



**North River Collaborative Board of Directors Meeting Minutes
Friday February 27, 2026 9AM**

Present: Joe Baeta, Ryan Powers, Gina Williams, Matt Ferron, Mark Bodwell, Felicia Moschella, Alan Cron, John Marcus, Paul Tzovolos, Marie Grable, Ellen George, and Kelli O'Brien McKinnon

Public Comment: Kathy Pearse, Transportation Department

Absent: Lori Joidon, Julie Hamilton

I. **Call to Order** -Vice Chairman Ryan Powers called the meeting to order at 9:00 AM.

II. **Approval of Minutes**

A. **December 12, 2025**

Motion: Mark Bodwell made a motion to approve the minutes of December 12, 2025. Felicia Moschella seconded the motion. Motion carried unanimously with one abstention (Marcus) by roll call vote.

III. **Discussion/Action Items**

A. **FY26 Budget Update-** Ellen George reviewed the FY26 Budget noting that the Transportation Department is running at a surplus and North River School to date is in, a significant deficit. The Learning Center, with summer and school year to date is in a deficit balance of \$12,948 expected to even out over the course of the school year. The SAILS program is currently in a surplus balance of \$21,612 which includes both the summer and school year. Paul Tzovolos addressed the deficit balance of the North River School advising the Board that he is making changes to both staff and program for the FY27 school year.

Motion: Mark Bodwell made a motion to accept the FY26 Budget update, Matt Ferron seconded the motion. Motion carried unanimously by roll call vote.

B. **Acceptance of Staff Resignations, Hires, Terminations, and Changes in Contract**

Motion: Joe Baeta made a motion to accept the staff resignations, hires, terminations and changes in contract. Alan Cron seconded the motion. Motion carried unanimously by roll call vote.

C. **Approval of the Transfer of \$175,000 from North River Collaborative General Fund for FY26 to the Retirees Health Insurance Trust for the Purpose of Paying Retirees Health Insurance for Future Payments-** Ellen George advised the Board the request the transfer of \$175,000 from the North River Collaborative General Fund for FY26 to the Retirees Health Insurance Trust is for the purpose of paying retirees health insurance future payments.

Motion: Joe Baeta made a motion to approve the transfer of \$175,000 from the North River Collaborative General Fund for FY26 to the Retirees Health Insurance Trust for the purpose of paying retirees health insurance future payments. Felicia Moschella seconded the motion. Motion carried unanimously by roll call vote.

D. **North River Collaborative Student Success Plan Mid-Year Update-**Paul Tzovolos updated the Board on the status of the North River Collaborative Student Success Plan. Mr. Tzovolos

highlighted the changes made at North River School including the Yonder Pouches, parent and family engagement, and modular programming. He also highlighted the status of establishing a second Independence Academy on the Cape as well as the establishment of a Transportation Committee made up of 9 drivers and monitors to address areas of need and identify successes.

D. FY27 Budget - First Reading

1. Budget Presentation- Paul Tzovolos presented the first reading of the FY27 Budget to the Board. Mr. Tzovolos thanked the Board for their continued support and pointed out changes to the budget for FY27 including alterations to the structure of administrative positions. Mr. Tzovolos also pointed out new internal controls and efficiency in handling facilities, landscaping and maintenance needs, program budgeting based upon actual revenue rather than anticipated revenue, capital investment in fleet renewal at \$800,000, regular consideration of cumulative surplus fund balance strategy, and updates to driver incentives and compensation charts.

The FY27 budget:

- A 2.5% increase for all staff is proposed. This is based upon the average salary percentage increase of the settled teaching contracts for member districts for FY27.
- LPN “non-degree” scale will dissolve with all LPNs placed on the appropriate LPN “degree” scale following a study of other collaborative and private provider scales.
- The food service job role to be added to the Custodial pay scale.
- Outreach/Recruitment Coordinator, Assistant Transportation Coordinator scale to now include Facilities Manager with additional percentage (10%) added to distinguish the scale from Administrative Support Secretarial scale.
- A recommended additional percentage or scale placement due to reallocation of additional duties for the Assistant Transportation Director, Nurse Leader Outreach/Recruitment Coordinator, Business Manager and Human Resource Coordinator is proposed.
- A refocused attendance incentive program is proposed for van driver and van monitor staff with the accrual of an additional flexible use personal day on a quarterly basis pending attendance benchmark attainment. Pending further discussion and development, with the discontinuation of the previous attendance incentives for transportation staff.

FY27 Combined Rate Sheet- Paul Tzovolos presented the FY27 combined Rate Sheet which reflects a 3% increase from FY26. Mr. Tzovolos also introduced the idea for districts to pre-purchase tuition slots at a reduced rate for North River School.

Treasurer Certification of FY27 Budget-Paul Tzovolos advised the Board that included in the FY27 proposed budget is the certification from Treasurer Arthur Sullivan.

Questions and Feedback

IV. Informational Items

- A. North River Collaborative 50th Anniversary Celebration Updates- May 12, 2026, 4:30, Rockland Golf Course
- B. NRC/MAPT Rules of the Road Presentation Flyer-March 4, 2026, 10:00 AM
- C. Central Office Staff NRC Budget Presentation–March 13, 2026, at 1:00PM (Virtual)

V. Other Matters of Interest to Board Members

- Kathy Pearce from the NRC Transportation Department – asked to speak with the Board for a moment.

Motion: Matt Ferron made a motion to allow public comment. Mark Bodwell seconded the motion. Motion carried unanimously by roll call vote.

Kathy Pearce spoke to the Board about the NRC Transportation Snow Team and the efforts they put forth to clear the snow from all of the vans and their surrounding area in the three parking lots NRC Transportation has. Ms. Pearce also let the Board know that Mr. Tzovolos was a huge help in snow removal along with the Transportation Director, Eileen Millett and Technology Director. Diane Baxter.

Motion: Matt Ferron made a motion to adjourn. Mark Bodwell seconded the motion. Motion carried unanimously by roll call vote.

Meeting adjourned at 10:40 AM

Respectfully submitted by:

Mark Bodwell
NRC Board of Directors Secretary