



# Northbridge Public Schools Northbridge School Committee

87 Linwood Avenue, Whitinsville, Massachusetts 01588 (508) 234-8156 FAX (508) 234-8469 [www.nps.org](http://www.nps.org)

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Michael LeBrasseur, Chairperson, [mlebrasseur@nps.org](mailto:mlebrasseur@nps.org), Joe Richards, Vice-Chairperson,  
Brian Paulhus, Joseph Strazzulla

## Northbridge Public Schools School Committee and Board of Selectmen Joint Meeting Tuesday, June 12, 2018 7:00 PM Northbridge High School Media Center

- I. Call to Order - Joint Meeting with Board of Selectmen (7:00PM)
- II. Attendance
- III. Statement of Audio and Video Recording
- IV. Introductions/Interviews of Candidates for two (2) School Committee Vacancies
- V. Motions to Appoint
- VI. Adjournment

TALENT BANK APPLICATION

please return to:

BOARD OF SELECTMEN  
Northbridge Town Hall  
7 Main Street  
Whitinsville, MA 01588

Pursuant to Town bylaw §4-209 (Eligibility for service),  
you must be a registered voter in order to serve.

Date: May 21, 2018.

Name Randi Zanca

P. O. Box \_\_\_\_\_

Home Address 59 Rumonoski Drive, Northbridge, MA 01534

Email Address randizanca@gmail.com

Telephone 508-234-2129

Cell 508-873-0078

Business \_\_\_\_\_

Address \_\_\_\_\_

Tel. \_\_\_\_\_

Current Occupation/Title Quinsigamond Community College, Adjunct faculty.  
I teach developmental and college level English composition.

Education Master of Education, high school English  
Framingham State University

Governmental, Civic & Community Activities Four (4) years on the Worc. County  
Commission on the Status of Women. (Commissioner).

Charitable & Educational Activities See resume.

Town Committees or Offices Six (6) years on the Northbridge School Committee.

I am interested in the following Committees: Northbridge School Committee

Please indicate whether the applicant and/or any family members are employed by the Town of  
Northbridge. None.

**NAME:**

Randi Zanca

**PRECINCT#**

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**TOWN OF NORTHBRIDGE**

**COMMITTEE INTEREST** (Indicate Committee preference)

- |                     |    |
|---------------------|----|
| 1. School Committee | 4. |
| 2.                  | 5. |
| 3.                  | 6. |

**Present interest or business affiliation (dates, places)**

See resume.

**Experience: Volunteer, social service, business (dates, places)**

**Special skills and education (be specific)**

I hope my former school committee experience (6 yrs.) will prove helpful in facing the ongoing challenges our schools are up against.

**How experience relates to particular committee interest**

I thank you for your consideration.

**ADDITIONAL COMMENTS:**

Mail completed form to:

Northbridge Town Hall  
Office of the Town Manager  
7 Main Street  
Whitinsville, MA 01588

**RANDI ZANCA**  
59 Rumonoski Drive  
Northbridge, MA 01534  
Cell: 508-873-0078

## **OBJECTIVE**

To hopefully be reappointed to the Northbridge School Committee.

## **TEACHING EXPERIENCE**

Sept 2009 – present

Adjunct faculty, English, Quinsigamond Community College (QCC), Worcester, MA.  
Teach freshman introductory and developmental classes in English composition.

Sept 2017 – present

HiSET Writing Teacher, Quinsigamond Community College-Downtown, Worcester, MA

May 2016 – March 2017

Instructor at UMass Medical. Worked with non-traditional adult students to help them improve their writing skills and develop their professional portfolios.

Sept 2007 – Dec 2008

Education Coach, Disability Services, QCC, Worcester, MA.  
Helped students organize schoolwork, manage time effectively, prepare for quizzes and exams, and clean up overall study habits. Managed 40 students with disabilities. Also proctored exams, tutored, read and scribed for students as needed.

## **EDUCATION**

May 1998 Master of Education, Framingham State—QPA: 3.72

Feb 1997 MA Dept. of Ed. Certification (Advanced Provisional) in English, Gr. 9-12

May 1990 B.A. in English, University of British Columbia, Vancouver, Canada

## **HONORS**

April 2013 Recipient of the Unsung Heroine Award from the Massachusetts Commission on the Status of Women.

May 1996 When at Framingham State, elected to membership in Alpha Upsilon Alpha, the Honor Society of the International Reading Association.

## **VOLUNTEER EXPERIENCE**

Mar 2014 – present Commissioner on the Worcester County Commission on the Status of Women.

July 2011 – Sept 2017 School Committee Member, Northbridge Public Schools, MA.

## **INTERESTS**

Writing, travel, videography, and photography.

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Whitinsville, MA 01588**

**Pursuant to Town bylaw §4-209 (Eligibility for service),  
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**Date:** 05/25/18

**Name** Bethany Mercer Cammarano

**P. O. Box** \_\_\_\_\_

**Home Address** 79 Rumonoski Drive, Northbridge, MA 01534

**Email Address** Bethany.mercerhr@gmail.com

**Telephone** 508.234.9104

**Cell** 508.215.4818

**Business** Mary Ann Morse Healthcare Corp

**Address** 747 Water Street, Framingham, MA 01701 **Tel.** 508.834.9335

**Current Occupation/Title** Corporate Director of Human Resources

**Education** B.S. Health Management and Policy

**Governmental, Civic & Community Activities** Leadership MetroWest: <http://leadershipmetrowest.org/>

**Charitable & Educational Activities** Parent volunteer at many school activities at Balmer Elementary School and NES. Volunteer coordinator for Doug Flutie 5k race for autism. Volunteer for numerous charitable events through local church.

**Town Committees or Offices** \_\_\_\_\_

**I am interested in the following Committees:** Northbridge School Committee

**Please indicate whether the applicant and/or any family members are employed by the Town of Northbridge.** none

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**NAME:**

**PRECINCT#**

**TOWN OF NORTHBRIDGE**

**COMMITTEE INTEREST** (Indicate Committee preference)

- |                                 |    |
|---------------------------------|----|
| 1. Northbridge School Committee | 4. |
| 2.                              | 5. |
| 3.                              | 6. |

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**Present interest or business affiliation (dates, places)**

Please see attached resume.

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**Experience: Volunteer, social service, business (dates, places)**

Please see attached resume.

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**Special skills and education (be specific)**

22 years of leadership experience including:

- Policy and procedure writing
- Compensation structure design and implementation
- Recruitment and retention and engagement of staff of all levels
- Employee relations and Employment law
- Bargaining unit negotiations and interpretation
- Leadership training, development, and executive coaching
- Strategic planning
- Employee Performance Improvement
- Workforce Development planning
- Job description writing and development

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**How experience relates to particular committee interest**

I believe I have the ability to bring fresh new ideas and perspectives that can lead to outcomes that other School Committee members and the community might be looking for. I have an interactive and collaborative style of working with groups and individuals. I have three children in the NPS system and am personally invested in dedicating some of my time and talents to help make NPS the best it can be. I am proud to live in Northbridge and have my children attend our remarkable school system.

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**ADDITIONAL COMMENTS:**

Mail completed form to: Northbridge Town Hall  
Office of the Town Manager  
7 Main Street  
Whitinsville, MA 01588



# Bethany Mercer

508-215-4818

[Bethany.MercerHR@gmail.com](mailto:Bethany.MercerHR@gmail.com)

[www.linkedin.com/in/BethanyMercerHR](http://www.linkedin.com/in/BethanyMercerHR)

## Executive Director and Leader

Executive leader with extensive experience in organizational and leadership development, talent acquisition, and employee relations. Known ability to bring fresh new ideas and perspectives that lead to the outcomes business partners are looking for. Interactive and collaborative style of working with groups and online settings.

- Exceptional communication skills
- Budget Management
- Leadership Training, Development, and Facilitation
- Employee Engagement
- High Performing Talent Acquisition
- Change Management
- Mission Critical Human Resources Planning
- Employee Relations and Employment Law
- Outstanding motivational and leadership skills
- Excellent analytical and time management skills
- HR Best Practices
- HR Operations
- Employee Performance Improvement
- Compensation Programs
- Workforce Planning and Development
- HRIS Systems

## Experience

### **Corporate Director, Human Resources** Jan 2017 – Current

Maryann Morse Healthcare Corp. | Framingham, MA

- Directed recruitment strategies, screening, hiring, leadership/organizational development, and staff evaluations
- leadership/organizational development, staff evaluations, Leadership coaching and mentoring
- Work with department directors for scheduling coverage for all departments.
- Responsible for all Employee Relations issues
- Policy and Procedure evolution
- Develop and managed compensation programs
- Ensure accuracy and currency of all personnel paperwork.

### **November 2000 – November 2016**

#### **MetroWest Medical Center | Framingham/Natick MA**

*MetroWest Medical Center is a teaching hospital in Framingham and Natick, Massachusetts. It is the largest health care provider in the MetroWest region between Boston and Worcester.*

#### **Manager of Organization and Talent Development 2011 – 2016**

- Trained new Directors, Managers, and Supervisors in all aspects of Leadership and Human Resources
- Assessed the OD needs of operating, business, and functional units with relation to business objectives
- Created and launched a 12-month "Leadership Academy" program for up and coming leaders
- Evaluated strategies and programs to measure the achievement of established goals
- Updated and launched an invigorating and interactive New Hire Orientation program for 600+ new hires per year
- Worked closely with leaders to clarify goals, assess motivation, and present options to obtain targets
- Delivered training in person and via webinar as needed

#### **Project Manager 2009 – 2011**

- Managed 19 high level HR projects
- Joint Commission readiness audits and improvements
- Annual Employee Engagement survey administration and action planning based on results with up to 71% participation and reaching "best practice" status

#### **Human Resources Manager 2004 – 2009**

- Direct employee relations functions and performance management including coaching, written/verbal disciplinary process, and terminations
- Recruit and hire Supervisors, Managers, Staff RNs, and Nurse Extenders as needed for the dual campus, 459-bed facility with over 2500 employees.
- Assist in creating and implementing compensation plans for RN staff
- Interpret contract with the Mass Nurses Association Union as needed
- Led the design, development, and implementation of programs and policies and procedures related to talent acquisition.

### **Nurse Recruiter and Employee/Labor Relations Specialist 2000 – 2004**

- Monitor agency use and reduce expenditure
- Maintained a less than 5% staff RN vacancy rate for over 5 years in one of the most competitive markets in the country
- Create and implement annual strategic plans for recruitment and retention
- Source candidates through resume databases, Internet career sites, local colleges, print advertising, employee referral programs, direct mail, radio advertising, etc.
- Certified as a Support Interview Analyst using "Talent +" Quality Selection Process obtaining the highest score in the training class for two consecutive years
- Maintain active community ties with local Colleges, Universities and programs such as the MetroWest Community Health Care Foundation, and school to career partnerships

### **Other Experience**

#### **Executive Director/Administrator 1999 – 2000**

Wilora Lake Healthcare Center (Centennial HealthCare Inc.) | Charlotte, NC

- Responsible for day-to-day operations of 90 bed Rehab and Skilled Nursing Facility and 95 employees
- Recruited and hired personnel while decreasing turnover by 10%
- Managed staffing functions daily
- Designed and implemented compensation plans for Physicians and staff
- Directed employee relations functions
- Interpreted Corporate policy as it relates to benefit programs
- Organized and oversaw new-hire orientation program
- Managed in-house payroll and HRIS program

#### **Executive Director/Administrator 1998 – 1999**

Rehabilitation and Health Center of Gastonia (Vencor, Inc.) | Gastonia, NC

- Eliminated the use of contract labor (monthly average of \$30,000) within 9 weeks of employment
- Filled 7 Department Head vacancies with qualified and capable managers
- Improved the financial stability of the facility from a negative bottom line by \$70,000
- Decreased staff turnover by 16%
- Organized and coordinated recruitment and retention efforts by organizing job fairs, internet and classified advertising, networking, direct mailing, and presentations at local nursing schools
- Maintained compliance with all Federal, State, and Local regulations relating to employment (EEOC, FMLA, STD, LTD, etc.)
- Responsible for all aspects of operations of 120 bed sub-acute and long term care facility

#### **Assistant Administrator 1996 – 1998**

Birchwood Terrace Healthcare (Vencor, Inc.) | Burlington, VT

- Responsible for the day-to-day operations of the 160-bed facility working in collaboration with the Area Executive Director
- Implemented the Medicare Prospective Payment System (PPS) on July 1, 1998
- Coordinated the facility's first JCAHO survey in which it received accreditation
- Maintained an average census of 98.5% for FY 1997
- Served as an Interim Executive Director for three Vencor facilities
- Co-coordinator for the preparation of a labor dispute for a facility in Connecticut

#### **Emergency Medical Technician 1990 – 1994**

Town of Scarborough | Scarborough, ME

Treated and transported Patients as needed.

### **Education**

University of New Hampshire

**1996** | B.S. Health Management and Policy

Page 2

**Bethany Mercer**

508-215-4818

[Bethany.MercerHR@gmail.com](mailto:Bethany.MercerHR@gmail.com)

[www.linkedin.com/in/BethanyMercerHR](http://www.linkedin.com/in/BethanyMercerHR)



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*please return to:*

**BOARD OF SELECTMEN  
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7 Main Street  
Whitinsville, MA 01588**

**Pursuant to Town bylaw §4-209 (Eligibility for service),  
you must be a registered voter in order to serve.**

**Date:** May 31, 2018

**Name** Michael Alden

**P. O. Box** \_\_\_\_\_

**Home Address** 56 Lake St.

**Email Address** mkldn9885@gmail.com

**Telephone** 508-266-0950

**Cell** 508-868-0442

**Business** Tailored Brands

**Address** 69 Southwest Cutoff Worcester, MA 01604 **Tel.** 508-736-7407

**Current Occupation/Title** Hub Manager

**Education** Milford High School 1989-1993 Graduated

University of Rhode Island 1993-94

Quinsigamond Community College Associates Degree in Business 2014

**Governmental, Civic & Community Activities** Coaching Youth sports. Currently Soccer from Sept-June  
Recently Joined the NYSA Board as Field Manager.

**Charitable & Educational Activities** Raise money for One Mission every year by running the Falmouth Road  
Race. Volunteered in my sons K and 1st grade classrooms once a week. NPTA member.

**Town Committees or Offices** None

**I am interested in the following Committees:** School Committee.

**Please indicate whether the applicant and/or any family members are employed by the Town of Northbridge.** None

**NAME:** Michael Alden

**PRECINCT#** 3

**TOWN OF NORTHBRIDGE**

**COMMITTEE INTEREST** (Indicate Committee preference)

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|---------------------|----|
| 1. School Committee | 4. |
| 2.                  | 5. |
| 3.                  | 6. |

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**Present Interest or business affiliation (dates, places)**

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**Experience: Volunteer, social service, business (dates, places)**

Volunteered in classrooms and NPTA events ( 2015-present. Volunteer coaching soccer and lining fields.  
(2015-present)

Tailored Brands (The Mens Wearhouse) Worcester 11/05/2007-present

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**Special skills and education (be specific)**

I'm tasked to work within a transportation budget. Employee hours, miles, fuel, shipping/receiving costs, supplies, repairs, etc... all part of staying under a budget that seems to get smaller while more responsibilities accrue.

Logistics is a big part of what I do when preparing routes and the distribution of product. I have to maximize deliveries and minimize miles all while never sacrificing safety. Safety is another key aspect of my job. I helped create a safety task force designed to help our nationwide driving team succeed. I am currently a member of our Vehicle Accident Review Board that investigates crashes that any of our drivers nationwide are involved in.

I have above average computer skills. Excell, Outlook, Word, Power Point, and all the apps and sites we have specifically for TB. I am asked to lead a diverse team enthusiastically, compassionately, and with understanding of what is necessary to succeed as a business. I am extremely personable, approachable and outgoing. I work well with a team.

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**How experience relates to particular committee interest**

My experience working within a budget would be helpful to the SC. I have a very open mind and encourage my employees for their input and ideas as it relates to our business. I have been tasked with making tough decisions in the past as I know I will again in the future. I have gotten used to volunteering a lot of my time. Specifically with the youth. I have a strong desire to help our children succeed in the future by sharing positive experiences with them now. I am not afraid to lead nor do I have a fear of another's different viewpoint.

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**ADDITIONAL COMMENTS:**

Mail completed form to: Northbridge Town Hall  
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Whitinsville, MA 01588

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Whitinsville, MA 01588**

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you must be a registered voter in order to serve.

Date: June 5, 2018

Name Nicole Bottiglieri

P. O. Box \_\_\_\_\_

Home Address 198 Hillcrest Road, Whitinsville, MA 01588

Email Address nikkibottiglieri@gmail.com

Telephone (609)571-6431

Cell (609)571-6431

Business \_\_\_\_\_

Address \_\_\_\_\_

Tel. \_\_\_\_\_

Current Occupation/Title First Grade Teacher

Education Bachelors Degree in Elementary Education from Rider University

Masters Degree in Curriculum and Instruction from Lesley University-graduating this fall

Governmental, Civic & Community Activities Active in community/school activities in the Millbury School District

Charitable & Educational Activities Member of MTA, NEA as a Massachusetts teacher. I also involve myself in

in many school involved activities to support the families and staff of my school district

Town Committees or Offices I am not currently involved in any in the Town of Northbridge.

I am interested in the following Committees: Northbridge School Committee

Please indicate whether the applicant and/or any family members are employed by the Town of Northbridge. None of my family members are employed by the Town of Northbridge.

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**NAME:**

**PRECINCT#**

**TOWN OF NORTHBRIDGE**

**COMMITTEE INTEREST** (Indicate Committee preference)

- |                                 |    |
|---------------------------------|----|
| 1. Northbridge School Committee | 4. |
| 2.                              | 5. |
| 3.                              | 6. |

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**Present interest or business affiliation (dates, places)**

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**Experience: Volunteer, social service, business (dates, places)**

I believe my experience in the field of education for the past 11 years puts me at an advantage for a position on the Northbridge School Committee. I have a great amount of knowledge when it comes to schools and what it takes to successfully support the students, teachers, and staff in a school district.

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**Special skills and education (be specific)**

I have experience in not just the classroom, but training staff and teachers in the area of curriculum and instruction. My knowledge of how teachers, staff, and families must work together to make a school district successful is a skill that I can offer as a member of a school committee. I have recently hosted Northbridge teachers in my first grade classroom to help guide and instruct them in their own school. I witnessed first hand their willingness to learn new curriculum approaches. My skills in teaching and coaching can be a great asset to the school committee when it comes to decisions being made for the school in that area.

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**How experience relates to particular committee interest**

My passion for children, both my own and my students, is why I am interested in becoming involved in the school committee. I have lived in Northbridge for 5 years and have two children, ages 3 and 3 months old. I believe in the direction this town is going in and would love to advocate for the families of this town, as well as the schools. My children may not be in the school district yet, but I hope that I can become an involved part of what is to come for them.

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**ADDITIONAL COMMENTS:**

This form is limited on space. I look forward to an opportunity to interview for the school committee position and to share even more about myself and qualifications.

Mail completed form to: Northbridge Town Hall  
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7 Main Street  
Whitinsville, MA 01588