or blacking out the large windows. DATA Days at end of Jan. Reviewed data, establish new groups, and identify students who need SST (Student Support Teams). ST Math Open House. NES is a "Model School" based on the support given to the teachers and the progress the students have made. Worcester DA's office came to speak with the students about internet safety. Looking to do something a little more inhouse as the students were too young to fully understand what the DA representatives were talking about.

Pre-School did an Animal Tracks Program, by PTA and MassWildlife. Finished ACCESS Testing. EL teachers Ms. Nico-Buda and Ms. Trehan thanked for doing a fabulous job. New Clubs and current clubs: Girls on the Run, Girls who Code, Art Club, Band & Chorus, MCAS Academy. Looking to better co-ordinate clubs to prevent double booking.

Read Across America 2/27-3/3. Thanked all of the community readers who made this enjoyable for the students.

Laid out events that will be coming up within the next month. Provided update on staffing transfers and openings.

Provided discipline data under the new SWISS reporting program and possibilities for improvements. Can see where and when the infractions happen, which can help provide updates to how each student is helped.

Preschool lottery held and the school filled. SRSD PD program through Prov. College paused on 2/22/22. Will continue to move forward with program with internal coaches for the program with the library SRSD provided NES with.

Committee had questions about the SWISS program, and how accurate it is compared to actual needs and to relearning from COVID isolation and learning. Prin. Allen informed that there is not enough data nationally or internally for differentiation yet, but using the SWISS info to help pinpoint pain points and learn to differentiate.

J. Leonard asked if other districts have done the SRSD training and if these placed would come do inhouse training for us. Hopkinton and Worcester have done this for years, and it shows an improvement, with both interest from the teachers and students.

Asked why the 2 day Inclusion Activities were not happening. Principal Hoffman explained that it is going to be rolled into the Celebration of Learning, as they are facing difficulties with staffing and funding for activities for a separate evening for the Inclusive Learning. Trying to increase inclusivity all around with afterschool programs and activities and increasing the number of clubs and events available.

X. Consent Agenda (8:15)

A. Warrant 43-38s 03/16/2023 \$197,889.97

B. Warrant 43-39s 03/23/2023 \$297,955.07

A motion was made by Heather Alden to approve both warrants. The motion was seconded by Jill Leonard.

Erin Donahue Yes

Jill Leonard Yes

Allan Richards Absent

Heather Alden Yes

Rebecca Johnson Absent

3 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 3-0

C. Donation - HS Food Pantry

Donation of \$300.

A motion was made by Heather Alden to approve the Donation. The motion was seconded by Jill Leonard.

Erin Donahue Yes

Jill Leonard Yes

Allan Richards Absent

Heather Alden Yes

Rebecca Johnson Absent

3 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 3-0

D. Donation - HS Weight Room

Fitness Smith donating Demo equipment to the High School.

A motion was made by Heather Alden to approve the Donation. The motion was seconded by Jill Leonard.

Erin Donahue	Yes
Jill Leonard	Yes
Allan Richards	Absent
Heather Alden	Yes
Rebecca Johnson	Absent

3 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 3-0

XI. Discussion (8:18)

A. FY24 Superintendent's Recommended Budget

No comments

XII. Public Comment (8:18)

No comments

XIII. Action (8:18)

A. FY23 Indirect Costs

A motion was made by Heather Alden to approve the Costs. The motion was seconded by Jill Leonard.

Erin Donahue	Yes
Jill Leonard	Yes
Allan Richards	Absent
Heather Alden	Yes
Rebecca Johnson	Absent

3 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 3-0

B. FY23 Budget - Line item transfers

A motion was made by Heather Alden to approve the transfers. The motion was seconded by Jill Leonard.

Erin Donahue	Yes
Jill Leonard	Yes

Allan Richards	Absent
Heather Alden	Yes
Rebecca Johnson	Absent

3 members having voted in the affirmative

0 members having voted in the negative

The motion was Passed with a roll call vote of 3-0

XIV. Information (8:20)

A. School Attending Reports

Director Walker gave information about the Attending reports: Which students from Northbridge attend NPS, and which students from Northbridge attend other schools (private, religious, other school systems). Does not include children going to NPS via school choice, just the children who live in the district and where do they go. Overall trend of 45 fewer students living in Northbridge from last year to now.

XV. Adjournment (8:25)

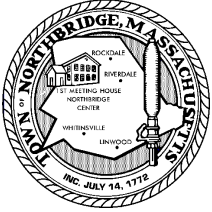
A motion was made by Heather Alden to adjourn the meeting. The motion was seconded by Jill Leonard.

Erin Donahue	Yes
Jill Leonard	Yes
Allan Richards	Absent
Heather Alden	Yes
Rebecca Johnson	Absent

3 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 3-0



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Northbridge Public Schools School Committee Meeting Agenda Tuesday, April 11th, 2023 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00)
- II. Pledge of Allegiance (7:00)
- III. Attendance (7:00)

Erin Donahue	Absent
Jill Leonard	Present
Allan Richards	Present
Heather Alden	Present
Rebecca Johnson	Present

Also in attendance was Superintendent Amy McKinstry

- IV. Statement of Audio and Video Recording (7:01)
- V. Statement of Mission (7:01)
- VI. Student Representative Report (7:02)

Student representative Sarah was unable to make the meeting. Report read by Jill Leonard. Kickoff of Spirit Week before April Vacation. Class of 2025 attended a Sophomore Social in recognition of getting their class rings. There was a cornhole tournament and a raffle as well. Monday March 27th, Mr. Finkle's and Mr. Lamay's law classes attended a presentation from representatives of the Worcester Court House: Justice Amelia (family court), Stephanie Fattman (register of probate), Penny Welch (Assist. Chief Prob. Officer). Michael Lubie (Assist. Chief Court Officer). Extra Events: Friday March 31st and Saturday April 1st, Band and Chorus classes participated in MICCA. Concert Choir earned a Bronze Medal and Concert Band earned a Silver Medal. March 17th, Students in Arts/Ceramics II visited the Worcester Art Museum, where they were able to explore artwork from various and varied cultures throughout the world.

- VII. Superintendent's Report (7:05)

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Friday April 14th, NES is holding the Me and My Special Person's Dance at 6:30PM in the NES gym. Grades 4 and 5 are taking ELA MCAS. NMS had their first Unified Sports Jamboree last week, information will be presented later in the meeting. NPS Family survey results will be shared at the next committee meeting. Superintendent McKinstry will send the survey out again before vacation in the hopes that the school break will free up time to allow more Middle School and High School parents to reply.

Blackstone Valley Job Educator fair was last Tuesday, April 4th. Collected 17 resumes for the 3 schools. High School Principal search is underway for 23-24 school year. Ms. Healy will be leading the committee to look through the applications. Initial interviews will happen 4/18 and 4/19, with finalist interviews happening the following week.

Chris Herren will be giving an anti-drug/alcohol presentation to grades 8-12 on May 10th, 12:30PM and at 6:30PM for family and community members. April 12th, Celebration of Learning and Belonging and Evening at the Arts from 6:00PM-7:30PM. Chorus and Bands will be performing. NES students will be doing an African Drumming performance in the field house. Highschool and Elementary Art programs will be presenting. Report cards issued April 11th.

VIII. Presentations: (7:10)

A. Project 351 - Nicolette Paradise (7:10)

Ambassador Nicolette 8th grade – Worked with Cradles to Crayons to help with clothing insecurity. Collected children's clothing to donate. 12 bags of clothing were collected, 7 donated to C2C, 5 to another org. Liaison praised Nicolette's leadership and work ethic. Nicolette was awarded a certificate of achievement to recognize her work, presented by Principal Diorio. Thanked and acknowledged by Jill Leonard

B. MS Unified Sports - Matt Gauthier (7:14)

Thanked all of their teammates and students, noted the students who were present and some who were not. Had Jamboree last week and it was very successful. Started in Fall with Pep Rally. Praising the student's sportsmanship and ability. Filled out application for their Nationally Recognized Unified Banner 4/11. Looking to incorporate Track and a few other sports. Thanked Superintendent Amy for the support and funding to get the wrist bands for all the students who went to the Jamboree "Unified Basketball/Choose to Include". Gave one to each of the members and Superintendent in attendance. Leadership team went to the Jamboree in show of support. This year was the first year Northbridge Hosted Jamboree.

Praised Maya McCloud for her sportsmanship towards an opposing player. Passed out framed certificates to students from Unified Sports. Board members thanked the teachers and student participants.

IX. Consent Agenda (7:26)

A. Warrant 43-40s 03/30/2023 \$89,194.00 (7:26)

A motion was made by Heather Alden to approve the Warrant. The motion was seconded by Allen Richards.

Erin Donahue	Absent
Jill Leonard	Yes
Allan Richards	Yes
Heather Alden	Yes
Rebecca Johnson	Yes

4 members having voted in the affirmative

0 members having voted in the negative

The motion was approved with a roll call vote of 4-0

B. Warrant 43-41s 04/04/2023 \$161,280.93 (7:27)

A motion was made by Heather Alden to approve the warrant. The motion was seconded by Rebecca Johnson.

Erin Donahue	Absent
Jill Leonard	Yes
Allan Richards	Yes
Heather Alden	Yes
Rebecca Johnson	Yes

4 members having voted in the affirmative

0 members having voted in the negative

The motion was approved with a roll call vote of 4-0

C. School Committee Meeting Minutes: February 14, 2023 (7:27)

A motion was made by Heather Alden to approve the Minutes. The motion was seconded by Rebecca Johnson.

Erin Donahue	Absent
Jill Leonard	Yes

Allan Richards Yes
Heather Alden Yes
Rebecca Johnson Yes

4 members having voted in the affirmative

0 members having voted in the negative

The motion was approved with a roll call vote of 4-0

D. School Committee Meeting Minutes: March 21, 2023 (7:28)

A motion was made by Heather Alden to approve the Minutes. The motion was seconded by Rebecca Johnson.

Erin Donahue Absent
Jill Leonard Yes
Allan Richards Yes
Heather Alden Yes
Rebecca Johnson Yes

4 members having voted in the affirmative

0 members having voted in the negative

The motion was approved with a roll call vote of 4-0

X. Discussion (7:28)

A. FY24 Superintendent's Recommended Budget (7:28)

Presented multiple times. No further questions as previous presentations were thorough.

B. School Choice SY 23-24 (7:29)

School Committee needs to vote on if they will still allow School Choice. Recommended as a lot of students in the district are School Choice. Does recommend further review in the future. Will look further in May after census report to verify the open enrolment numbers.

C. 23-24 School Calendar (7:30)

Did not put second page dates. Only included dates that apply to everyone. Already approved by the Union and altered as per the Union. Keeping PD frontloaded on year. Teaching staff would like more Trauma Informed Care practices in PD.

XI. Public Comment (7:32)

Rebecca Straight (7:32), of 119 School Street, representing herself and Laura Cameron. Asked to be put on Agenda for next Committee meeting. Statement: Express concern of Culture of Bullying, by students and teachers. Upset with the actions the school suggested,

to remove the bullied child from the room and segregate them in the Connect Classroom, rather than dealing with the root of the issue. Wants to have a closed door discussion with the leadership team and the SPED department to help alter the culture of the district. Joe Strazzulla (7:34), of 170 Rebecca Road, asking for the next meeting to put on the Agenda looking at the Middle School Cell phone Policy. Wants cell phones to be turned off, locked and away in lockers for the entirety of the day. Wants to make it more permanent. Works as a middle school teacher in Milford, and has seen cyberbullying drop drastically in Milford with the cellphones locked away.

XII. Action (7:36)

A. FY24 Superintendent's Recommended Budget (7:36)

A motion was made by Heather Alden to approve the Budget. The motion was seconded by Rebecca Johnson.

Erin Donahue Absent

Jill Leonard Yes

Allan Richards Yes

Heather Alden Yes

Rebecca Johnson Yes

4 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 4-0

XIII. Information

XIV. Adjournment (7:36)

A motion was made by Heather Alden to adjourn the meeting. The motion was seconded by Rebecca Johnson.

Erin Donahue Absent

Jill Leonard Yes

Allan Richards Yes

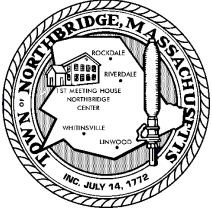
Heather Alden Yes

Rebecca Johnson Yes

4 members having voted in the affirmative

0 members having voted in the negative

The motion was passed with a roll call vote of 4-0



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Northbridge Public Schools School Committee Meeting Agenda Tuesday, April 25th, 2023 7:00PM Northbridge High School Media Center

- I. Call to Order (7:00PM)
- II. Pledge of Allegiance (7:00PM)
- III. Attendance (7:00)

Erin Donahue	Present
Jill Leonard	Present
Allan Richards	Present
Heather Alden	Present
Rebecca Johnson	Present

- IV. Statement of Audio and Video Recording (7:00)
- V. Statement of Mission (7:01)
- VI. Student Representative Report (7:02)

Congratulations to newly released Feb students of the month, for their embodiment of the Rams protocol and hard work: Ryan Reyes (Freshman), Juliette Lannon (sophomore), Amanda Smith (Junior), Lester Burdick (Senior). RISE post grad students set up a Nailed It competition between groups of students. Team Yummy Flaming Hot Cheetos won overall, and teams Feral Farmers and Ninja Elementals for winning Theme and overall creativity. Keira Tulley (Senior) received Daughter's of Revolution Good Citizen Scholarship. Feb 13th, Mr. NHS pageant was held, and James Kenoi won the title. Well into Spring athletics, all of which are having a strong showing.

VII. Superintendent's Report (7:04)

NES Yearbook is available to order, Deadline to order May 5th. April 28th 9:00AM NES hosting principal's coffee open to parents and families. Spring Concert at NES at 7:00PM. Me and My Special Person dance was sold out and went very well. Suggestions to split between Pk-2nd grade and 3rd-5th to accommodate families. Raised \$6000 dollars, over half

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was profit. 8th grade dinner dance May 12th at NMS from 6-9PM. Middle School Drama has performance “Summer of Kaos” Friday, May 19th, 6PM and Saturday May 20th, 2PM. Tickets \$5, Free to NMS students. Community Closet at NMS open April 26th, May 10th, May 31st. They have a selection of Prom gowns and accessories as well as normal clothing. Celebration of learning and belonging, as well as evening of the arts, had great turn out. Over 35 tables of student work and community partners. Chorus and Band showed the improvement that having the programs as young as 4th and 5th grade in NES are helping the students when they join the clubs in NMS in terms of quality and quantity. 3 finalists for Principal search have been forwarded to her. Second Round interviews will happen on Friday, with a Meet and Greet for the community with all 3 on May 2nd.

Bus Registration is open, online form is encouraged. Current fee is valid through June 2nd, after that any registration costs \$50 more. Families encouraged to sign up earlier rather than later.

59% of High School Students were on Honor Roll or higher.

VIII. Presentations: (7:10)

A. HOSA Students (Future Medical Professionals) (7:10)

Caroline O’Brien (senior), president of the club approached Robin Lawrence Science department chair at NHS to bring HOSA to Northbridge. Maija Beaupre (freshman) also present. HOSA’s purpose is to help empower and train future health professionals through education, collaboration, and experience. Students choose an area of interest and study, then compete at state and international conferences.

Caroline explained the different categories of competition, as the areas of medical and health professions is very varied, both individually or as groups, and difference between testing, practical testing, and emergency preparedness skill tests.

First year goal was individual tests in competition to gain an understanding of the system. Goal next year is to participate in community service and team events. Attended MA state competition in March at Worcester U. 300 students from over the state. 2 Students qualified for International: Caroline O’Brien won 3rd in Behavioral Health. Megan Stearns won 3rd for Medical Reading. Caroline was at UMass Medical on the day the results were announced, getting 3rd at the MA Brain Beat competition.

Community outreach, have been in contact with Red Cross to set up a Community CPR Program and wants to sponsor their own Blood Drive. Trying to get students trained as volunteers with the Red Cross.

Looking for support in awareness, legitimacy, and some funding from the School Committee. Commended by the Committee for their performance and abilities. Asked about how they get funding. Science Club had taken on some of the funding. Competition fees were all student paid/fundraised. Met with other chapters to learn how to set up the chapter and best ways to fundraise. Students from Health Pathways and students with an interest in medical careers are encouraged to join. Science department has a lot of tools already to help support this group. This club is helping to provide SoftSkills for in-depth looks into medical careers, and helps the school as we are not a technical high school. HOSA is a very well recognized and regarded program outside of New England, and will be looked at well by colleges.

B. 2022-2023 Parent Satisfaction Survey Results (7:37)

Resent survey out to get more MS and HS respondents, but more ES responded. 90% of parents feel welcome, and 82% feel the environment is caring. Most feel their children are safe physically and mentally. Only 61% felt that discipline is handled correctly. 62% feel they get adequate communication from the school for incidents that occur, but when polled on types of communication, a majority felt each of the different types and levels of communication was adequate. Parents would like more education from school district on Effects of Social media, Depression, Anxiety, Self-Harm, Bullying/Cyberbullying, ADD/ADHD: Working with adjustment councilors to develop parent education opportunities. 12.6% dissatisfied with quality of education, the rest were satisfied or very satisfied.

Parents want to see more family events and volunteer opportunities noted well in advance for parents to schedule time to join. More community events and revitalization of the Interest Fair and Evenings of the Arts and Sciences. Parents asked for more instructions aids, better communication, and more meetings with parents (without the students around). The students need more outlets for the students at the high school. Consistency among teachers in respects to grading and rule enforcement, as well as communication with parents. Bullying issues need to be handled and dealt with better.

Erin Donahue pointed out with discipline and communication how we cannot provide all the information on student punishment and discipline, and that there needs to be some education for the parents on what information we can provide, as we have moved towards remediation and proactive rather than reactive, and discipline looks different from what they understood it to be for them. Wants to look deeper into the comments the parents were giving.

Suggested parent focus groups for the school district to understand what the parents want and how to fulfill their needs, since everything we do seems to not be working.

Superintendent McKInstry pointed out that they have made a format for all of the email communication, they have tried more communication and tried less communication, and there are always parents who are upset with the type of communication. Explained last year, a series of afterschool classes were set up with outside vendors come and educate parents on the topics they had requested education on in the last survey (pointed out many were still hot topics this year), and no one showed up, even when they had chosen the surveyed best date, time, and had childcare provided. Possibly setting up Parent Town Halls could help, especially online so people can listen and attend easily. Most people claimed they wanted email communications, but many of them are still not reading the emails.

Jill Leonard asked if 2nd Step has a parent component. It does not have one. Offered training for Social/Emotional needs in the home, and no one appeared.

Only around 180 responses from across the district on the survey. Getting focus groups of parents in person/Zoom mix to increase the participation and get direct feedback and input.

IX. Consent Agenda (8:01)

A. Warrant 43-42s 04/13/2023 \$139,921.21 (8:02)

A motion was made by Allan Richards to approve the Warrant. The motion was seconded by Heather Alden.

Erin Donahue Yes

Jill Leonard Yes

Allan Richards Yes

Heather Alden Yes

Rebecca Johnson Yes

5 members having voted in the affirmative

0 members having voted in the negative

The motion was with a roll call vote of 5-0

B. Warrant 43-43s 04/20/2023 \$178,081.64 (8:03)

A motion was made by Heather Alden to approve the Warrant. The motion was seconded by Allan Richards.

Erin Donahue	Yes
Jill Leonard	Yes
Allan Richards	Yes
Heather Alden	Yes
Rebecca Johnson	Yes

5 members having voted in the affirmative

0 members having voted in the negative

The motion was with a roll call vote of 5-0

X. Discussion (8:03)

A. MS Cell Phone Policy (8:03)

Asked to be on the docket by Joe Strazzula at the 4/11/23 meeting. Included in packet is Milford Cell Phone policy and Northbridge Policy. Spoke with Milford SI and received the Staff handbook instructions on the policy. Proposed: leave and lock phones (off) in lockers all day. Any update will go into place for next school year. For Middle School, would need to purchase keyed combination locks for each of the new lockers.

E. Donahue brought up the old policy of renting locks to the students, and those that come back intact get their money back. The cost of handing out chrome books during covid makes purchasing the locks a difficulty and cannot just hand out locks.

J. Leonard pointed out that they would only have access to phones between classes in the hall, would they be able to look at their phones then?

B. Jackson stated at her school a few years ago, the rule was between bells (in class) phones were away, but between periods and at lunch, they were allowed their phones. Phones went to office if out in class. Made passing period and tardiness increase. Stating that students did not use their lockers in Milford. Most students seemed to be able to honor the Bell to Bell policy.

Superintendent pointed out that some students have 504s and medical reasons to need phones, and they don't want to single them out for privacy and confidentiality purposes.

Becky Jackson also brought up that it is a skill they need to learn, when to look at the phones and when not to.

H. Alden brought up if this is an actual issue with the policy or if it is just the implementation and enforcement that is the issue. Advised to tighten some of the punishments to make prohibiting a student from having their phone for the rest of the year easier to get to, including zero tolerance towards inappropriate pictures and filming altercations. Again, stated that the policy does not matter if the implementation is not there. Because of employment turnover, this has been hard to strictly enforce.

B. District Bullying Policy (8:23)

Shared current policy in the Policy Manual, also part of the Handbook. Do anti-bullying curriculum at all the schools. Use 2nd Step at Elementary and Middle, and Mark at High School as they are part of the Rethinking Discipline initiative because of number of suspensions. Explained the legal definition of Bullying, cyberbullying and how it differentiates from students being mean to one another. Also provided research information on the connection between Bullying and suicide. Cyber Bullying has been down since coming back to school compared to during COVID. The largest group being bullied are those of lower economic status, across the district, state, country. Makes the bullying forms available to all of the students and parents, and investigates every form that is submitted. Showed MA information showing number and percentage of substantiated bully reports over 4 years. Majority happen around middle school and early high school (6th-9th grade consistently). Showed current year bullying statistics. Substantiated Bullying reports line with trend with State (0/5 in HS (1 under investigation), 5/21 in MS (2 under investigation), 1/6 ES). All students received a consequence for their actions, bullying or not. Once Bullying has been substantiated, Safety plan is put in place for the victim and meetings with adjustment councilors, and education classes for the bully, and letters are sent home to all families involved explaining what will happen to the aggressor and how the victim will be protected. Ms. Palmer-Howes has been trying restorative practices at Middle School to improve this. While phone calls can trigger a bullying investigation, the forms provide a lot more information.

Committee suggested education for parents to better understand the definition of bullying and the difference between bullying and being mean. Also asked How the communication comes back to the parents about what happened, why it didn't meet the bullying criteria, and what we are going to do to help the child. Asked about implementing Restorative Practices as young as kindergarten, possibly with Sue Palmer-Howes leading it. Also suggested

getting peer mediation back in place. Need to get the parents and family involved, as these behavioral issues are throughout all their life and require community support. Need to also increase the implementation of a culture of acceptance and love.

C. Transportation Contract Renewal (8:56)

Already spoke during budget meeting. 3 year contract with provider. Option to renew for 2 more years. Showed rates of nearby towns. Recommend renewing based on rates and because very few vendors will bid on contracts, so it is hard to get multiple companies to bid competitive and lower rates. Still currently lower than surrounding districts, even with 13% increase for renewing.

XI. Public Comment (8:59)

Brandon King of 35 Shell Drive spoke for many parents who could not be there about both the Bullying and Phone policies. Brought up that due to confidentiality, there are some parents who are feeling that students are disciplined differently depending on who they are related to (faculty, teachers, SC, etc). Provided some ideas for how to handle punishment for cell phone and bullying use. Suggested to punish everyone for breaching the cellphone policy, and the students will police themselves after the first or second time, as they will all know who did it. Also brought up how online bullying is far easier, and how to categorize a cyber bullying incident (based on number of shares or initial incidents). Suggested having an App instead of any other type of communication as it is immediate and far more likely to be interacted with than an email or Social Media post. Had a lot of parents state to him that they just ignore NES and NPS emails. Understands Apps are not cheap. Have something the parents actively sign onto and gives them notifications that they have to turn off to not get them. Also having it separate from email would make it easier to not get lost in emails. Parents prefer everything in-writing.

XII. Action (9:05)

A. 23-24 School Calendar

A motion was made by Heather Alden to approve the School Calendar. The motion was seconded by Allan Richards.

Erin Donahue	Yes
Jill Leonard	Yes
Allan Richards	Yes
Heather Alden	Yes

Rebecca Johnson Yes
5 members having voted in the affirmative
0 members having voted in the negative
The motion was with a roll call vote of 5-0

XIII. Information (9:06)

A. Senior Events Calendar

Asked if the \$25 bus fee was being covered or worked on, because some seniors last year could not go because of finances. Knows the trip is full. Asked to follow up that everyone who wanted to go could go, regardless of financial constraint.

XIV. Adjournment (9:08PM))

A motion was made by Allan Richards to adjourn. The motion was seconded by Heather Alden.

Erin Donahue Yes
Jill Leonard Yes
Allan Richards Yes
Heather Alden Yes
Rebecca Johnson Yes
5 members having voted in the affirmative
0 members having voted in the negative
The motion was with a roll call vote of 5-0

NORTHBRIDGE PUBLIC SCHOOLS
FIELD TRIP PROPOSAL

Principal: John D. D'Amico School: NMS
Teacher(s)/Team: Hickey Kelly Keen Date of Request: 5/1/23 Field
Trip/Title: 8th grade trip Canobie Lakes Class or Grade
Participating: 8 Number of Students: 150 Date of Trip: 6/12/23

Times- Departure from school: 8am Return: 4pm Place/Location:
Foxy Travel Transportation

Information: (Please detail) Our 8th grade is taking end of year
field trip as a reward Cost:

(Please detail) Bus - \$3285
entry - 1st 29 person paid with fundraising

Adults participating: (A reminder that a nurse must be present on all field trips.)

8th grade homeroom teachers and Ms. Keen Was the

cafeteria notified? When? 5/1/23 Was other affected

staff notified? When? 4/15/23

Lunch on trip day: Bag lunch - grab and go **Free
and reduced lunch students must be given a notice that the school will provide a lunch if desired.

How will this field trip accomplish curriculum enhancement? (Please describe briefly)

List a
minimum of two learning objectives:

Approval Signatures:

Superintendent Jh M. Principal

Daily Rate Per Bus

	Northbridge*	Other Towns Average	Bellingham*	Douglas	Grafton	Mendon Upton	Milford*	Millbury	Sutton	Uxbridge*
22-23	393.00	448.11	458.47	455.00	409.00	495.00	467.00	435.00	405.00	460.40
23-24	445.00	468.61	469.93	470.00	429.00	544.50	467.00	448.00	426.00	494.47
24-25	468.00	511.60	493.43	490.00	450.00	593.50				531.06

* Indicates schools who use Vendetti

Our Contract is setup as a 3 year contract with an option to renew for 2 additional years. Based on surrounding schools' daily bus rates, it is recommended that we exercise our option to renew.