

**Town of Norwood  
School Committee Meeting  
School Committee Room @ Savage Educational Center  
Hybrid  
Wednesday, February 7, 2024**

A hybrid meeting of the Norwood School Committee was held on Wednesday, February 7, 2024. The meeting was called to order at 7:05 p.m. (The public can access the meetings in person at the Savage Educational Center or live via NCM on cable, as they are live-streamed. For the cable channel guide and on-line link, please visit: <https://norwoodcommunitymedia.org> ).

**Committee Members Present:** Ms. Anne Marie Mazzola, Chair; Ms. Teresa Stewart, Dr. Joan Giblin, Mr. David Hiltz and Ms. Kate Sibbing-Dunn

**Administrators Present:** Dr. Dave Thomson, Superintendent of Schools; Dr. J. J. Munoz, Assistant Superintendent for Curriculum (arrived at 7:22 p.m.) Mr. Matt Wells, Interim Director of Finance and Operations

Chair Mazzola welcomed everyone this evening and shared there there was no internet service in the building this evening and the Committee will not be able to have access to on-line files and information.

**Minutes:** Ms. Stewart made a motion to approve the following minutes:  
-January 24, 2024 (Business Meeting); and  
-January 24, 2024 (Executive Session Meeting); and  
-January 29, 2024 (Emergency School Committee Meeting  
This motion was seconded by Mr. Hiltz. The Committee voted in favor 5-0.

**Correspondence:** None.

**Warrants:** Chair Mazzola informed that she has signed warrants on behalf of the School Committee. Chair Mazzola then shared the warrant report which totalled \$2,482,760.02.

**Public Comment:** Chair Mazzola informed that this was the time in the meeting for members of the public to address the School Committee with items that they would like to see on a future agenda. The School Committee has switched to a hybrid meeting and the public can access the meeting in person at the Savage Educational Center or live via NCM on cable, as it is live-streamed. For the cable channel guide and on-line link, please visit: <https://norwoodcommunitymedia.org> .

The Chair reminded that there are now two ways the public can participate in the public comment portion of the meeting. (1) In person at the meeting (pre-register by calling the Superintendent's Office at 781-762-6804 by noon the day of the meeting, or sign in at the meeting; and (2) Call the Superintendent's Office at by

noon on the day of the meeting to register and receive a meeting link that will be accessible for public forum only.

No one registered in advance or at the meeting for Public Forum and the Chair declared Public Forum closed at 7:08 p.m.

**Appearances:** Student Advisory Council - Quarterly Report: Sophia Touma, Kaylie Delamere and Yash Shah were in attendance this evening. Joy Robinson was not able to attend.

The Student Advisory Council Members were here this evening to share their quarterly report. They covered many of the exciting academic highlights and activities / advocacy going on in the Norwood Schools.

Elementary Schools:

Cleveland:

- New Character Strong SEI curriculum - all levels
- Students in 1st grade have taken off with reading, they are so excited to read books;
- Grades 3-5 have been learning through hands-on science with the STEM Scopes Program

Balch:

- The Balch is in their third and final year of DESE Multi-Tiered System of Support - Tiered Literacy Academy;
- The Balch initialised an early literacy grant to support a 10 week program with Springboard Learning. Students in grades 1-3 were invited to participate in after school learning around literacy skills.

Middle School: Student shared their favourite classes:

- Math (easy and fun)
- ELA
- History
- Gym
- Science
- Chorus

NHS:

- Term 2 Ends
- Over February break - credit recovery opportunity held
- Submitting final application for Business and Finance and Clean Energy
- Beginning course selection in 8-11 for next year
- New and revised course offerings
- Student experience survey - focus on student sense of belonging.

Ms. Stewart asked, that since we could not project the slides this evening, if Dr. Thomson could arrange to have them added to the website.

Ms. Stewart said she and Ms. Sibbing-Dunn met with the students on January 25th and said they also reviewed the Wellness Policy as the SAC has expressed interest in mental health. She shared their thoughts and observations around the Wellness Policy, which was overall positive.

They also talked about the upcoming Comprehensive Student Services Audit.

The next Student Advisory Council meeting will be on March 5th. They would also like to be put back on the agenda for the April 10th and June 5th meetings.

Ms. Sibbing-Dunn thanked the students for attending the candidates meet-and-greet and sitting down with the three finalists.

First Year Supports work update: Dr. Galligan, Ms. Derrane and Ms. Newman were here this evening to provide an update from the Norwood High First Year Supports Committee, which consists of 13 staff members who are committed to assisting first year students transition to the High School. There have been approx 15 meetings, 2 surveys, 2 student focus groups and many sub committee meetings.

Dr. Galligan said no votes were needed to be taken this evening. He said he just wanted to update the Committee on where the First Year Supports Committee is to this point.

#### **First Year Supports Committee Timeline:**

**Phase 1:** Conduct a needs assessment of the academic, emotional and behavior supports needed for a successful transition from middle school to high school (May - June 2023).

**Phase 2:** Research best practices in the area, as well as options that other high schools have used to address their own needs (June - September 2023).

**Phase 3:** Develop, examine and solicit feedback regarding potential options for enhanced support for first year students, up to and including a First Year Academy (October 2023 - January 2024)

**Phase 4:** Recommend (or not) a model and associated structures and supports for implementation in September 2024 (January 2024-March 2024).

Dr. Galligan, Ms. Derrane and Ms. Newman reviewed:

- Benefits and Challenges of Current System;
- Why and How other High Schools Increase Supports for First Year Students;
- Student Feedback

Dr. Galligan said the Committee has broken this down into four areas:

**Core Needs for NHS:**

Academic Support -Developing academic habits of mind, and academic growth mindset, and gaining proficiency in the 5 C's of the PONG

Emotional Support - Self-regulation skills & strategies, self-advocacy, managing independence and successfully handle adversity and conflict

Behavioral Support - Emotional self-regulation skills and strategies, maintain healthy and respectful relationships and mature into adulthood

Procedural Support - GPA, Credit Accumulation, Code of Conduct, Organizational Support and Attendance

Ms. Newman shared what's going well and what's not going well with the way things are. At the start of the 9th grade year there is no focused transition for 9th grade students, and due to covid, there are gaps that need to be addressed.

Ms. Newman shared the results of a recent survey of the students.

Ms. Newman shared information around the sight visits to Plymouth South and Beverly High School to see their 9th Grade Academy Programs.

Dr. Galligan said they are reframing their original timeline:

NHS Supports Committee - use the FY24-25 Year to adequately prepare for the rollout of a Grade 9 Academy in the FY25-26 School Year;

The revised timeline will allow for the school to adequately prepare for a successful program that meets the emotional, academic, behavioral and procedural needs of students.

The proposal is housed under 7 recommendations:

Recommendation 1:

Reorganize Committee Timeline to account for planning needed for launch of additional first-year supports.

Recommendation 2:

Prepare to implement team teaching model in Grade 9.

Recommendation 3:

Designate teacher common planning time.

Recommendation 4:

Designate support staff to First-Year Academy.

Recommendation 5:

Increase communication with Middle School Staff.

Recommendation 6:

Develop the 5 C's through programming that builds habits of mind and transferrable skills:

- Grade 9 Orientation
- Organizational and study skills
- Conflict Resolutions
- College and Career Planning MyCap (My Career and Academic Plan)
- Stress Management
- Understanding of procedural knowledge (GPA, schedule, course selection etc.)

Recommendation 7:

Identify the structural needs of developing a First-Year Academy:

- Staffing
- Budget
- Course Offerings
- Schedule Needs
- Physical Space

The immediate next steps will be to expand the Committee, staff focus groups and expanding the timeline.

Dr. Galligan thanked those who served on the First Year Supports Committee:

- |                    |                      |
|--------------------|----------------------|
| -Cindy Derrane     | -Rebecca Newman      |
| -Bill Cyr          | -Teresa Drummey      |
| -Jess Kaplan       | -Jeff Kerr           |
| -Allison Leichtman | -Laurie Mead McGrory |
| -Laura Mullen      | -Caitlin Nottebart   |
| -Beth Standing     | -Kelly Sullivan      |

There was an opportunity for questions and discussion.

Ms. Stewart expressed support of the work, but asked questions and shared concerns around the alignment of the First Year Supports and staffing needs, with other staffing needs we already know we need to get into the budget in FY26 due to the Middle School, as well as the anticipated results of the elementary study and the student services audit.

Chair Mazzola informed that the issue with the internet service in this building has been resolved.

**Superintendent's Report and/or Late Agenda:** Dr. Thomson updated on the following:

- Black History Month - hoping to have some pictures for the next meeting
- Happy National School Counselors Week
- MacLean Hospital Caregiver Workshop - Recording and Sign-In is on the web page under "News"
- Supt. Newsletter -
  - Mass Partners for Youth (which we belong to) has parenting video libraries 5-10 Short videos - several videos and articles for parents - free because of our affiliation with Mass Partners for Youth
- 18 new arrivals have been placed and we do not need to add staff at this point. Dr. Thomson is proud of the welcome these students were given. There will be a Community volunteer meeting tomorrow night at the Balch - at 7 p.m.

**Budget:** Budget Sub Committee and Budget Balancing Committee Update: Ms. Stewart updated that the Members should have received the materials from Budget Balancing meeting of Jan. 31st. Dr. Thomson, Chair Mazzola, Dr. Taylor, Mr. Wells went along with Ms. Stewart. Also there is some additional material Mr. Mazzucco sent out the day after Budget Balancing Meeting and the materials from the Budget Sub Committee Meeting of February 1st.

Ms. Stewart sent out the Spreadsheet from the Budget Balancing Committee. The spreadsheet was generated by Tony Mazzucco, General Town Manager. There were estimates for revenue and what Mr. Mazzucco put forth to BBC in terms of the growth of the Budget that could happen for FY25. Originally, it was proposed that the General Government could be growing at 4.75% rate (1.75% would actually be the cost of trash that is going up) and the Schools could have a 6% growth. This number included the supplemental funding from Town Meeting last May, which will be rolled into the base budget as most of the money was used for out-of-district tuition and special education. So the \$60,085,599 is the supplemental funding rolled in plus 6% growth. Ms. Stewart also informed that health insurance is going up 9.5% which is higher than the 5% the town had been anticipating and budgeting for. This will allow the Facilities Budget to go up about 3%. There was some assumptions that in order to be able to fund the schools, town and facilities to this degree, that we would need to deplete all of the Override Stabilization Funds so that would be taking out about \$2,936,239. It was also assumed that we would use \$2,300,000 of Free Cash. She said there was a lot of discussion around these numbers and what is our comfort level with depleting an Override Stabilization Fund and using Free Cash. Ms. Stewart shared that the Town currently has \$7.3 million of Free Cash in total. There is also the General Stabilization Fund in the town that currently has \$9,000,000. The day after BBC, Mr. Mazzucco sent out another spreadsheet and some of the numbers changed a little bit (using less Free Cash). There was a request that Dr. Thomson, Mr. Wells and the School Committee look at a couple of different options:

- (1) What is our Budget at a level-service, including the ESSER positions;

- (2) What would the budget look like at a 5% growth; and
- (3) What would our budget look like at a 6% growth.

Ms. Stewart said we were anticipating Dr. Thomson and Mr. Wells would bring the Budget Version "A" to the Committee next week, which they are still working on. In addition, there are now these three other layers of analysis.

The next Budget Sub Committee meeting has been moved from tomorrow until next Tuesday.

Ms. Stewart said she and Chair Mazzola will meet with Dr. Thomson, Dr. Taylor, Ms. Cimeno and Mr. Wells on Tuesday and on Wednesday, they will bring all the information to the full Committee. Next Thursday they will go back to Budget Balancing.

In the packets there is a presentation that Myev Bodenhofer and Alan Slater put together that set some parameters for the discussion around Fiscal Year 2025 as well as what they will need to talk about around the 5-year projections.

If the Committee has any questions or feedback they should let Ms. Stewart or Chair Mazzola know.

The Committee had an opportunity for discussion and questions around the FY25 Budget.

**Old Business:** None.

**Policy:** Policy Sub Committee Update: Still waiting to hear back from School Counsel on recommendations for JLCA, so there are no votes or recommendations tonight.

Ms. Sibbing-Dunn updated that what they worked on yesterday was the December MASC recommendations on several new Technology Policies. Mr. Kidd joined them in the meeting. She said several of the policies are very straight-forward and they will like recommend to adopt them as is. She said some have already been adopted and others will require further conversation.

**Consent Agenda:** Acceptance of One (1) Donation: Dr. Thomson recommended accepting the following donation/rebate:

-Bay State Textiles - December Rebate - \$486.00

Ms. Stewart made a motion to accept these donations/rebates, which was seconded by Ms. Sibbing-Dunn. The Members were polled and voted unanimously in favor 5-0.

Ms. Stewart made a motion for a quick recess, which was seconded by Mr. Hiltz. The Members were polled and voted in favor 5-0.

At 8:45 p.m. the meeting resumed in Open Session. The administrators at the meeting have left and only the School Committee Members were present.

**New Business: Superintendent Search - Deliberations / Selection:** Chair Mazzola said the next item on the agenda is to deliberate and choose our new Superintendent

She informed that the Committee would begin discussing each candidate in alphabetical order.

The Members thanked the candidates for their interest, adding that all the candidates brought many strengths that would serve Norwood well. The Members agreed it was going to be a really hard decision.

**Dr. Meg Dussault:**

Ms. Stewart: It was very apparent to Ms. Stewart that Dr. Dussault is someone who engages and makes people feel welcome and heard. This is a significant strength.

Also:

- Strong communicator;
- Will jump in and take on any task;
- Talked a lot about partnership with staff and parents and the Town;
- Has experience on building projects;
- Ms. Stewart liked her thoughts on Policy - need to make the Policy more visible and in order to successfully implement Policy all stakeholders must understand the “why”;
- Ms. Stewart said she could see her modelling our core values and 5 C’s

Ms. Sibbing-Dunn felt Dr. Dussault had strong interpersonal skills that shone through at every step of the process: Also:

- Direct Communicator;
- Proven that she does not shy away from challenges;
- Excellent Community engagement experience;
- Educators on Screening Committee related well with Dr. Dussault;
- She was very comfortable meeting with SAC students;
- “Teachers unlock the knowledge that students will have forever” - Ms. Sibbing-Dunn quoted Dr. Dussault with this statement, which Ms. Sibbing-Dunn felt described Dr. Dussault’s core believe;
- Familiar with process of developing a budget

Dr. Giblin began by saying, regarding Dr. Dussault, that communication is clearly a strength. Also:

- Parents in the community felt very confident and comfortable with her;
- Staff and faculty felt she was approachable and focused on building relationships;

- Jumps in and makes things happen;
- Extensive Experience partnering with community organizations in Sharon;
- Adaptable and thrives under stress;

Mr. Hiltz said Dr. Dussault described herself as someone who took a very non-traditional path to where she is now. Of all the candidates we interviewed she was the most unique. Also:

- Bubbly and very personable;
- The district she is in was in very troubled times and for her to rise up from within and be able to manage, help heal and begin the process of moving that district back to where it needs to be is incredibly important;
- She brings a lot of perspective and good ideas from her former district

Chair Mazzola thanked the Selection Committee and Mr. Hardy for helping with this search, as well as everyone who has come out and did the meet-and-greets and filled out the surveys. Chair Mazzola said that everyone had some really good points and she echoed many of their thoughts. What set Dr. Dussault apart in this process was her personality and how outgoing she was. She has taken a different path to where she is now and that makes her unique in many good ways.

- She is unique and has a fresh approach;
- Her communication style is great;
- Her experience with community involvement, being able to speak to people and get their excitement up was really infectious;
- Experienced with new building projects
- Her motto “Don’t ask anyone to do anything you wouldn’t do yourself” really impressed Chair Mazzola as she also lives by that as well in her professional life.

### **Mr. Timothy Luff:**

Ms. Sibbing-Dunn began by saying it was clear from the first round of interviews that Mr. Luff had a comprehensive understanding of the job of Superintendent and has direct experience with both the systems and relationship-based aspects of the role. He was good at giving concrete examples of his experience in both areas. In terms of communication and leadership style, during each step of the process Mr. Luff was approachable and outgoing with his communication style. Also:

- There were over 20 reference letters and recommendation e-mails received that all echoed Tim’s collaborative, knowledgeable and student-centred approach;
- He emphasised the role of being visible and present in the community as key to engagement;
- Mr. Luff had a great conversation with the Student Advisory Council where he wasted no time asking them many great questions about their experiences and the students gave some great input;
- He is knowledgeable about the town meeting form of government;

- Mr. Luff has experience in both high and low income districts and has experience with making hard decisions and developing creative solutions;
- It was clear Mr. Luff had studied Norwood (ex.: around high-needs population, building project and budget);
- His experience in Special Education stands out (in addition to his long background in direct service experience, the student self-advocacy program he led in Natick and his emphasis on being in classrooms and identify challenges along with teachers speaks directly to the creative problem solving that Norwood could benefit from);
- SEL is the key to students being able to learn, feel secure and being contributors in school;
- Mr Luff spoke to work on equity as a strategic initiative, having worked on belonging as a strategic plan in his own district, he brings an understanding that he, himself, and other faculty need to do the work of understanding their own positionality to truly educate responsibly and effectively.

Dr. Giblin also thought that Mr. Luff was very well prepared and that he had the most experience at the Deputy Superintendent / Superintendent level in our pool. He has extensive Special Education experience (our District is experiencing tremendous growth in and the budget around this needs to be dealt with this and adjusted). Mr. Luff has extensive experience in different budgeting approaches.

- Highly recommended by staff and faculty in the feedback;
- Safety and Well being answers were comprehensive, and he laid out multiple different areas of safety and well-being, as well as challenges in each area and strategies for supporting each those;
- Experienced with being out in the community and in various task forces;
- Committed to student experience and infusing resiliency through students (i.e. through the student-led IEP Program).

Mr. Hiltz said that Mr. Luff's experience is clear. Mr. Luff has had the most comprehensive experience in central office among the finalists, holding different roles and working with different teams. Also:

- His background in special education resonates within the district;
- During the interview process, his goal to move into a Superintendent Role was clear, along with his desire and readiness.

Chair Mazzola said it was clear that Mr. Luff has a lot of the qualities that Norwood is looking for, especially that his special education background could really help Norwood out a lot. Also:

- He has been the Safety and Security Officer in his current district and he really understands this area;
- Mr. Luff seemed to know how to go after grants and communicates and gets the community excited about initiatives;

- He is a clear communicator and gives lots of details;
- He has had to do some hard things, including closing a school;

Ms. Stewart echoed the other Members' thoughts and said Mr. Luff clearly brings a lot of valuable experience in many of the department's systems and structures that the school district needs to assess and determine how we most efficiently move forward in them. Also:

- He has experience in HR, strategic planning, contract negotiations, finance and budgeting, building projects; school safety, student services (including special education and ELL), and on policy and procedures;
- Ms. Stewart feels that he could jump right in on Day #1 and help us with many of the critical tasks and initiatives on our plate and that are coming;
- He clearly did his homework about Norwood (mentioned strategic plan and equity audit, SEL learning, Elementary Study, referenced School Committee Operating Protocols and the pathway programs at the HS);
- He is the candidate with the most experience around Student Services and around making hard decisions in his career about staffing and structures.
- Ms. Stewart really appreciated his responses around safety and well-being of students and staff (he focused not only on the physical well-being but also on the emotional well-being);
- His comment "Safety is about empathy" really resonated with Ms. Stewart;
- He said he would define his success as a Superintendent in three years he gave concrete examples of work that is mentioned in the strategic plan and how he would move it forward. He also mentioned that a level of success would be developing relationships in school and in the community. Ms. Stewart heard a very well-rounded and comprehensive answer to what success could be for a Superintendent.
- Mr. Luff is a strong candidate for many of the systems and structures we need to focus on and she appreciated the element of humanity and respect that he demonstrated for staff and students;
- Mr. Luff's references were stellar.
- Ms. Stewart felt Mr. Luff could bring the analytical and the operational components that the Norwood Schools need as well as the communication and personal skills to lead with trust.

**Ms. Priya Tahiliani:**

Dr. Giblin was very impressed with a number of things with Ms. Tahiliani, including:

- She is incredibly successful in forging partnerships with many groups to help fill gaps that the school was experiencing. The successes that she was discussing are unique, noteworthy and very creative.;
- More friendly and committed to understanding parents and concerns;
- Incredibly well-prepared;
- Obviously hard working and dedicated to education and to the communities

- that she worked in;
- Experienced with change which speaks to her ability to be adaptable (she spoke about having to close schools due to Covid nine days after starting her last job);
- Extensive ELL Experience (would be a benefit to us as well);
- Partnerships she forged, her commitment to the student voice and the evidence that she is incredibly hard-working and comes as well-prepared as she can be is what stood out for Dr. Giblin.

Mr. Hiltz said that Ms. Tahiliani has an incredible amount of professional experience in a variety of areas that would be impactful for Norwood, including:

- Ms. Tahiliani was a teacher for over a decade
- Experience with EL, special education, migrant students and families;
- Pipelines and pathways for students and staff;
- Experience in recruiting and growing staff was pretty spectacular;

Chair Mazzola was also very impressed with her interview, adding she shared many great details. Also:

- Her experiences in many areas would benefit Norwood, especially being a former EL teacher in the classroom;
- She had great responses and much experience around safety and security;
- Ms. Tahiliani had good knowledge of using data for student achievement;
- Understanding out of district placement and transportation needs.

Ms. Stewart said Ms. Tahiliani did her homework about Norwood, which Ms. Stewart really appreciated. Also:

- Ms. Stewart was really impressed with Ms. Tahiliani's handout after interview;
- She aligned all of our initiatives with concrete examples of work she has already done to show that she could do the work;
- All of her references described her as a strong leader with a moral compass and integrity to do what is right for students, even when it involves hard decision;
- Ms. Stewart thought it was amazing that she established a pipeline in other districts to help former students become paraprofessionals, and then helped guide them toward becoming teachers;
- Ms. Stewart also thought it was amazing that she partnered with colleges to bring more licensed guidance counsellors into her schools;
- Brings the right approach to safety and well-being;
- Students she met with responded to her in a positive manner;
- References said she is first and foremost student-focused and student-centered;
- Ms. Tahiliani brings a lot of experience in budgeting and financing, especially with bringing in grants, partnerships and programs that are cost-effective, often free, and also economical in scale.

- Ms. Tahiliani has been a Superintendent before and does bring direct and proven experience with her; Ms. Stewart feels she would be the candidate who would be the most innovative on how to supplementally fund our district's budget and how to grow our offerings creatively for students;
- She clearly demonstrated her strong work ethic, a thorough understanding of public school, and the desire to positively impact the trajectory of each and every student.

Ms. Sibbing-Dunn said many of her comments have already been stated by the other Members. She agreed that Ms. Tahiliani had an excellent interview right off the bat where she demonstrated her knowledge of the Superintendent's job: Also:

- She demonstrated her organizational skills and was very prepared;
- Even through the difficulty she faced in her prior district, she was able to maintain her professionalism;
- She created a system for staff input to be built into processes on a regular basis;
- Ms. Tahiliani is very passionate about pipelines and building up the capacity of the teaching professionals;
- She has experience with diverse and high-needs population;
- Created a Saturday School Program, which had high risks but paid off;
- Instituted a more equitable hiring practice;
- Started a new budget process that focused on transparency and included a series of stakeholder meetings;
- She talked about linking budget to strategic plan;
- Ms. Sibbing-Dunn said she would be a strong leader who could make hard choices;

Chair Mazzola said at this point we will go around and do a straw poll.

Mr. Hiltz felt that we had a great candidate poole and he nominate Ms. Tahiliani and Mr. Luff.

Chair Mazzola said she had no doubt all three candidates could lead the district well. Chair Mazzola nominated Mr. Luff and Dr. Dussault.

Ms. Stewart nominated Ms. Tahiliani and Mr. Luff.

Ms. Sibbing-Dunn said based on her opening thoughts about relationship building and systems and processes being key to where the district is at, she nominated Mr. Luff.

Dr. Giblin said she has been really conflicted as all these candidates could do a good job. She added that given where we are at and looking forward to next year, she nominated Mr. Luff and Ms. Tahiliani.

Mr. Giblin made a motion to nominate Mr. Timothy Luff as the new Superintendent, pending successful contract negotiations, which was seconded by Ms. Sibbing-Dunn.

Ms. Sibbing-Dunn added that she does believe all three of these candidates would be great leaders for our School District.

Regarding the motion on the table, the Committee voted in favor 5-0.

The Chair thanked everyone who served on the Committee and all those who applied, especially our three finalists.

Ms. Stewart made a motion to recess at 9:35 p.m. so that the Chair can make a call to Mr. Luff to see if he accepts pending successful contract negotiation, which was seconded by Ms. Sibbing-Dunn. The Committee voted in favor 5-0.

Chair Mazzola welcomed everyone back to open session at 9:40.

The Chair said she has contacted Mr. Luff who has accepted the position of Superintendent, pending successful negotiations.

**School Committee Addenda:** Mr. Hiltz had none.

Ms. Stewart had none.

Ms. Sibbing-Dunn had none.

Dr. Giblin shared that she was talking with a student of hers who is doing research on staff retention and education and she shared with Dr. Giblin that according to the Department of Labor, the two highest sectors with attrition post-Covid are Healthcare and Education. She said we should all think about that as we are building the budget process and thinking about what it takes to attract and retain people, not only to our district but to the system of education at large.

Chair Mazzola congratulated Mr. Luff.

**Executive Session:** Chair Mazzola informed that there would be an Executive Session for contract negotiations.

Mr. Hiltz made a motion for Executive Session at 9:44 p.m. which was seconded by Ms. Stewart. The Committee Members were polled and voted in favor 5-0

**Adjournment:** Mr. Hiltz made a motion for adjournment at 11:11 p.m., which was seconded by Ms. Stewart. The Members were polled and voted unanimously in favor 5-0.

Respectfully Submitted:  
Donna G. Doliner, Clerk  
Norwood School Committee

