Mission Statement: To support and challenge all students to achieve personal and academic excellence in a student-centered environment.

BERLIN-BOYLSTON REGIONAL SCHOOL COMMITTEE

September 23, 2025 5:00pm

Tahanto Regional Middle/High School

Multi-Purpose Room

Stream link https://www.youtube.com/@bbrsdlive2893/streams

This meeting may be recorded, and your image or voice may be broadcast.

Due to technical issues this meeting may not always stream live, but we will make every attempt to do so and to record the meeting for future posting.

The items listed on the agenda may be discussed out of order as the Chair decides due to potential scheduling and timing requirements.

Present: School Committee: Mr. Michael Totman, Chair; Mrs. Meagan Grill, Vice Chair; Mrs. Lori Hart, District Clerk; Mrs. Elisabeth Mancini, Mrs. Lisa Mair, Mrs. Jessica Deglialberti

Administration: Mr. Albert G. Ganem, Jr., Interim Superintendent; Ms. Jennifer Fortune, Executive Assistant to the Superintendent; Mr. Joseph Sposato, Director of Technology

Also present: Mrs. Tracy Novick, Field Director: School Finance, Massachusetts Association of School Committees

I. Call to Order

Mr. Totman called the meeting to order at 5:00pm.

II. Pledge of Allegiance

III. Guest

- Tracy Novick, Field Director: School Finance, Massachusetts Association of School Committees

IV. Business Items

- Description for the Superintendent Position Posting **-VOTE**
  - ○Mrs. Novick presented the brochure for the Superintendent Search.
  - ○The School Committee would like to include experience in the role.
  - ○Mrs. Deglialberti suggests adding “looking for a long term relationship with our district” to the last bullet point, “seeking to build”.

○Mrs. Mair suggests reordering bullet points; she would like to move the last bullet point as the first one and move everything down one.

○Superintendent salary was determined to be posted with a range of $175-230k. **i. Motion to approve the selection criteria as presented but bumping the last bullet and then bumping everything else down and as amended made by Mrs. Hart and seconded by Mrs. Mair., 6-0, Motion passes.**

ii. Motion to approve the salary range for the job posting from 175-230k made by Mrs. Grill, seconded by Mrs. Mair., 6-0, Motion passes.

○They would like there to be a balance for drama productions or female sports as well as all 3 schools.

i. Motion to authorize Tracy Novick to update the community profile after working with the Superintendent and Athletic Director to include some additional information about equitable sports teams and activities made by Mrs. Deglialberti and seconded by Mrs. Grill,
Amendment by Mrs. Deglialberti that in the last sentence comes up with something that incorporates something such as the 3Bs, Together we can, etc. Mr. Totman asked do we trust Tracy to work with the Superintendent to come up with a final sentence that encompasses all? They said yes and voted 6-0, Motion passes.

- Make up of Superintendent Search Committee -**VOTE**
  - ○Recommended 1 Central Administration
  - ○1 principal
  - ○ At least 1 student, possibly 2, secondary and up
  - ○Teacher and parents, balance, represent towns, represent schools
  - ○ All of these positions, 2 options, School Committee can appoint people or as Mrs. Novick recommends, School Committee lay out the guidelines for what they would like on the committee, Mrs. Novick creates a google form, opens the link up to the community. Mrs. Novick then takes them and makes sure that there are the balances, the towns, the experience, length of employment, where they live.
  - ○ Having 1 non teaching staff is valuable, such as nutrient, nurses, custodial, secretaries ○ Decide to have town voices on, such as select board, town employees, police chief, or general public safety
  - ○ Good to have an odd number, once you start hitting above 11 it starts to get a little unruly. ○When asking for a parent, they can request it to be a school choice student.
  - ○School Committee members, even though they have a Superintendent Committee, Mr. Totman stated that he suggests keeping it Mrs. Lori Hart and Mrs. Elisabeth Mancini. Mrs. Jessica Deglialberti spoke up and stated that she would like to be a part of the Superintendent Search Committee. Mrs. Grill supports Mrs. Deglialberti. Mrs. Grill can not commit to all the dates. Mrs. Lisa Mair can not commit to all the dates. Mrs. Hart is available.

i. Motion to remain with Lori and Beth on the search subcommittee, Mrs. Mancini spoke up and asked if it would be possible to find another Berlin rep somewhere in these numbers to allow, not the school committee, such as an extra Berlin parent or an extra BMS parent. Mrs. Mancini feels badly if she lets Jess and we have two Boylston reps, could we find some more Berlin representation somewhere

else? Mrs. Grill commented that Boylston is 65% of the District and Berlin is 35%. So we are equal everywhere else. So if Mrs. Mancini is like Jess you can do it I don't want to do it if that's what you are saying, she doesn't think that would be, it's two school reps. Mr. Totman stated that we don't weigh our votes according to the regional agreement, the size of the Towns don't matter, it's three and three. It's equal representation from both towns. Mrs. Grill stated that yes for our votes but not for this committee, doesn't think it matters to have an extra Boylston person. Mr. Totman stated that he thinks it completely matters from the committee perspective as the only people on this search committee who are actually elected by the Towns. Mrs. Mancini stated that she knows Jess feels strongly about this and doesn't want to take away from someone that feels has a strong drive for it. Mr. Totman stated that he does not think the School Committee should put two members from either town on the search committee. Mrs. Mancini stated that once you get into this, most teachers live in Boylston and you could end up with a heavy if we are going to really and Mr. Totman rebutted it with that they're on it as a representative of teachers from the schools. Mrs. Deglialberti stated that her husband grew up in Berlin, her in-laws live in Berlin. He went to Tahanto, he went to BMS. Her sister-in-law did too. Her brother went to Tahanto and BES. So she has a long term interest in this decision. She has a child in 3rd grade, a child in 7th grade, and she plans to be buried at the end of her street. She was not involved in the prior Superintendent search, but that did not end well. So she should, not that she is blaming anyone, but she would like to be on this committee as a Boylston Rep. Mrs. Hart stated that she did not come in here intending to defend but she is going to put herself out there, she was on the last superintendent search committee. She has been on this committee since February of 2020. Been through several superintendents. She is a former teacher. She is recertified to teach. She is certified to be an administrator. Went to school for administration, she has a masters in that. This District is her passion. Has a daughter who has graduated from Tahanto. Two children that went through BES. Two children that went through Tahanto as well. She cares about this town and she would love to be on the search committee. If that's what people want, she will abide by whatever the will of the committee is. She has been passionate about this since being nominated as chair by Mrs. Grill. She has worked with Mrs. Novick. Has worked with Mr. Ganem on getting the information and everything. But whatever the committee thinks is ok, Mrs. Hart thinks Mrs. Deglialberti is qualified as well. Mrs. Mair stated that since we have 2 people that really strongly want to do it, she feels that they should do it. Mrs. Grill stated she does too, she agrees. Mr. Totman stated that he would suggest if we're not going to put equal representation from the Towns on this committee, then we wouldn't put anyone on the committee for it. Mr. Totman does not think that's a good idea. He believes that someone from Berlin and someone from Boylston should be on it. Right now there are 2 people from Boylston who want to be on it. Let's do a vote. **Mr. Totman asked for a motion to elect Lori as the Boylston representative?** Mrs. Mair asked if they would have another opportunity to vote. Mr. Totman stated that if Lori is voted no then it would be Jess. Mrs. Grill stated to just do an informal vote before they do a motion. Mr. Totman asked, raise your hand type of thing and Mrs. Grill stated no, just don't have it a motion. Just like, who's interested in Jess,

who's interested in Lori, who's interested in Beth. Mr. Totman stated to let's just handle Boylston right now. Mrs. Grill stated that she personally agrees with Lisa and thinks they should just have Lori and Jess, if Beth is saying. They agreed to do a motion to include 2 Boylston reps.

Motion to include two Boylston School Committee representatives on the search committee and no Berlin representatives made by Mrs. Grill and seconded by Mrs. Mair. 4-2 vote. Motion passes. (Mr. Totman and Mrs. Hart are against)

Motion to elect Jess and Lori as the members on the search screening committee made by Mrs. Grill and seconded by Mrs. Mair. 4-2 vote. Motion passes. (Mr. Totman and Mrs. Hart are against)

Motion to have one central administrator office representative, one representative from the principal/assistant principal group, two student representatives with the right of first refusal going to our school committee rep, Matt. Three teacher representatives, one from each school. Three parent representatives, one from Berlin, one from Boylston, and a school choice parent from Tahanto and one non teaching staff position made by Mrs. Hart and seconded by Mrs. Grill.

Amendment made by Mrs. Deglialberti stating with effort to have represent Berlin Boylston or student choice for the students and then preference towards Tahanto or BMS non teaching staff seconded by Mrs. Mair. 6-0 vote. Motion passes.

Mr. Totman went to the original motion as amended, 6-0 vote. Motion passes.

- **Upcoming Meeting**
  - October 14, 2025

V. Adjournment

Motion to adjourn the meeting was made by Mrs. Grill and seconded by Mrs. Hart. 6-0 vote. Motion passes.

The listing of items is those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may, in fact, be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

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