



**North River Collaborative Board of Directors**  
**Friday, June 6, 2025-9:00 A.M.**  
**Minutes**

**Present:** Ryan Powers, Jeff Szymaniak, Felicia Moschella, Lori Jodoin, Mark Bodwell, Gina Williams, Paul Tzovolos, Marie Grable, and Ellen George

**Absent:** Joe Baeta, Matt Ferron, Alan Cron, and Julie Hamilton

I. **Call to Order**: Acting Chairman Ryan Powers called the meeting to order at 9:00 A.M. He then asked for a motion to go into executive session.

II. **Executive Session**

Pursuant to M.G.L. c. 30A, § 21(a)(3) "To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares"

**Motion:** Jeff Szymaniak made a motion to go into executive session to discuss strategy with respect to collective bargaining or litigation if an open meeting may have a determined effect on the bargaining or litigating position of the public body and the chair so declares. Felicia Moschella seconded the motion. Motion carried unanimously by roll call vote.

**Motion:** Gina Williams made a motion to adjourn the executive session and re-convene into open session. Felicia Moschella seconded the motion. Motion carried unanimously by roll call vote.

III. **Approval of Board Meeting Minutes**

**A. Board Meeting March 14, 2025**

**B. Board Meeting May 2, 2025**

**Motion:** Jeff Szymaniak made a motion to accept the Board minutes of March 14, 2025 and May 2, 2025. Felicia Moschells seconded the motion. Motion carried unanimously by roll call vote.

IV. **Discussion Action Items**

**A. FY25 Budget Update-** Ellen George updated the Board on the FY25 budget. Ms. George pointed out that for FY25, North River School's enrollment was under projection, but that Executive Director Tzovolos has plans to increase enrollment for next year. Ms. George also pointed out that the Transportation Department is running at a very healthy surplus.

**Motion:** Jeff Szymaniak made a motion to accept the FY25 Budget Update. Felicia Moschella seconded the motion. Motion carried unanimously by roll call vote.

**B. Student Success Plan End of Year Update-**Paul Tzovolos gave the Board the year final update of the Student Success Plan. Mr. Tzovolos told the Board that he was very proud of the ambitious plan and the end results. The three pillars: Program and Service Enhancement Action Plans, Facilities and Operations Action Plans, and Human Resource Development Action Plans were completed by the NRC team.

**Motion:** Felicia Moschella made a motion to accept the end of year update of the Student Success Plan for FY25. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**C. Executive Director Evaluation for FY25-** Paul Tzovolos reviewed his goals for FY25 which include:

**1. Program and Service Enhancement:**

- Worked to establish the new Team Chairperson role and promote increased shared responsibility and communication in the IEP process across the Collaborative. Working toward standardization or branding in how the Collaborative uses data to guide NRC's IEP process.
- Recruited and structured support systems in response to district advocacy. Coached and helped to encourage the new DEI Consultant. Made a commitment to DEI work at NRC for the coming fiscal year.
- Parent engagement has been difficult. The focus was on establishing ease of access to information in multiple venues and keeping abreast of offerings in the community.
- Exploration of how to make connections with outside agencies to spread awareness of Noth River Collaborative. Leveraging these relationships to enhance prestige, recognition, and practices associated with the organization.
- Narrowing down the real need for a specialized parent communication tool and what locations it is indicated. What worked and what has not worked as far as confidentiality and protection of staff privacy.

**2. Facilities and Operations**

- Vision for high impact capital projects from an instructional and operational lens rather than routine placement, which has been covered effectively.
- Significant progress in this area through staff feedback. COMMBUYS exploration, and navigation of the RFP process for the first time.
- Ongoing investment in the operational tools, recruitment strategies, and high-quality fleet vehicles while looking ahead to space needs and future planning.
- Reestablishment of a foundation for media outreach in all formats. Polishing how information is shared and how we can engage all generations of stakeholders.

**3. Human Resource Development**

- Reflected safety needs across the Collaborative with key facilities improvements to enhance physical and emotional safety. Placed operational safeguards to protect the consistency of operations. Continued reflection and planning around student safety and continuing the commitment in the coming year.
- Gained significant growth in accessing staff voice and making connections. Successfully navigated the union status for the driver/monitor team. Extended outreach to team members and/or community team members when a crisis occurred.
- Revitalized the mentor program to deliver high quality and engaging experiences for new staff across the Collaborative. Reflected on the strengthening of the informal and formal role of the mentor via explicit expectations.

- Advocated for support staff to make them feel valued in multiple ways throughout the year. Used data to inform recommendations for salary and establish trust.
- Established mutually beneficial partnerships to enhance the work done for our students. Found opportunities to continue to leverage partnerships and benefit the Collaborative.

Paul Tzovolos advised the Board that their evaluations and comments for his summative evaluation should be sent to Kelli O'Brien McKinnon who will compile the results for the final evaluation.

**Motion:** Jeff Szymaniak made a motion to approve the Executive Director Evaluation for FY25 including a 4% raise for the executive director. Felicia Moschella seconded the motion. Motion carried unanimously by roll call vote.

**D. Treasurer Evaluation for FY25-** Ellen George reviewed Arthur Sullivan's FY25 evaluation. Ms. George told the Board that Mr. Sullivan is always working towards ways to protect the Collaborative.

**Motion:** Felicia Moschella made a motion to approve the Treasurer Evaluation for FY25. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**E. Reorganization of the Board –** Per the formula created by the Board, the chairperson of the Board for fiscal year FY26 will be Julie Hamilton, current Vice-Chair, the Vice-Chair of the Board will be current Secretary Ryan Powers, and the new Secretary will be Mark Bodwell.

**Motion:** Jeff Szymaniak made a motion to approve the reorganization of the Board for FY26. Felicia Moschella seconded the motion. Motion carried unanimously by roll call vote.

**F. OPEB- Health Insurance Retirees Trust 2024 Tax Return-** Ellen George reviewed the OPEB Health Insurance Retirees Trust 2024 tax return.

**Motion:** Felicia Moschella made a motion to accept the 2024 OPEB Health Insurance Retirees Trust. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**G. Approval to Transfer from OPEB to NRC for Reimbursement for the Cost of Health Insurance. Not to Exceed \$75,000.**

**Motion:** Felicia Moschella made a motion to approve the transfer from the OPEB Health Insurance Retirees Trust to North River Collaborative for the cost of health insurance. The transfer is not to exceed \$75,000. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**H. North River Collaborative Capital Plan and Timeline Update:** Paul Tzovolos updated the Board on the North River Capital Plan for Fiscal Years 2025-2029. Items completed were:

1. Purchase of a generator for the Almshouse
2. Vocational Facilities Expansion at NRS
3. Middle School Clinical Office at NRS

4. Small ATV with a plow purchased for NRS
5. Exterior Painting at NRS
6. Technology Updates at the Almshouse
7. Masonry Repair at NRS
8. Purchase of shed for exterior storage at NRS
9. Bulk Surplus and Trash Removal
10. Reconfiguration of hallway to workout space at NRS

Paul Tzovolos advised the Board that the Capital Fund balance as of June 6, 2025 is \$1,309,511.38.

**Motion:** Felicia Moschella made a motion to accept the Capital Plan and Timeline update. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

- I. **Approval of the Newly Drafted North River Collaborative Technology Plan:** Paul Tzovolos reviewed the NRC Technology Plan for fiscal years 2026-2029 which he explained is a subsidiary of the Capital Plan but looks at infrastructure and focuses on student learning. For FY26 the plan is to:
  1. Smartboard Replacement at NRS
  2. Van Routing and Tracking System Audit/Update Investigation for Transportation
  3. Innovation Lab Production Center Copier
  4. General Technology Bulk Recycling

**Motion:** Lori Jodoin made a motion to approve the NRC Technology Plan. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

- J. **Approval of up to \$150,000 transfer to the Capital Reserve Fund-**Paul Tzovolos asked the Board to approve up to \$150,000 transfer to the Capital Reserve Fund depending on the fiscal year end revenue.

**Motion:** Felicia Moschella made a motion to approve the transfer of up to \$150,000 to the Capital Reserve Fund. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

- K. **DEI Consultation Projection for FY26-** Paul Tzovolos thanked the participating Board members, Rockland, Stoughton, East Bridgewater and Hanover for accessing DEI Consultant Arturo Forrest and encouraged the Board to continue to access Mr. Forrest over the 2025-2026 school year.
- L. **Changes to North River Collaborative Student Handbooks-** Paul Tzovolos reviewed the changes to the program handbooks for the 2025-2026 school year.

**Motion:** Felicia Moschella made a motion to approve the changes to the North River Collaborative Student Handbooks. Matt Ferron second the motion. Motion carried unanimously by roll call vote.

- M. **Changes to North River Collaborative Personnel Policies and Procedures-**Paul Tzovolos reviewed the changes and updates to the 2025-2026 NRC Policies and Procedures Handbook including explanations of annualized pay and FTE's, social gathering policy and updated workplace dress policy.

**Motion:** Gina Williams made a motion to approve the changes to the North River Collaborative

Personnel Policies and Procedures. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**N. Acceptance of Staff Resignations, Hires, Terminations and Changes in Contracts**

**Motion:** Lori Jodoin made a motion to accept the staff resignations, hires, terminations, and changes in contracts. Gina Williams seconded the motion. Motion carried unanimously by roll call vote.

- O. Learning Center Classroom Configuration and Rental Space Update-** Paul Tzovolos updated the Board on the Learning Center classroom configuration for the 2025-2026 school year. One additional classroom will be added to Bryantville Elementary and two classrooms will be opened in the Pembroke Middle School. Mr. Tzovolos went on to thank East Bridgewater Public Schools for their years of providing a classroom space and supportive community.

**Motion:** Felicia Moschella made a motion to approve the Learning Center Classroom Configuration and Rental Space. Jeff Szymaniak seconded the motion. Motion carried unanimously by roll call vote.

**P. Approval of the purchase of ten Dodge Voyager 7D vehicles at up to \$500,000**

**Motion:** Lori Jodoin made a motion to approve the purchase of ten Dodge Voyager 7D vehicles at up to \$500,00. Gina Williams seconded the motion. Motion carried unanimously by roll call vote.

- Q. 7D van Compliance Advisory**

- R. Other Matters of Interest to Board Members**

**V. Informational**

- A. Professional Development Offerings  
B. Board of Director Recognition- Paul Tzovolos recognized Board Chair Joe Baeta for his board leadership during the 2024-2025 school year. Mr. Tzovolos also expressed to the Board that he is looking forward to working with next year's Board Chair Julie Hamilton.

**Motion:** Jeff Szymaniak made a motion to adjourn the meeting. Gina Williams seconded the motion. Motion carried unanimously by roll call vote.

Meeting adjourned at 9:45 AM.

Respectfully submitted by  
Ryan Powers, Board Secretary  
North River Collaborative Board of Directors