

To: the Berlin-Boylston Regional School Committee
From: Lauren Arakelian, Chair, Superintendent Search Committee
Date: November 10, 2025
Re: Search Committee report

Those appointed to be part of the superintendent search committee met for training on October 15. At this training, all were trained in open meeting law, conflict of interest, and confidentiality. All signed commitments to confidentiality; those who are employees of the district also completed and signed their declarations to adhere to the state conflict of interest law (MGL Ch. 268). That paperwork is on file with the district, as required.

Applications closed on October 24. Eighteen applications were received. The search committee reviewed the confidential applications independently on October 25 and 26.

The search committee met on October 27. At this meeting, I was elected chair of the search committee by my colleagues. The search committee brainstormed and agreed upon question topics. Moving into executive session, the committee reviewed the applicants and agreed upon six semi-finalists to interview.

The search committee met in executive session on November 3, 4, and 6 to conduct semi-finalist interviews. After the final interview, they deliberated in executive session regarding the selection of finalists.

As a result of those deliberations, the search committee unanimously recommends the following four finalists to you:

Brent Conway, Assistant Superintendent, Pentucket Regional School District

Dr. Conway has served as the Assistant Superintendent in Pentucket Regional School District since 2018. Prior to his time in Pentucket Regional, he was a principal in the Melrose Public Schools. He started his time in public education as a middle school science and language arts teacher in the Chelmsford Public Schools. Dr. Conway holds an Ed.D. in Education Administration from the University of Southern Mississippi; an M.Ed. in Educational Leadership and Management from Fitchburg State University; a B.A. in Elementary Education from the University of Rhode Island; and a B.A. in Communication Studies from the University of Rhode Island.

Dana Labb, Assistant Superintendent, Harvard Public Schools

Mr. Labb has served as the Assistant Superintendent of the Harvard Public Schools since 2024. Prior to his time in Harvard Public Schools, he served as a principal in the Acton-Boxborough Public Schools and the Southbridge Public Schools. He started his time in public education as a special educator both in Massachusetts districts and in Los Angeles. Mr. Labb anticipates receiving his Ed.D. in Leadership in Schooling from the University of Massachusetts, Lowell in 2028. He holds a credential from the Commonwealth Leadership Academy in Framingham; an M.Ed. in moderate disabilities

from Cambridge College; and a B.A. in Communications from the University of Massachusetts, Amherst.

Tim McCormick, Superintendent, North Brookfield Public Schools

Mr. McCormick has served as the superintendent of the North Brookfield Public Schools since 2022. Prior to that, he served as a principal in the North Brookfield Public Schools, the Northbridge Public Schools, and the Gardner Public Schools. He began his time in public education as a science and wellness teacher in the Manchester Public Schools in New Hampshire. Mr. McCormick holds an educational administration certification from the Merrimack Education Center; an M.Ed. from the University of New Hampshire; and a B.S. in Kinesiology from the University of New Hampshire.

Joanne Menard, Assistant Superintendent, Holliston Public Schools

Dr. Menard has served as the Assistant Superintendent in the Holliston Public Schools since 2021. Prior to her time in Holliston, she served as a principal in Gill-Montague Regional School District and Petersham Public Schools. She began her time in public education as a science teacher in the Wachusett Regional School District, having also taught English in South Korea. She holds an Ed.D. in Education Leadership from the University of Hartford; a CAGS from Fitchburg State University; an M.Ed. in Elementary Education from Anna Maria College; and a B.S. in Marketing from The Ohio State University.

Having been contacted by Ms. Novick, all finalists have agreed to move forward in the search. They are planning to spend a day each in the district, as well as planning a schedule for a visit from members of the School Committee.