

FINAL DRAFT



## Natick Finance Committee

Pursuant to Chapter 40, Section 3 of the Town of Natick By-Laws, I attest that the attached copy is the approved copy of the minutes for the following Meeting:

### **Town of Natick Finance Committee**

**Meeting Date: March 30, 2021**

The minutes were approved through the following action:

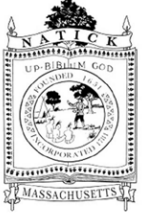
Motion:	Approval, as Amended
Made by:	Mr. LaFleur
Seconded by:	Mr. Coffey
Vote:	12 – 0 – 0
Date:	April 20, 2021

Respectfully submitted,

Bruce Evans

Clerk

Natick Finance Committee



**TOWN OF NATICK**

**Meeting Notice**

POSTED IN ACCORDANCE WITH THE PROVISIONS OF M.G.L. CHAPTER 30A, Sections 18-25

**Natick Finance Committee**

**PLACE OF MEETING**

Virtual Meeting accessed via Zoom:  
ps://us02web.zoom.us/j/81404627596  
Meeting ID: 814 0462 7596 Passcode:  
715717 One tap mobile  
+19292056099,,81404627596# US  
(New York) Dial by your location +1 929  
205 6099 US (New York)

**DAY, DATE AND TIME**

March 30, 2021  
at 8:00 PM

Notice to the Public: 1) Finance Committee meetings may be broadcast/recorded by Natick Pegasus. 2) The meeting is an open public meeting and interested parties can attend the meeting. 3) Those seeking to make public comments (for topics not on the agenda or for specific agenda items) are requested to submit their comments in advance, by 2:00 PM on the day of the meeting, to the Chair: phayes.fincom@natickma.org. Comments will be posted on NovusAgenda and read aloud for the proper agenda item. Please keep comments to 350-400 words. 4) The Chat function on Zoom Conferencing will be disabled.

Posted: Friday March 26, 2021, 9:50 AM

## MEETING AGENDA

- 1. Call to Order**
  - a. Pledge of Allegiance & Moment of Silence
  - b. Advisement of Pegasus Live Broadcast and Recording for On-Demand Viewing
  - c. Review of Meeting Agenda and Ordering of Items
- 2. Announcements**
- 3. Public Comments**
  - a. [Committee policy & procedures available via this link and also at the meeting location](#)
- 4. Meeting Minutes:** Review & Approve Meeting Minutes for March 2, 2021 and March 4, 2021
- 5. Town Administrator's FY2022 Budget - Public Hearing**
  - a. [Budget Update](#)
  - b. [Natick Public Schools FY22 Budget](#)
- 6. 2021 Spring Annual Town Meeting Warrant Articles – Public Hearing**
  - a. [Article 7 Fiscal 2022 Omnibus Budget](#)
- 7. Committee and Subcommittee Scheduling and Process**
- 8. Committee Discussion (for items not on the agenda)**
- 9. Adjourn**

### MEMBERS PRESENT:

Dirk Coburn, Member  
David Coffey, Member  
Cathy Coughlin, Member  
Linda Wollschlager, Chairperson  
Jeff DeLuca, Member  
Bruce Evans, Clerk (arrived 8:30 PM)  
Bill Grome, Member  
Todd Gillenwater, Vice-Chairman  
Julien LaFleur, Member  
Mike Linehan, Member  
Jerry Pierce, Member  
Richard Pope, Member  
Chris Resmini, Member  
Jim Scurlock, Member  
Phil Rooney, Member

### MEMBERS ABSENT:

None

### Town Administration

Mr. Bob Rooney, Interim Town Administrator  
Mr. Townsend, Deputy Town Administrator, Finance  
Ms. Juiling De Los Reyes, Assistant Director, Finance  
Mr. Abdul Rauf, Special Assistant, Finance

## Natick Public Schools

Dr. Anna Nolin, Superintendent, NPS  
Dr. Peter Gray, Assistant Superintendent, Finance

### Call to Order

Meeting called to order at 8:02 p.m. by Linda Wollschlager, Chairperson.

### Announcements - None

### Public Comments:

Mr. Coffey commented on the election polling locations in West Natick. Mr. Coffey stated that he hopes the Town Clerk's office will revisit the issue of moving the polling places from West Natick to the High School, noting that the citizens of West Natick feel somewhat disenfranchised in having to go to the High School to vote (Precincts 1, 2 and 3 must vote at the HS) and would prefer to utilize Kennedy, Brown, or Cole Center once again.

*Mr. Linehan moved to open the public hearing on the Town Administrator's FY22 budget and the 2021 Spring Annual Town Meeting Warrant Articles, seconded by Mr. Coffey, voted 14 – 0 – 0.*

### Roll-call vote:

Mr. Coffey = yes	Mr. Linehan = yes
Ms. Coughlin = yes	Mr. Pierce = yes
Mr. Coburn = yes	Mr. Pope = yes
Mr. DeLuca = yes	Mr. Resmini = yes
Mr. Evans = (arrived after vote)	Mr. Rooney = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. Grome = yes	Ms. Wollschlager = yes
Mr. LaFleur = yes	

## Natick Public Schools (NPS) Budget

Mr. Scurlock said the Education & Learning Subcommittee (ELSC) met last night and focused on the topic of closing the gap between the Town Administrator's budget allocation and NPS' request. In brief, the gap was closed for four basic reasons:

1. An extraordinary and very positive partnership between the town administration and NPS administration. Town Administration stepped up in areas such as teacher laptop refresh as well as applying savings from the projected Keefe Tech budget that came in at less than the initial forecast.
2. NPS reduced staffing requests through transferring some teachers from Wilson Middle School to Kennedy Middle School as part of their re-balancing of student populations. The new school bus transportation cost was lower than projected and NPS deferred some projects (will be covered by Dr. Nolin in her presentation)
3. NPS doggedly pursued grant funding - they were unending in pursuit of grants and grants received are in the neighborhood of about a\$1.5 million. Note that these are not grants that can be used for anything - they all come with strings attached to them however the grants are critical in closing the funding gap and students will receive focused attention in areas of math

and other areas so that students are ready for the fall.

4. NPS utilized some savings from the 2021 school budget and these will be used to cover shortfall areas such as a literacy program. It should be recognized that not all staffing requests were approved for this FY. Going forward, the community needs to recognize that there will be continuing likely financial shortfalls in areas such as Title 1 for program (Natick is above the average income threshold) and School Choice (no longer receiving reimbursement for these students because the town is not accepting School Choice students).

Moving forward, it's important that everybody on this Committee and our town to recognize that the complexity of meeting mandating student needs continue to expand and aren't necessarily funded. Finally, it is very important that we thank NPS administration for the very long evenings that they spent with our Subcommittee. Mr. Scurlock noted that because there was lengthy discussion and no minutes available for the Committee I'd like to ask the other members of the Subcommittee to give brief impressions if I haven't covered things that they would like to cover. I also have a statement from Mr. Evans that I'll read into the record because he will be arriving late tonight.

Mr. Pope said he will cover his understanding of the grant funding. In addition to their success in applying for and receiving \$1.5 million in grants in FY21, mostly from CARES Act, ESSER Phase 1 and a few other grant programs, they're targeting \$2-4 million in grants in FY22. Their continued efforts to get grant funding will allow them to return excess funding to the town and they are showing a level of continued fiscal discipline because they recognized that because of the school closures in FY21, they have had excess funds that they could use in the FY22 budget in some areas and coupled that with the grants that enabled hybrid and remote learning. However, they acknowledge that they need to ensure that they are not reliant on one-time funding that may not be available in future years. They also are confronting the double edged sword of Title 1 funding – as Natick has become more prosperous, which is great for town residents of this town, causes the grant to step down, and possibly be eliminated, so the town has to shoulder that decrease. To offset some of the losses in student achievement from COVID, NPS are hiring five math specialists and that's about half of their new personnel needs and the other half was pre-planned as part of the Kennedy School project. So they've shown a level of discipline and targeting specific needs. Many of these were planned or had aspirations for (math specialists), but the need became more urgent with COVID. They have shown remarkable discipline in in seeking additional funding and making prudent use of the town funding.

Mr. DeLuca noted that the prior speakers outlined many of his points, and said he wanted to stress the impact that COVID had on the school and the real agility that the NPS administration had in dealing with COVID, the response, the costs, the grant aspects. You'll hear in the presentation of the continued, lingering effects from COVID that are still going to be addressed in the coming years. Mr. Pope mentioned some of that learning loss and some of the expenses associated with recovery over the next year and potentially further grants over the next few years.

Mr. Scurlock read Mr. Evans' comments: "In my view, NPS have done exceptionally well not only in educating students during the most difficult teaching year in decades but also in navigating the financial landmines that resulted from this pandemic. The collaboration between town administration and NPS was evident from the outset of this budget season and the can-do attitude on both sides was very constructive. Some examples of collaboration include a) the town allocating unneeded funds for Keefe Tech budget allocation to help fund the NPS budget; b) filling essential staff positions now & deferring others until later when the financial picture clears later this year and we know what the free cash number is; c) deferring some items until the fall until more is known about the actual costs and the financial picture; d) NPS has the most amazing grant writers, continuing to pursue and get very helpful grants; e) transferring personnel where possible to meet their needs without increasing headcount. There's an oft-used phrase of

“managing to your budget”. NPS has been exemplary in figuring out how to manage to their budget in an environment where the mandates keep coming.”

Mr. Coburn thanked the Subcommittee for doing an amazing job in a highly unusual year and approaching things in a responsible and auditing and yet also a collaborative and constructive way during a time where NPS is facing more unprecedented operations than we've seen in a long time.

#### NPS Presentation

Presenters:

Dr. Anna Nolin, Superintendent, NPS

Dr. Peter Gray, Assistant Superintendent, Finance

Dr. Nolin thanked the ELSC for the many nights we met – it was a workout to be sure, but we are grateful to them for being our trainers in how to provide information in a better way to the Finance Committee and Town Meeting. She thanked Town Administration for the exchange of good ideas and building a strong foundation for the next few years to do the best we can to achieve our aims for services, support, and affordability. We know Natick is at a crossroads time period where we'll need to make decisions about growth and funding and we've tried to set the district and the town in a very solid strategic way.

Dr. Gray presented the NPS 2021 Spring Town Meeting appropriation request of \$75,063,994, the primary budget drivers and how the gap was closed, noting it was approved by the School Committee and vetted by the ELSC.

#### Summary of Town Administration's 2021 Spring Annual Town Meeting allocation to NPS

<u>Compensation</u>		
Salary Base	\$	57,176,448
Steps, COLA, & Merit Adjustments/Lanes	\$	3,564,842
Staff Additions	\$	735,301
Retirements and Turnover	\$	(200,000)
<b>Compensation</b>	<b>\$</b>	<b>61,276,591</b>
<u>Expenses</u>		
Admin	\$	465,350
Technology	\$	1,291,735
Curriculum	\$	925,183
Online Learning	\$	171,342
Pupil Services	\$	4,986,403
Transportation	\$	2,719,902
Building Op & Maint	\$	1,998,395
NPS Schools	\$	1,149,414
<u>Athletics &amp; Activities</u>	\$	79,679
<b>Total Exp</b>	<b>\$</b>	<b>13,787,403</b>
<b>Total SATM Appropriation Request</b>	<b>\$</b>	<b>75,063,994</b>

Dr. Nolin stated the primary budget and program drivers are:

- 94% of our budget is **fixed, legally mandated or contractually fixed**
- **Complexity of programming** required by public schools (vs prior decades)

- **Mandates/ regulatory and audits**
- **COVID recovery** both academic and emotional
- Pupil **population changes**/keeping reasonable student teacher ratios
- **Teacher compensation** with rising classroom complexity
- Critical **investments for the long-term** (programs and capital)
- Changes or elimination of prior funding sources

Dr. Nolin said full student recovery is a multi-year process. Changes in the complexity and needs of the student population in the district raise costs.

1. Increase in our English Language Learner population.
2. Because our outplacement schools were closed, we were unable to bring out-of-district placements back into NPS at the rate we typically do. We could not hold IEP meetings or conduct assessments last year, so are using FY 22 this year to try to catch up.
3. Those complexities drive the need for a different student/teacher ratio and teacher compensation is a concern.

We want to keep the highly educated and trained teachers that allowed us to weather the COVID circumstances so well and we want to continue to make critical investments for the long term, both in programs and in capital. Unlike many districts, we were able to shift right into hybrid and remote learning due to our capacity and training with technology and our ability to use data and respond to it. And unlike many buildings, we had top high quality HVAC systems so we could easily adapt to the expectations for ventilation required in the COVID environment. There have also been changes and elimination of prior funding sources.

## **FY22 Budget Challenges**

### **Contractual/Inflationary**

- 3% COLA per EAN contracts, Support staff contracts (prior COLA, 2% in FY20, 1% in FY21)
- Anticipated increase in KMS utilities/expenses for a full school year in FY22
- Regular and SPED School Bus transportation require a RFP in FY21 resulting in potential additional costs in FY22. Regular school bus transportation contract is completed; still in bid process for in-district SPED transportation.
- Normal inflationary costs (2.23% roughly)

### **Kennedy Final Phase-In**

- Final positions for KMS to create parity in middle school programming. With the opening of the new KMS, NPS wants to ensure parity for our middle school programming

### **Mandates**

- No SPED prepayment (\$1,903,780) - when we put the FY22 budget together, NPS was unable to leverage funds from closure as done in FY21 to offset expenses during FY21.
- Circuit Breaker reimbursement reduction (\$1,512 million less to utilize in FY22) – have utilized all of circuit breaker reimbursement which resulted in \$1,512,000 less to utilize in our FY22 budget.
- Title I funding reduction
- Revolving Fund accounts and School Choice program funds depleted. NPS noted that, as requested by the Finance Committee, they reduced their revolving fund accounts. Our School Choice program has been closed for three years so as students matriculate and graduate from High School, those funds will continue to be depleted.
- SPED increases of \$551,042 (tuition is approximately \$450,000 of that increase)

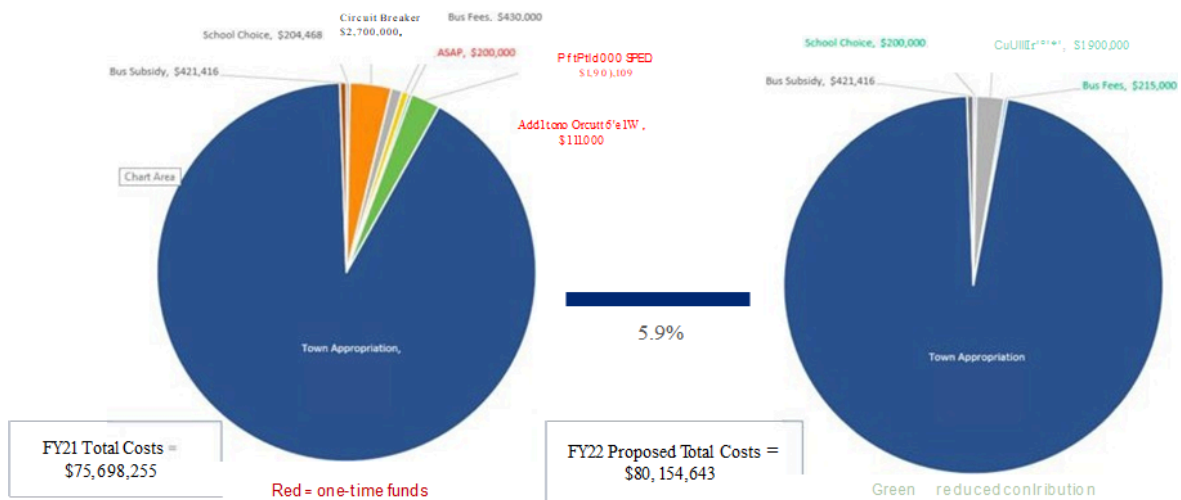
- ELL positions/Audit, Student Opportunities Act expectations for achievement of subgroups
- Finish STEM implementation, Social Studies Implementation

### COVID and Recovery

- Compensatory services for students who have not mastered grade level material, an ongoing process to determine where students are relative to their grade levels.
- This budget includes measures to address Math and English skills recovery.
- Social-emotional recovery is vital in the coming year.

### Funding Requirements and Funding Mechanisms Employed

On the left hand side of this slide, we show the FY21 costs and the contributions that NPS made, including one-time funds to meet the needs that NPS identified or was mandated to provide. On the right-hand side of the slide, we show the anticipated costs that are needed to meet those needs in FY22 (exclusive of one-time funding sources).



FY21-FY22 Natick Public Schools Funds Contributed to Total Operating Costs Outside of General Fund Town Appropriation



## **Budget Cuts and Deferred Costs to Balance the Budget**

### **Personnel Cuts**

Eliminate most new district positions, KMS compliance/new team maintained thru transfers	
Staff reductions due to retirements, resignations/non-renewals	
7 unfilled positions originally cut from FY20 budget	
5.6 positions transferred for SPED	
2 positions (1.0 Ell, 1.0 KMS Para) still to be filled (from staffing needed to run FY21 on a normal year, this was a net cut of 14.6 positions)	<b>\$1,198,244</b>

### **Expense Cuts**

Technology Purchases \$175,500

### **FY22 Costs Deferred to a Future Fiscal Year**

<b>Location</b>	<b>Position</b>	<b>FTEs</b>	<b>Salary</b>
District Wide	Instructional Staff/Tech/Library/Tech Staff (since 2018)	5.0	\$318,200
NHS	Theater tech teacher and auditorium management district wide (since 2013)	1.0	\$63,640
NHS	Music orchestra arts audit (since 2013)	1.0	\$63,640
District Wide	BCBA Elementary	1.0	\$63,640
District Wide	Paraprofessionals	3.0	\$77,031
NHS	2.0 Workshop tutors	2.0	\$51,354
	<b>TOTAL</b>	<b>13.0</b>	<b>\$637,505</b>

Dr. Gray said, \$1,198,244 was eliminated from the budget through a combination of transfers, resignations, non-renewals, people who retired, unfilled positions, and we cut some positions. We also eliminated \$175,000 worth of technology purchases. Some constituents have stated that NPS must have gotten everything it wanted and this is a list of the FY22 costs we deferred to a future fiscal year - some of these things have been on our budget plate since 2013. They're all very necessary, but knowing where we are from a financial standpoint, these positions can be deferred to a future fiscal year.

Dr. Nolin described the next slide that reviewed the new hires, the transfers, (both highlighted in green) and the unfilled requests (not highlighted).

Dr. Nolin noted that NPS will complete the KMS transition, so this budget has the final positions to equalize the schedule at both middle schools and have two 800 student middle schools. We had

transferred some positions from Wilson in the core classes, but not the specialist staffing, so we added those specialists in FY22.

Dr. Nolin said NPS was cited in an ELL audit two years ago for insufficient staffing and this is one of those complexity pieces I mentioned. For instance, you can have a middle school student person come to KMS and be at the 7<sup>th</sup> grade level of English, but at the 2<sup>nd</sup> or 3<sup>rd</sup> grade level in math, depending on the level of schooling they'd had before or their language capacity. In that situation, we have to provide a certain number of classes with a certain ratio and minutes for that student. With KMS being our largest ELL population, we added the position there (was deferred from last year).

In addition, relative to special education, we added a Special Educator at KMS to address the caseload numbers that increased now that we redistricted some students to KMS from Wilson School to balance the number of students. Likewise, at the High School, now we have enough ELL teachers and ELL students that a department head who has been working ad hoc for two years to gain experience as a leader and obtain her leadership credential, and was able to work for us in that capacity. We did that as an apprenticeship, but now, she has a department to oversee in terms of evaluation and we are adding that particular compensation.

A critical investment here with some possible revenue sources is an enhancement to the ACHIEVE program, a program for our 18 to 22 year old students that has been in place for many years in the district. However, this past year, these students' capacity to go out on vocational location to receive training as part of their transition to the work world did not occur and we need to provide recovery experiences there. We were able to cost share that position differently by using an internal candidate and grant monies to assist with this program.

The math specialist coaches are the largest amount of teachers that we're adding and this is at the elementary level. At the elementary school level, we do not have math specialists for intervention, design and delivery and have been asking for those since 2012. However, our assessment of student learning loss from COVID is the greatest in the area of K-8 mathematics - this is a national trend that has borne out in our achievement data with students. The investment the town made and the school has made in redesigning the early literacy program in the past few years has paid off, and students have been holding or having stronger results in COVID than they did pre-COVID. However, while there's not the huge decline many schools are seeing, because we have been open and our teachers are adept at teaching using technology, we're doing a little better than national data shows. Nonetheless, it is still an area where students are not demonstrating mastery at the same levels they have in subsequent in prior years. The math coaches can now be added as a recovery piece and they are important part of student intervention for math.

This slide summarizes the staffing requirements with the green labels those that have been added or redistricted. These new positions are the ones that we couldn't transfer from Wilson to Kennedy, and we phased the staffing over a three-year period while balancing the schools and you're seeing the completion of that scenario now. Those positions not highlighted are not funded in the FY22 plan and are deferred to a future fiscal year. There's always some change just in caseloads when we look at summer enrollments and math, leveling and those kinds of things, but this is what we expect to be needed for this year.

SCHOOL	POSITION	FTE	SALARY	RATIONALE
KENNEDY	Grade 8 Math/Science			Transfer from grade 5 WMS, redistricting, new team
KENNEDY	Grade 8 SS/L&L			Transfer from grade 5 WMS, redistricting, new team
KENNEDY	Grade 8 Special Educator	1.00	\$63,640	New Team/final additions due to redistricting
KENNEDY	Full time Art	0.60	\$38,184	Expanding current part time to full time /enrollment redistricting/new team
KENNEDY	Spanish Teacher			Final enrollment redistricting to KMS
KENNEDY	Tech/Music/Vap			Part of VAMP special courses, making KMS parallel to WMS
KENNEDY	ELL Teacher	1.00	\$63,640	mandate from DESE audit and service requirements
WILSON	Drama Teacher	1.00	\$63,640	part of equalizing of middle school special schedules
NHS	Math 1.0	1.00	\$63,640	enrollment/course selection needs
KENNEDY	IT Technician	1.00	\$65,000	Expansion of Kennedy and 1:21 program for middle schools warrants this position
DISTRICT WIDE	Instructional Staff/Tech/Library/Tech Staff	5.00	\$318,200	Early literacy investment, teacher support in instructional technology/library sciences, and media literacy. 1:1 program and remote learning accelerate the need for more skilled teachers and training for student safe and effective technology and media use.
NHS	1.0 theater tech teacher and auditorium management district wide	1.00	\$63,640	Care for investment in district auditoriums at NHS, WMS, KMS, audit indicates need for technical theater programming and classes (vs. informal club experience). Job market training opportunity.
NHS	1.0 music orchestra arts audit	1.00	\$63,640	Program pilot indicates need, student/family request
DISTRICT WIDE	ELL Dept. Head Stipend @ HS		\$9,357	Supervision and Evaluation of ELL staff, tracking and ensuring services for expanding ELL service needs
DISTRICT WIDE	Math Specialists	5.00	\$318,200	Recovery and intervention needs due to COVID closure
DISTRICT WIDE	BCBA Elementary	1.00	\$63,640	Supervision and Evaluation of RBT Trained Paras and Behavioral Needs
DISTRICT WIDE	Paraprofessionals	3.00	\$77,031	School Specific Needs to Implement IEPs
NHS	2.0 workshop tutors	2.00	\$51,354	recovery from closure, grade 9 and 10 pre-algebra identified issues
DISTRICT WIDE	Vocational Center Tutor--achieve and access	1.00	\$50,000	Tutor/Manager for ACHIEVE Vocational (changed due to COVID grant and internal moves)
		3.6 for KMS, 3.6 internal moves		
	Recommended Positions	11.60	\$735,301	

## Budget Reconciliation

**FY22 Budget Voted 3/15/21 = \$77,418,227**

### Reductions to the FY22 Budget Request:

Reconfiguration of FY22 Achieve Staffing - (\$17,000)

Reduce FY22 Achieve Program by accessing grant funding - (RISO) = (\$53,000)

FY22 Transportation Budget (regular education) - (\$249,503)

**Total Reductions:**

**(\$319,503)**

**FY22 Operational Budget 3/22/21 = \$77,098,724**

### One Time Funds:

Reduce FY22 Achieve Program by accessing grant funding - (space rental) - (\$95,000)

Reduce FY22 Curriculum Budget by accessing grant funding - Literacy Center refresh (\$40,000)

Reduce FY22 Curriculum Budget by accessing grant funding - Multicultural Literature - (\$40,000)

Elementary School /Teacher Laptop Refresh (moved to capital stabilization - (\$400,000)

Prepay Out of District SPED (Savings) - (\$559,730)

**Total One Time Funds:**

**(\$1,134,730)**

### Deferred until Fall 2021 Town Meeting:

Potential Utility Increases to New KMS - (\$500,000)

Potential Contractual Increases (SPED transportation) - (\$250,000)

Potential Facility increases due to repairs to HVAC/Electrical - (\$150,000)

**Total Deferred until 2021 Fall Town Meeting:**

**(\$ 900,000)**



Subject to reconciliation and discussion with our town partners to include in potential use of free cash

<b>FY 22 Town Administrator's Recommended Appropriation</b>	<b>\$74,977,311</b>
<b>Applying Additional Keefe Tech Savings</b>	<b>\$86,683</b>
<b>FY 22 Spring Town Meeting Appropriation Request</b>	<b>\$75,063,994</b>

On March 15, the School Committee voted an operating budget of \$77,418,227. Since that time, we have been able to utilize grant funding to shift around money in the FY 21 budget, and also to address some needs in the FY22 budget.

- We were able to reduce our budget by finding an internal candidate to fill the Achieve staffing and we were able to reducing that budget request by \$17,000.
- Likewise, as part of the Achieve program, we requested the purchase of a RISO high-speed printer and digital duplicator machine that would be utilized by the program. Fortunately, we had grant funding that enabled us to buy this machine.
- The Regular transportation contract has been successfully concluded and we were able to reduce that line by \$249,503.

This yielded a revised operating budget of \$77,098,724.

#### Usage of one-time funds

As we have done in the previous years, we're also utilizing some one-time funding to bridge the gap.

- Grant funding to pay for the space rental for the new ACHIEVE program, which once again, was embedded in the FY22 budget.
- Two items in the curriculum budget (Literacy Center Refresh = \$40,000 and Multicultural Literature = \$40,000) were funded via grant funding and shifting of funds within the TLI budget. This grant funding will allow NPS to purchase these items in FY21 and will not need this \$80,000 in the FY22 budget.
- Elementary school teacher laptop refresh was initially in our FY22 budget. However, our town partners suggested that we use capital stabilization money to make a one-time purchase.
- NPS worked with our town partners as well as doing some internal projections for utility costs to the end of the FY. Initially, when we did our quarterly report for December 31, we were projecting about a \$400,000 savings due to a number of items that we were able to identify as potential savings. Electricity usage throughout the district was down this year, much to our surprise, since the schools were being utilized in a very limited function since they were open in the morning until early afternoon. There were no band concerts, theater groups, and no sports, so we're projecting about a \$300,000 plus savings in our utilities budget in FY21. We've also identified some additional savings in the FY 21 budget. We spoke with our town partners to discuss the mechanism they would like us to utilize to identify those savings. The first one was to allow that to fall to free cash. However, they felt that it would be better if NPS used this windfall to pre-pay some of the SPED cost to lower the gap between the amount that town administration could appropriate to NPS (as we did late in FY20 to reduce the FY21 budget and are permitted to do by statute). This enabled us to pre-pay \$559,730.
- The result of the use of these one-time funds was to reduce our operational budget needs by \$1,134,739.

#### Deferred until 2021 Fall Annual Town Meeting

- Potential Utility Increases to New KMS - (\$500,000) – With the opening of KMS, we anticipate increased utilization of utilities. That has not occurred yet because we are not back to full-time school. We anticipate that, once we are back in full time brick-and-mortar sessions at KMS, we expect to see the utility increases rise. In discussions with our town partners, we concluded that since this would occur in the fall that it made sense to address any additional increases to KMS Utilities in the fall when we have a better idea of what those increases will look like.
- Potential Contractual Increases (SPED transportation) – (\$250,000): We're still in the process of finalizing our contract as well as the cost of our Accept program that does our out-of-district

special education transportation. Again, since we don't know what the final requirement will be, we opted to keep the funding at the FY21 level and re-address it in the fall if additional funds are needed.

- Mr. John Gadson, prior to his departure in December 2020 put together a comprehensive budget for the school facilities and budgeted for HVAC and electrical system repairs. A review of that shows that we have done the majority of that work and determined that we could wait until the fall to see if we need additional HVAC or electrical work on any of our school buildings.
- These three items total about \$900,000. In talking with our town partners, they have indicated that they are amenable to talk about utilizing free cash to fund these items, as necessary in fall 2021.

Thus, the town administrators recommended appropriation was 74,977,311. Town Administration also agreed to apply the reduction accrued from a reduced Keefe Tech budget (\$86,683), and this results in a final 2021 Spring Annual Town Meeting appropriation request of \$75,063, 994 and the gap has been closed.

**COVID and Emergency Grants and Spending Update/ Possible Impact to FY 22**

Source	Jul	Aug	Oct	Dec	Feb	Mar	Apr	May	Jun	Jul
<b>CARES/CVFR</b>	\$1.272 million		\$1,229,400 expended	Contract signed AFC Waltham for PCR testing 10/5 per day month depending. (\$25K)						
<b>ESSER 1, 2</b>		\$139, 755 p. 1 spent			\$139, 755 p. 2 spent	Esser 2 application made (\$464,000 projected and this will be given to the FY22 Budget process for recovery services and needs in student intervention).				
<b>Remote Learning Grant State Cyber security grant</b>		\$116,000 free training and performance tasks								
<b>Vacation, weekend, summer learning</b>							\$12,000	\$12,000		\$12,000

Source	Jul	Aug	Oct	Dec	Feb	Mar	May	Jun
<b>SOA</b>	grant application made in March 2020, reapplied March 8, 2021, and grant submissions will be 10-100K for early literacy parent engagement center, ELL subgroup and parent support, intervention for subgroups and math intervention and professional development/materials as part of our planned math audit and now, a major recovery area focus. Award TBD							
<b>METCO transportation reimbursement (new grant)</b>						application made for \$55,000 (TBD)		
<b>State FY 2021 Coronavirus Prevention Fund Grant \$184K)</b>					\$92,106	possible new pool testing contract not to exceed 90K	\$92,106 possible Hey NHS added two grades for suicide screening. (40K)	
<b>Article 19 Facilities (\$300K) 185K from building committee spent on KMS plexi</b>			Boilers \$34,793		OT facilities TBD	HVAC repairs due to new usage: \$61,550	possible rental of space due to distancing/return to school (80K)	OT facilities TBD
<b>Fin Com Emergency (\$500K)</b>						1 nurse and 3 projected staff members (TBD) for return to school (first week of May will know) \$54,168 (teachers for quarantined students), renewal of Covid attestation contract June 30: \$22,000; possible pool testing contract 6-12 weeks, 90-120K		

Dr. Nolin said the [hyperlink](#) lets you see line item spending to date on every grant listed here - this document will be updated periodically. For instance, the first part of CARES money is funding that we received last summer to get ready for school. At the same time, the town had CARES and FEMA money and those reimbursements are being moved around. There's been a lot of confusion and conflicting information on how to submit reimbursements. Mr. Townsend, Chief Hicks, & Michelle from DPW, who I give a big shout-out to because she's like a ninja warrior on CARES act and FEMA funding and we're all trying to put the best face forward for the town and get the most out of these grant funds. As these new grants become available, we shift expenses around because they are more appropriate for these places and emergency contracts or expenses have come up throughout the year. I'm sharing information on the grants that we've applied for. For instance, the Elementary and Secondary School Emergency Response (ESSER) grants are multiple-phase grants and we have spent phase 1 & just applied for ESSER 2 this week and know that we will receive \$464,000. ESSER 3 is on the horizon and depending on how they look at our allocation and our Title I numbers or whether they keep private schools in or out of the allocation (it looks like they won't), it could be anywhere between \$1 - \$3 million.

We applied for and obtained a remote learning grant for \$116,000 and the state provided a cybersecurity grant that provides free training and performance tasks to strengthen our cybersecurity and there are some monetary aspects to that, but we have to go to a training to see how much we have received. Mr. Downing wrote the vacation weekend and summer learning grant and those gained us \$36,000 for remediation of student needs. Last week, we wrote the Student Opportunities Act (SOA) grant – this was supposed to be an entitlement grant that came to all districts pre-COVID, which would have meant about \$250,000 more for the town of Natick, but was not distributed when we went into the COVID crisis. You may recall that the SOA grant was intended to benefit most the “gateway cities” or mid-sized urban centers in the Commonwealth. But we were to receive \$250,000 that has been reconstituted. We're eligible to apply from between \$10,000 and \$100,000, for early literacy and parent engagement with particular attention to ELL and parental support for those individuals and have applied for that grant and are waiting to hear the outcome. We wrote a METCO transportation reimbursement grant to cover the cost of transporting one of our Boston students who needs special education and specialized transportation, but that was initially rejected. Mr. Luff continues to work to refute that rejection. The state gave us \$184,000 for the Coronavirus Prevention Fund and there are various expenses that are

coming up that fit that fund's requirements. For instance, until yesterday we thought that we were going to have to spend another \$90,000 on pool testing, but the Governor announced that the state would be paying for pool testing through the end of the year through the type of contract that we obtained. So I will have to move those funds to another place, which means that probably we can shift the \$185,000 spent on the Plexiglas for the Kennedy School – this was additive Plexiglas above and beyond what we had for the old Kennedy Ms. to make the new Kennedy compliant and COVID safe. So we can shift that to another grant now. I also wanted to show you how we are tracking carefully what we may be asking from Article 19 that was passed at 2020 Fall Annual Town Meeting. We came to the town last summer and said we would need funding for facilities adaptations and utilities. Our Facilities Management Director consulted with state authorities on energy consumption and they advised that we could expect energy costs to increase because of the COVID conditions (open windows). We upgraded air filtration to run at maximum filtration with maximal air exchanges. Thankfully, energy costs have not gone through the roof because we haven't been using the buildings to the same capacity as before. We did spend money on boilers and HVAC repairs, as the systems are quite taxed with the COVID air exchange needs. We're being very attentive to using grant funds prior to using Article 19 funds and prior to using the Fincom Emergency Fund. As of this week, we have been able to reduce additional emergency expenses. The governor and the DESE Commissioner's "return to school" plan was much more accelerated than we were initially told and this meant that we may to tap into the Fincom emergency fund, but those costs have not yet come to pass. We are opening elementary schools on April 5 and it looks like we have been able to do the staffing for the most part without tapping in this emergency fund. If I gave this presentation next week, it would look different, but you can always come to this spreadsheet and see where we are with this.

#### Questions from the Committee

Mr. Linehan asked, with the cancellation of School Choice, whether we still allow students of staff and teachers to attend NPS. Dr. Nolin said that decision by her predecessor was not in keeping with the legal guidelines of the School Choice program. At the state level, if a district chooses to become a School Choice district, it must do so with a lottery of applicants that comes in, so it's a blind lottery - staff members can apply just as anybody in the state can apply to NPS. However, we are not open for School Choice and have not been for the last three years, but the students who were allowed in under the previous administration have the right to graduate from NPS/

Mr. Scurlock moved to approved the Natick Public School budget for \$75,063,994, seconded by Mr. Pierce, voted 14 – 0 – 0

Mr. Coffey = yes

Mr. Linehan = yes

Ms. Coughlin = yes

Mr. Pierce = yes

Mr. Coburn = yes

Mr. Pope = yes

Mr. DeLuca = yes

Mr. Resmini = yes

Mr. Evans = yes

Mr. Rooney = yes

Mr. Gillenwater = yes

Mr. Scurlock = yes

Mr. LaFleur = yes

Ms. Wollschlager = yes

#### Debate:

Mr. Scurlock noted that, Dr. Nolin made it very clear that they will work diligently towards co-termination of grants and usage of those grants. Since grants are one-time money, you want to make sure that they're used for a specific purpose, and that the co-terminates at the time the grant co-terminates. As Dr. Nolin rightfully points out, that might not always occur. For example, a grant may go for two years,

but there are needs in a third year for additional tutoring and math skills. The point is that grant funding will be utilized before taxpayer dollars and if funding isn't available to replace that funding, the budget will need to be adjusted.

Mr. Pierce said he is impressed with the transparency of the presentation and how the Town Administration and NPS administration worked closely together to figure out a workable budget.

Mr. Evans noted that this year was a less contentious environment than in the prior year and said there's no blame on this, but that the town was going into a very difficult economic situation with many unknowns. This year, from the start, started both administrations worked towards developing a budget that worked and this benefited the entire town.

Mr. DeLuca said one thing that really came through in the subcommittee discussions was how innovative the administration has been this year. As a parent of two children in NPS, I can say, first-hand, from the consumer side, and then in my role on the subcommittee, it was clear that they did a very good job this year. The innovative changes to the ACHIEVE program are very creative and show a lot of thought was put into that program. The need to address the skills that have declined due to COVID and the emerging needs of ELL students are quite important. And, the pursuit of grant funding to decrease the burden on taxpayers is a real positive.

Mr. Coburn noted that while there were challenges in the past year when schools were closed or in a hybrid learning environment, there will continue to be challenges ahead. Having been on the other side of the table during the last major budget disruption a dozen years ago, playing catch-up is always more expensive and we had to do so for several years in the last decade. On top of the budgetary disruptions, there has been real disruption in the experience of the students going through our school system and those needs may not be immediately seen so we need to be vigilant regarding future needs as well.

Mr. Coffey marveled at what NPS has been able to accomplish this year in handling a situation for which there was no playbook. The professionalism and calm leadership was visible to us and I hope that Town Meeting members and the public recognize that we are so fortunate to have the school administration that we have right now and leaders from town administration who have also dealt with this trying environment.



## Article 7 Fiscal 2022 Omnibus Budget

Ms. Wollschlager noted that several budgets that were previously approved needed to be re-voted because they had changed since the Committee voted on them. Ms. de los Reyes provided a spreadsheet with the budget changes, as shown below.

BUDGET	FinCom vote	Revised Budget	Difference		
<b>Information Technology</b>	\$1,607,128	<b>\$1,627,848</b>	<b>\$20,720</b>		
Salaries Management:					
Merit Increase Correction			\$2,329		
FTM Appropriation not previously included (Support Senior NETWORK Admin position)			\$18,391		
			<b>\$20,720</b>		
<b>Board of Registrars</b>	\$76,324	<b>\$77,800</b>	<b>\$1,476</b>		
Bringing up to FY21 level funding. Incorrectly decreased			<b>\$1,476</b>		
<b>Community Services Admin</b>	\$295,233	<b>\$301,733</b>	<b>\$6,500</b>		
Training Education: Supports professional development for the COA's 3 social work staff. This represents a transfer from Community Services Admin to COA			(\$1,500)		
Postage: An additional 8,000 is needed to cover the cost of postage for 4 issues of the Natick Common Guide anticipated to resume in FY22			\$8,000		
			<b>\$6,500</b>		
<b>Community Organic Farm</b>	\$182,784	<b>\$183,688</b>	<b>\$904</b>		
correction			<b>\$904</b>		
<b>Water &amp; Sewer Enterprise Fund</b>	\$16,370,465	<b>\$13,682,794</b>	<b>(\$2,687,671)</b>	Motion H1	\$13,682,794
adjustment			\$8,500		\$2,848,079
Corrections on OFU; Water testing??			\$151,909		<b>16,530,873</b>
Remove indirects			(\$2,848,079)		
			<b>(\$2,687,670)</b>		
<b>Water &amp; Sewer Indirects</b>	\$2,841,359	<b>\$2,848,079</b>	<b>\$6,720</b>		
Indirects correction (TA, CED, and IT)			<b>\$6,720</b>		
<b>Town Clerk</b>	\$396,051	<b>\$400,265</b>	<b>\$4,214</b>		
Salaries Management: Increase for Town Clerk			<b>\$4,214</b>		
<b>Sassamon Trace Enterprise Fund</b>	\$1,028,896	<b>\$949,486</b>	<b>(\$79,410)</b>	Motion I1	\$949,486
Indirects correction			\$1,347		\$61,758
Previously summed up incorrectly			\$1,000		<b>\$1,011,244</b>
BAN interest			(\$20,000)		
Remove indirects			(\$61,758)		
			<b>(\$79,411)</b>		
<b>Facilities Management</b>	\$3,787,989	<b>\$3,813,889</b>	<b>\$25,900</b>		

Ms. Wollschlager asked if the Committee wanted to reconsider each of the previously voted budgets individually or open them all up and have town administration talk about the changes.

Information Technology. We voted \$1,607,128. Mr. Townsend spoke with Mr. LeFrancois who indicated that he didn't need \$55,000 in his equipment line and turned that back to the budget. Ms. Wollschlager noted that \$55,000 figure was not in the number that the Committee voted in February, but it was in the revised budget book (March). Mr. Townsend said this budget had a merit increase correction (+\$2,329) and Salaries – Tech/Professional was increased because the Fall Town Meeting appropriation for the Senior Network Admin position was not included (+18,291), for a total increase of \$20,720.

Board of Registrars – correction to increase +\$1,476 to bring salary to FY 21 level funding, a revised total of \$77,500.

Community Services Administration also voted in February. Mr. Townsend said this was a number of small adjustments that increased this budget by \$6500 to \$301,733.

Community Organic Farm - merit increase +\$904.

Water and Sewer Enterprise Fund (WSEF): Ms. Wollschlager said it turns out that she wasn't the only one confused by the ClearGov budget presentation on the WSEF. After speaking with Mr. Marsette, we confirmed that the Committee did not vote on the correct number because the figure we voted on for the WSEF included the indirects. Typically, (and I looked at how the Finance Committee has voted in the past) our votes align with how it's funded under the Omnibus article. So the Enterprise Fund is exclusive of the indirects, but we voted it as inclusive. So, one of the things that needed to be taken out was the indirects. There needed to be a couple other adjustments that Mr. Marsette detailed and he showed Ms. Wollschlager an email that he had sent on March 4 that said he wasn't really sure how we got to that 16,370,465 number. Mr. Marsette had presented the WSEF budget in the "traditional" manner that the subcommittee reviewed and that was different than the amount that was shown in the ClearGov budget, so there clearly are some disconnects. The main changes are the salary adjustment (+\$8500) and water testing (+\$151,909) so our final number for WSEF is \$13,682,794 (Article 7 Motion H-1) and WSEF Indirects is \$2,848,079 (Article 7 Motion H-2).

Town Clerk – the +\$4214 increase reflects the salary change voted by the Committee under Article 3.

Sassamon Trace Enterprise Fund also included the indirects, so Sassamon Trace Enterprise Fund is \$949,486 (Article 7 Motion I-1) and Sassamon Trace Indirects is \$61,758 (Article 7 Motion I-2).

Ms. Wollschlager noted that there was an additional change late this afternoon to Facilities Management, an increase of \$25,900. My understanding is that Town Administration just made an offer to a candidate who I believe accepted the position, but the salary was \$25,900 above what is budgeted in the FM salary line.

Mr. Evans asked where the FM Director is in the bands for Grade 5. Mr. Townsend said it maxes out the band so they're going to a contract format for this particular employee. Mr. Townsend noted that the band ends at \$140,000 and that he believed the offer to the candidate is \$153,000.

Mr. Evans said that he assumed that this is based lengthy experience and expertise of the candidate. Mr. Townsend said that the candidate is coming from a much larger organization with a lot of experience and expertise in facilities management and the Superintendent and Town Administrator felt this was the market rate for this particular individual.

Mr. DeLuca asked, in going to an outside contract, whether this will have a negative effect on other town employees because we have we have position descriptions and salary bands so that the salaries are set up to be equitable among our town staff. Mr. DeLuca questioned whether this will spill over to the boundaries for other positions, especially when you look at the longevity of some of our current

directors. Mr. Townsend noted that this is a fairly late-breaking event that happened this afternoon and they will have to analyze the impact this may have on other positions. We have had discussions with the Personnel Board on the salary bands and we may need to increase them. That's probably something to be looking for at Fall Town Meeting. We are going to get an updated position description with potentially additional areas that this person is going to be doing.

Mr. R Rooney added that in discussions with the candidate after 12 candidates were initially interviewed, two of them were passed on to the Superintendent and me to interview. Because this just happened this afternoon and I haven't had the opportunity to explain this to Mr. Townsend. In the FM Department, we are not only looking to hire the Director, but the FM Manager (that position has also been vacant (October?) prior to the Director leaving late last year. Our intention is not to fill the FM Manager position, so there's an \$80,000 savings. In discussions with the candidate, this is a very high-end individual coming from a private university managing 10x the square footage that our town has. I'm very confident that this candidate will be able to increase efficiencies in the FM Department. We've worked very hard to get to this point and it is a supply-and-demand issue. There has been high turnover in this position for the last several years and losing FM Directors every couple of years and is not something we can afford with the high-end infrastructure in buildings that we have in town. R Rooney said this has been a transparent process and in concert with the Personnel Board, the recommendation was to go to a contract in order to offset some of the generous health benefits costs that are going to be necessary to convince this candidate to take this position. Private universities offer a very good package for not only family education tuition benefits but also their health programs that we cannot match, so we must put together the best package we can afford to offer.

Mr. P Rooney said he is not questioning whether it was a good move, but is following up on what Mr. DeLuca noted as far as knock-on effects and we aren't create problems with other staff directors. Mr. P Rooney said if this individual comes in and we are not going to fill the other manager position, then we should re-write the job description to broaden the scope and responsibilities of the job and asked whether someone can address this in time for Spring Town Meeting. Mr. R Rooney said that they will answer questions about this individual's job description and Mr. Townsend indicated that in his conversations with the Personnel Board, there will likely need to be a revision of what that max is on that on the grade 5 scale. My understanding is that this maximum is about a 10% or lower than comparables in other communities and it hasn't been revised in a number of years. Mr. R Rooney said the other thing that's reassuring is that it's a contract. As such, it's an at-will contract that can be terminated without cause, so there's an uncertainty on the applicant's part to accept a contract. Further, to clarify, this has not been formally offered and we're still in the in the discussion stages, but there is interest on both sides to pursue it.

Mr. P Rooney asked, given what we've learned about potential spending going forward for the town, the potential impact for overrides, do you think it's prudent to move forward with this, given the impact that it will have on this pay scale. Mr. R Rooney noted that the entire staff has wrestled with this, looking not only at the optics, but also the expected return on investment. Again, we have invested in a number of state-of-the-art facilities, especially some of those recently constructed and we need the leadership to direct this department. We have gone through all the attributes we're looking for to lead this department and we believe, by spending approximately \$8,000 more, we can get the caliber of a person we seek. The \$8000 is a stipend toward a health benefit.

Ms. Wollschlager noted that the Committee has had a lot of questions about this and suggested holding off on voting for the Facilities Management budget until Thursday's meeting.

Mr. Evans moved to reconsider the previously voted budgets (IT, Board of Registrars, Community Services – Admin., Community Organic Farm. Water & Sewer Enterprise Fund, Water & Sewer Indirects, Town Clerk, Sassamon Trace Enterprise Fund, & Sassamon Trace Enterprise Fund Indirects), seconded by Mr. Linehan, voted 13 – 0 – 0

Mr. Coffey = yes	Mr. Linehan = yes
Mr. Coburn = yes	Mr. Pope = yes
Ms. Coughlin = yes	Mr. Resmini = yes
Mr. DeLuca = yes	Mr. Rooney = yes
Mr. Evans = yes	Mr. Scurlock = yes
Mr. Gillenwater = yes	Ms. Wollschlager = yes
Mr. LaFleur = yes	

Mr. Townsend reviewed each of the Article 7 Motions

Article 7 Motion A-1

Mr. Evans moved to approved Article 7 Motion A-1 \$75,063,994, seconded by Mr. Scurlock, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

<b>Motion A1: (Requires majority vote)</b>	
Move that the Town vote to appropriate the <b>Total Budget Amount</b> shown below for the purpose of operating the Natick Public Schools, said funds are to be expended under the direction of the School Committee:	
<b>Salaries and Expenses</b>	\$75,063,994
<b>Total Natick Public Schools</b>	<b>\$75,063,994</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$73,268,628
State Aid	\$1,795,366

#### Article 7 Motion A-2

Mr. Evans moved to approved Article 7 Motion A-1 \$1,250,715 sourced from \$1,182,454 from 2022 Tax Levy and \$68,261 from State Aid, seconded by Mr. LaFleur, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

<b>Motion A2: (Requires majority vote)</b>	
Move that the Town vote to appropriate the <b>Total Budget Amount</b> shown below for the purpose of operating the department shown below, said funds are to be expended under the direction of the School Committee:	
South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)	
<b>Expenses (Assessment)</b>	\$1,250,715
<b>Total South Middlesex Regional Vocational Technical School (Joseph P. Keefe Technical School)</b>	<b>\$1,250,715</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$1,182,454
State Aid	\$68,261

#### Article 7 Motion B-1

Mr. Evans moved to approved Article 7 Motion B-1: Public Safety in the amount of \$8,150,845 - \$8,135,845 sourced from 2022 Tax Levy and \$15,000 from Parking Meter Revenues, seconded by Mr. LaFleur, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

<b>Motions for Article 8, Motion B1: Public Safety</b>	
<p>Motion B1: (Requires majority Vote)</p> <p>Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:</p>	
<b>Emergency Management</b>	
Salaries	\$5,000
Expenses	\$34,100
<b>Total Emergency Management</b>	<b>\$39,100</b>
<b>Parking Enforcement</b>	
Salaries	\$114,144
Expenses	\$66,250
<b>Total Parking Enforcement</b>	<b>\$180,394</b>
<b>Police</b>	
Salaries	\$7,606,738
Expenses	\$324,613
<b>Total Police</b>	<b>\$7,931,351</b>
<b>Total Budget Amount for Motion B1</b>	<b>\$8,150,845</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$8,135,845
Parking Meter Revenues	\$15,000

## Article 7 Motion B-2

Mr. Evans moved to approved Article 7 Motion B-2: Fire in the amount of \$9,393,587 sourced from 2022 Tax Levy and \$15,000 from Parking Meter Revenues, seconded by Mr. Linehan, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

<b>Motion B2: (Requires majority vote)</b>	
<p>Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the department shown under the associated categories, said funds are to be expended under the direction of the Department Head:</p>	
<b>Fire</b>	
Salaries	\$9,149,987
Expenses	\$243,600
<b>Total Fire</b>	<b>\$9,393,587</b>
<b>Total Budget Amount for Motion B2</b>	<b>\$9,393,587</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$9,393,587

### Article 7 – Motion C

Mr. Evans moved to approved Article 7 Motion C in the amount of \$9,211,793 sourced from 2022 Tax Levy, seconded by Mr. LaFleur, voted 11 – 0 – 0

Mr. Coffey = yes	Mr. Linehan = yes
Mr. Coburn = yes	Mr. Pope = yes
Mr. DeLuca = yes	Mr. Resmini = yes
Mr. Evans = yes	Mr. Scurlock = yes
Mr. Gillenwater = yes	Ms. Wollschlager = yes
Mr. LaFleur = yes	

#### **Motions for Article 7, Motion C: Public Works**

<b>Motion for Section C : (Requires a majority vote)</b>	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
<b>Department of Public Works</b>	
Salaries	\$4,151,858
Expenses	\$3,040,035
Municipal Energy	\$1,469,900
Snow & Ice	\$550,000
Total Department of Public Works	\$9,211,793
<b>Total Budget Amount for Motion C</b>	<b>\$9,211,793</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$9,211,793

### Article 7 – Motion D

Mr. Linehan moved to approved Article 7 Motion D in the amount of \$2,773,178 sourced from 2022 Tax Levy, seconded by Mr. Evans, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

#### **Motions for Article 7, Motion D: Community Services and Health Services**

<b>Motion for Section D: (Requires majority vote)</b>	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the following departments under the direction of each Department Head or Director:	
<b>Community Services</b>	
Salaries	\$1,519,538
Expenses	\$540,343
Total Community Services	\$2,059,881
<b>Board of Health</b>	
Salaries	\$633,947
Expenses	\$79,350
Total Board of Health	\$713,297
<b>Total Budget Amount for Motion D:</b>	<b>\$2,773,178</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$2,773,178

## Article 7 Motion E

Mr. Evans moved to approved Article 7 Motion E in the amount of \$7,229,709 sourced from 2022 Tax Levy , seconded by Mr. Scurlock, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

### **Motion E: (Requires majority vote)**

**Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:**

#### **Board of Selectmen**

Salaries	\$1,153,418
Expenses	\$515,163
Total Board of Selectmen	\$1,668,581

#### **Personnel Board**

Expenses	\$1,000
Total Personnel Board	\$1,000

#### **Town Report**

Expenses	\$4,100
Total Town Report	\$4,100

#### **Legal**

Expenses	\$675,000
Total Legal Services	\$675,000

#### **Finance**

Salaries	\$1,272,835
Expenses	\$374,580
Total Finance	\$1,647,415

#### **Information Technology**

Salaries	\$385,348
Expenses	\$1,242,500
Total Information Technology	\$1,627,848

#### **Town Clerk**

Salaries	\$353,915
Expenses	\$46,350
Total Town Clerk	\$400,265

#### **Elections**

Salaries (Registrars)	\$33,300
Expenses (Registrars)	\$44,500
Total Elections	\$77,800

#### **Sealer of Weights & Measures**

Salaries	\$31,011
Expenses	\$990
Total Sealer Weights/Meas.	\$32,001

#### **Community Development**

Salaries	\$1,017,299
Expenses	\$78,400
Total Community Development	\$1,095,699

**Total Budget Amount for Motion E** **\$7,229,709**

And that the above Total Budget Amount be raised from the following sources:

Tax Levy of Fiscal Year 2022	\$7,229,709
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### Article 7 Motion F

Mr. Evans moved to approved Article 7 Motion F in the amount of \$115,500 sourced from 2022 Tax Levy, seconded by Mr. Linehan, voted 11 – 0 – 0

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Mr. Rooney = yes
	Ms. Wollschlager = yes

<b>Motion F: (Requires majority vote)</b>	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the the multi-member board shown under the associated categories, said funds are to be expended under the direction of each multi-member board:	
<b>Finance Committee</b>	
Expenses	\$32,800
Total Finance Committee	\$32,800
<b>Commission on Disability</b>	
Expenses	\$750
Total Commission on Disability	\$750
<b>Natick Cultural Council</b>	
Expenses	\$700
Total Natick Cultural Council	\$700
<b>Historical Commission</b>	
Expenses	\$750
Total Historical Commission	\$750
<b>Historic District Commission</b>	
Expenses	\$550
Total Historic District Commission	\$550
<b>Affordable Housing Trust</b>	
Expenses	\$80,000
Total Affordable Housing Trust	\$80,000
<b>Total Budget Amount for Motion F</b>	<b>\$115,550</b>
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Tax Levy of Fiscal Year 2022	\$115,550

### Article 7 Motion G-1

Mr. Evans moved to approved Article 7 Motion G-1 in the amount of \$34,566,609 sourced from the fees as listed in the motion below, seconded by Mr. Linehan, voted 11 – 0 – 0.

Mr. Coffey = yes	Mr. Linehan = yes
Mr. Coburn = yes	Mr. Pope = yes
Mr. DeLuca = yes	Mr. Resmini = yes
Mr. Evans = yes	Mr. Scurlock = yes
Mr. Gillenwater = yes	Ms. Wollschlager = yes
Mr. LaFleur = yes	

## Motions for Article 7, Motion G: Shared Expenses

### Motion G1: (Requires 2/3 vote)

Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the accounts and funds shown below, said funds are to be expended under the direction of the following officials or committees: Employee Fringe Benefits -Town Administrator; Property and Liability Insurance -Town Administrator; Contributory Retirement System Pension Liability –Collector/Treasurer; Non Contributory Retirement Pension Liability -Comptroller; Debt Service -Collector/Treasurer; Reserve Fund –Finance Committee; Facilities Management -Town Administrator & Superintendent of Public Schools.

#### INSURANCES & BENEFITS

##### Employee Fringe

Other Personnel Services	\$17,533,754
Other Personnel Services -Merit / Performance	\$150,000
Total Employee Fringe	\$17,683,754

##### Property & Liability Insurance

Purchased Services	\$907,170
Total Prop. & Liab. Insurance	\$907,170

#### RETIREMENT

##### Contributory Retirement

Pension Assessment	\$11,691,296
Total Contributory Retirement	\$11,691,296

##### Non-Contributory Retirement

Pensions	\$20,500
Total Non-Contributory Retirement	\$20,500

##### OPEB Trust Fund

Expenses	\$200,000
Total OPEB Trust Fund	\$200,000

#### RESERVE FUND -FINANCE COMMITTEE

Expenses	\$250,000
Total Reserve Fund	\$250,000

#### FACILITIES MANAGEMENT

##### Facilities Management

Salaries	\$3,009,389
Expenses	\$804,500
Total Facilities Management	\$3,813,889

**Total Budget Amount for Motion G1** **\$34,566,609**

And that the above Total Budget Amount be raised from the following sources:

<b>Tax Levy of Fiscal Year 2022</b>	\$44,161
<b>State Aid</b>	\$11,762,470
<b>Local Receipts</b>	\$11,909,632
<b>Free Cash</b>	\$1,300,000
<b>Overlay Surplus</b>	\$1,000,000
<b>Title V Septic</b>	\$0
<b>Water-Sewer Indirects from User Fees</b>	\$2,848,079
<b>Golf Indirects from User Fees</b>	\$61,758
<b>Operational Stabilization Fund</b>	\$5,445,174
<b>Premiums</b>	\$73,173
<b>School Building Assistance</b>	\$122,162
	<b>\$34,566,609</b>

## Article 7 Motion G-2

Mr. Evans moved to approved Article 7 Motion G-2 in the amount of \$14,774,824 sourced from the fees as listed in the motion below, seconded by Mr. Linehan, voted 11 – 0 – 0.

Mr. Coffey = yes	Mr. Linehan = yes
Mr. Coburn = yes	Mr. Pope = yes
Mr. DeLuca = yes	Mr. Resmini = yes
Mr. Evans = yes	Mr. Scurlock = yes
Mr. Gillenwater = yes	Ms. Wollschlager = yes
Mr. LaFleur = yes	

Motions for Article 7, Motion G2: Shared Expenses	
<b>Motion G2: (Requires 2/3 vote)</b>	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of funding the account shown below, said funds are to be expended under the direction of the following official: Debt Service - Collector/Treasurer;	
<b>DEBT SERVICE</b>	
Expenses	\$14,774,824
Total Debt Service	\$14,774,824
<b>DEBT SERVICE</b>	
<b>Total Budget Amount for Motion G2</b>	<b>\$14,774,824</b>
And that the above Total Budget Amount be raised from the following sources:	
Tax Levy for the Fiscal Year 2022	\$12,254,541
Capital Stabilization	\$1,000,000
State Aid	\$1,520,283

### Article 7 Motion H-1

Mr. Evans moved to approved Article 7 Motion H-1 in the amount of \$13,682,794 sourced from Water & Sewer User Fees, seconded by Mr. Linehan, voted 10 – 0 – 0.

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Ms. Wollschlager = yes

Motions for Article 8, Motion H1: Water/Sewer Enterprise	
Motion H1: (Requires majority vote)	
Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:	
Water & Sanitary Sewer Operations	
Salaries	\$2,148,942
Expenses	\$8,034,843
Total Sanitary Sewer	\$10,183,785
Utility Billing	
Salaries	\$106,497
Expenses	\$74,000
Total Utility Billing	\$180,497
Fringe Benefits	
Expenses	\$963,039
Total Employee Benefits	\$963,039
Water & Sewer Debt Service	
Principal	\$1,652,352
Interest	\$503,121
Total Debt Service	\$2,155,473
Water & Sewer Reserve Fund	
Expenses	\$200,000
Total W & S Reserve Fund	\$200,000
Total Budget Amount for Motion H1	\$13,682,794
And that the above <u>Total Budget Amount</u> be raised from the following sources:	
Water-Sewer User Fees	\$13,682,794

## Article 7 Motion H-2

Mr. Evans moved to approved Article 7 Motion H-2 in the amount of \$2,848,079 sourced from Water & Sewer Fees, seconded by Mr. Linehan, voted 10 – 0 – 0.

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Ms. Wollschlager = yes

<b>Motion H2: (Requires majority vote)- Water/Sewer Indirect Cost Allocations</b>	
Move that the Town vote to <b>APPROVE</b> the following indirect cost allocations raised in the General Fund:	
<b>PERCENTAGE ALLOCATIONS</b>	<b>TOTAL</b>
DPW Administration	\$186,940
Engineering Services	\$346,458
Equipment Maintenance	\$511,694
Highway Sanitation Recycling	\$266,957
Facility Maintenance	\$96,672
Public Safety	\$177,895
Finance - Administration	\$259,901
Town Administration	\$221,712
Community Development	\$123,699
Information Technology	\$177,276
Procurement	\$33,444
Human Resources	\$6,091
Legal Services	\$101,250
Property & Liability Insurance	\$340,189
Utilities	\$53,620
Vehicle Fuel	\$128,250
Sub Total - General Fund	\$3,032,145
<b>Water Sewer Staff Performing General Fund Functions</b>	
GIS Services	-\$52,593
W/S Admin. Asst. - DPW	-\$29,101
W/S Admin. Asst. – Collector	-\$60,746
Snow and Ice Removal	-\$56,626
Software Servicing	\$15,000
Subtotal - Water Sewer	-\$184,066
<b>Total Water and Sewer Indirect Costs</b>	<b>\$2,848,079</b>
And that the sum of \$2,848,079 appropriated in the General Fund be raised from the following source:	
Water-Sewer User Fees	\$2,848,079

### Article 7 Motion I-1

Mr. Evans moved to approved Article 7 Motion H-1 in the amount of \$949,486 - \$240,000 from 2022 Tax Levy and \$709,486 from Golf User Fees, seconded by Mr. Linehan, voted 10 – 0 – 0.

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Ms. Wollschlager = yes

<b>Motion I1: (Requires majority vote)</b>	
<b>Move that the Town vote to appropriate the Total Budget Amount shown below for the purpose of operating the departments shown under the associated categories, said funds are to be expended under the direction of each Department Head or Director:</b>	
<u>Sassamon Trace Operations</u>	
Salaries	\$346,103
Expenses	\$228,321
<b>Total GC Operations</b>	<b>\$574,424</b>
<u>Sassamon Trace Fringe Benefits</u>	
Other Personal Services	\$57,722
Other - Retirement Assessment	\$12,974
<b>Total GC Fringe Benefits</b>	<b>\$70,696</b>
<u>Sassamon Trace Debt Service</u>	
Principal	\$165,000
Interest	\$36,425
<b>Total GC Debt Service</b>	<b>\$201,425</b>
<b>Total Lease</b>	<b>\$82,941</b>
 <u>Golf Reserve Fund</u>	
Expense	\$20,000
<b>Total Golf Reserve Fund</b>	<b>\$20,000</b>
<b>Total Budget Amount for Motion I1</b>	<b>\$949,486</b>
 <b>And that the above <u>Total Budget Amount</u> be raised from the following sources:</b>	
Tax Levy of Fiscal Year 2022	\$240,000
Golf User Fees	\$709,486

## Article 7 Motion I-2

Mr. Evans moved to approved Article 7 Motion I-2 in the amount of \$13,682,794 sourced from Golf User Fees, seconded by Mr. LaFleur, voted 10 – 0 – 0.

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Ms. Wollschlager = yes

<b>Motion 12:(Requires Majority Vote)</b>	
Sassamon Trace Enterprise Fund Indirect Allocations	
<b>Move that the Town vote to APPROVE the following indirect cost allocations raised in the General Fund:</b>	
PERCENTAGE ALLOCATIONS	TOTAL
Public Works Administration	\$1,408
Equipment Maintenance	\$6,421
Highway, Sanitation, Recycling	\$891
Recreation	\$9,532
Land Facilities and Natural Resources	\$14,504
Public Safety	\$1,780
Finance	\$4,342
Town Administration	\$7,412
Procurement	\$335
Human Resources	\$674
Legal Services	\$1,688
Property & Liability Insurance	\$6,801
Utilities	\$3,830
Vehicle Fuel	\$2,138
<b>Total Golf Indirect Costs</b>	<b>\$61,758</b>
And that the Sum of \$61,758 appropriated in the General Fund be raised from the following source:	
Golf User Fees	\$61,758

Mr. Linehan moved to close the public hearings on the Spring Annual Town Meeting Warrant and the FY 22 Budget, seconded by Mr. LaFleur, voted 10 – 0 – 0.

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Ms. Wollschlager = yes

Mr. Evans moved to adjourn, seconded by Mr. Coburn, voted 10 – 0 – 0.

Mr. Coburn = yes	Mr. Linehan = yes
Mr. DeLuca = yes	Mr. Pope = yes
Mr. Evans = yes	Mr. Resmini = yes
Mr. Gillenwater = yes	Mr. Scurlock = yes
Mr. LaFleur = yes	Ms. Wollschlager = yes

**MEETING ADJOURNED 10:59 PM**