



NORTH MIDDLESEX REGIONAL SCHOOL DISTRICT
POLICY SUBCOMMITTEE
Ashby – Pepperell – Townsend, Massachusetts

MINUTES – November 19, 2024
Virtual via Zoom

PRESENT

Chairperson	Randee Rusch William Burg Jill Twigg Lisa Bloom Brad Morgan Gary Burboa-Reese Robin Eibye	Member, Townsend Member, Townsend ~ Arrived @ 9:17 a.m. Member, Pepperell ~ Absent Member, At-Large Superintendent ~ Absent Assistant Superintendent Recording Secretary
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ALSO PRESENT

Anne Marie Tuccirone-Mahan Jeremy Hamond Thomas Nuttall Craig Kowalski	Director of Human Resources Director of Operations Legal Counsel ~ Left @ 9:22 a.m. Legal Counsel ~ Left @ 9:22 a.m.
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DISCUSSION

A discussion ensued about revising and streamlining non-discrimination policies AC, AC-R, ACA, ACAB, ACGA, and ACGB.

Randee Rusch discusses the need for a comprehensive AC policy to replace multiple existing policies (AC, ACA, ACAB, ACER, ACF, ACFR) to align with new regulations. Craig Kowalski and Tom Nuttall proposes a simplified AC policy covering all protected categories, including pregnancy, and delegating procedural updates to the superintendent.

Randee Rusch inquires about the liability of delegating policy changes to the superintendent. Craig Kowalski assures that delegating to the superintendent is safe and necessary for flexibility.

CALL TO ORDER

1. Randee Rusch opened the meeting at 9:17 a.m.
2. Roll Call

Roll Call:			
Randee Rusch	Yes	William Burg	Yes
Lisa Bloom	Yes	Gary Burboa-Reese	Yes

OUR MISSION: At NM, we are committed to creating a diverse learning environment where students are provided a meaningful education through academic, social, and emotional learning experiences. Together with parents, caregivers, and the community, students are encouraged to ignite and embrace their individual potential to find success within NM and beyond.

Jill Twigg	-	Brad Morgan	Yes
Anne Marie Tuccirone-Mahan	Yes	Robin Eibye	Yes
Jeremy Hamond	Yes		

OLD BUSINESS

1. [AC Non-Discrimination](#)
2. [AC-R Non-Discrimination Including Harassment And Retaliation](#)
3. [ACA Non-Discrimination on the Basis of Sex](#)
4. [ACA-R Non-Discrimination on the Basis of Sex Under Title IX Including Sex-Based Harassment](#)
5. [ACAB Sexual and Sex-Based Harassment and Retaliation](#)
6. [ACGA Civil Rights Grievance Procedure](#)
7. [ACGB Title IX Sexual Discrimination Grievance Procedure](#)

Following further discussion, William Burg motions, and Lisa Bloom seconds the vote to recommend AC Non-Discrimination as amended for a first reading.

Roll Call Vote:			
Randee Rusch	Yes	William Burg	Yes
Lisa Bloom	Yes	Jill Twigg	-

Vote: The motion unanimously passed 3/0/0

Randee Rusch recommends rescinding ACA, AC-E, ACF, and ACF-R and bringing them before the school committee for approval to rescind.

William Burg motions, and Lisa Bloom seconds the vote to recommend the School Committee rescind policies ACA, AC-E, ACF, and ACF-R.

Roll Call Vote:			
Randee Rusch	Yes	William Burg	Yes
Lisa Bloom	Yes	Jill Twigg	-

Vote: The motion unanimously passed 3/0/0

8. [JIC Student Discipline](#)

Following a brief discussion, the committee agrees to push the policy review and discussion to the next meeting. Dr. Burboa-Reese agrees to work with legal counsel to get recommendations on changes to the JIC Student Discipline policy for discussion at the next meeting.

9. [IMG Animals In School](#)

Randee Rusch discusses IMG, policy for allowing therapy dogs in schools. Dr. Burboa-Reese raises concerns about a teacher becoming a handler for a therapy dog and the associated logistics, prompting a brief discussion.

Lisa Bloom motions and William Burg seconds the vote to recommend IMG Animals In School as amended for a first reading.

Roll Call Vote:			
Randee Rusch	Yes	William Burg	Yes
Lisa Bloom	Yes	Jill Twigg	-

Vote: The motion unanimously passed 3/0/0

APPROVAL OF MINUTES

Following review, William Burg motions, and Lisa Bloom seconds to vote and approve the minutes dated October 22, 2024, as presented.

Roll Call Vote:			
Randee Rusch	Yes	William Burg	Yes
Lisa Bloom	Yes	Jill Twigg	Yes

Vote: The motion unanimously passed. 3/0/0

PUBLIC COMMUNICATIONS

- None

NEW BUSINESS

ADJOURNMENT

- *William Burg motions, and Lisa Bloom seconds, to adjourn. The motion was approved, and the meeting was adjourned at 9:34 a.m.*

Roll Call Vote:			
Randee Rusch	Yes	William Burg	Yes
Lisa Bloom	Yes	Jill Twigg	-

Vote: The motion unanimously passed 3/0/0

NEXT MEETING DATES

- 1) December 3
- 2) December 19
- 3) January 7
- 4) January 21
- 5) February 4
- 6) February 24
- 7) March 4
- 8) March 18
- 9) April 1
- 10) April 15

Documents Reviewed / Referred To:

- [2024 10-22 Policy Agenda](#)
- [2024 10-08 Policy Minutes](#)
- [AC Non-Discrimination](#)
- [AC-R Non-Discrimination Including Harassment And Retaliation](#)
- [ACA Non-Discrimination on the Basis of Sex](#)
- [ACA-R Non-Discrimination on the Basis of Sex Under Title IX Including Sex-Based Harassment](#)
- [ACAB Sexual and Sex-Based Harassment and Retaliation](#)
- [ACGA Civil Rights Grievance Procedure](#)
- [ACGB Title IX Sexual Discrimination Grievance Procedure](#)
- [IMG Animals In School](#)
- [JIC Student Discipline](#)

Respectfully submitted,
Robin Eibye, Recording Secretary

APPROVED: December 3, 2024
