

Emily J. Parks  
Executive Director

Dan Shovak  
Dir. of Finance & Operations



Dr. Zachary Abrams  
Dir. of Student Services

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To: The TEC Board of Directors  
Subject: Minutes of the Board of Directors Meeting -March 20th, 2026

<https://tec-coop-org.zoom.us/j/85367484361?pwd=XMFrVm0cwclqRiywemLAM6rVvKPk0.1>

The meeting was held virtually and was called to order at 8:00 am by Nancy Gallivan.

1. **Roll Call:**

Nancy Gallivan took a roll call of TEC Voters present:

Derek Folan, Canton	Present Remotely
Nan Murphy, Dedham	Present Remotely at 8:06
Judith Styer, Framingham	Present Remotely
Dr. Susan Kustka, Holliston	Present Remotely
Evan Bishop, Hopkinton	Present Remotely
Rich Drolet, King Philip	Present Remotely
Dr. Jeffrey Marsden, Medfield	Not Present
Dr. Armand Pires, Medway	Present Remotely
Robert Mullaney, Millis	Present Remotely
Elizabeth McCoy, Dover Sherborn	Present Remotely
Matt Brand, Natick	Present Remotely
Matt Spengler, Needham	Present Remotely
Tim Luff, Norwood	Not Present
Peter Botelho, Sharon	Present Remotely
Nancy Gallivan, Chair, Walpole	Present Remotely
Erin Mueller, Wayland	Not Present
Tim Piwowar, Westwood	Present Remotely

Also present were: Dan Shovak, Director of Finance and Operations, Zachary Abrams, Director of Student Services, Brad Jackson, TEC Treasurer, Emily Parks, Executive Director, Antoinette Leshore, Executive Assistant

**2. Consent Agenda**

Emily Parks presented the Consent Agenda

- a. *Meeting Minutes – February 6th, 2006*  
- No Changes or Questions
  
- b. *Personnel Update*  
-New Aide at TEC High School  
-RN Replacement
  
- c. *2026-2027 School Calendars*  
-Start and end dates the same for all calendars across programs  
-Dates are mostly the same as this year minus no Good Friday (early release date instead)
  
- d. *Proposed 2026-2027 BOD Meeting Dates*  
-Coordinated dates with ACCEPT BOD dates but same rhythm as this years dates  
-BOD considering in person meeting for September date

Nancy Gallivan asked for a motion to approve the Consent Agenda items. Matt Brand made the motion to approve. Armand Pires seconded the motion and the Board voted to approve in a roll call vote as recorded below:

Derek Folan, Canton	Null
Nan Murphy, Dedham	yes
Judith Styer, Framingham	yes
Dr. Susan Kustka, Holliston	yes
Evan Bishop, Hopkinton	yes
Rich Drolet, King Philip	yes
Dr. Armand Pires, Medway	yes
Robert Mullaney, Millis	yes
Elizabeth McCoy, Dover Sherborn	yes
Matt Brand, Natick	yes
Matt Spengler, Needham	yes
Peter Botelho, Sharon	yes
Nancy Gallivan, Chair, Walpole	yes
Tim Piwowar, Westwood	yes

### 3. FY27 Proposed Budget

Emily Parks presented the FY27 Proposed Budget:

-Budget was developed through a collaborative process with Program Directors, Admins and the Budget Committee. It was also developed to align with TEC's Strategic Plan and includes input from TEC Member Districts and the Executive Director's Advisory Group.

-TEC is always assessing the Spending and Staffing levels i.e the elimination of the Executive Director and Student Services support positions. As well as the elimination of the Innovative Learning Coordinator position in FY25-26 and potential elimination of the Professional Development Coordinator position in FY26-27. TEC also looks carefully at IEPs to determine services needed and remains committed to serving Member districts in a cost effective manner.

-Proposed budget includes adjusted salary scales for Teachers and Paras that will occur over a 2yr period to align with Member District salaries. The proposed budget also addresses structural challenges caused by the TECCA Settlement. FY27 Proposed budget amount is \$15, 012,651 which is a 14.51% increase and includes salary adjustments and enrollment increases.

-Revenue Assumptions: enrollment projections are in a good place and at a 10 year high with a proposed increase of 3-4 student increase

-Tuition and Therapy Rates: significant increase of 9.7% while the TEC Member assessment remains unchanged.

-Projected Revenue Change: revenue will increase and then decrease. Rich Drolet asked if the one time TECCA payment will help with a decrease in tuitions and Emily Parks stated that it will not and tuitions will likely increase again because of a potential FY28 deficit due to no TECCA revenue.

Dan Shovak presented the FY27 Budget Cost Drivers

-Staffing and Salaries: 3% increase off scale and 12% total increase. Also increasing the salary for the Treasurer and Director of SDPA.

-Benefits and Fringe: 11.375 increase in Health Insurance with projected 8 additional staff enrolling and 3 added retirees. Also adding longevity payments, paraprofessional vacation time (during school breaks) and family medical leave payments (10 days).

-Building Leases: total cost is \$1,674,717 which is a 1.6% increase.

-Instructional Expenses (nonsalary): additional vans, therapy equipment and furniture. Also a Campus School expansion and a move of the Westwood Program to the TECCA space.

-Emily Parks mentioned that unlike the last salary scale that the BOD voted on, TEC is trying to not use unreserved funds this time around. She also spoke on the potential use for the additional TECCA

space for an increase in revenue and mentioned that the budgeting documents would be sent out to districts this upcoming Monday.

**4. Executive Director’s Update**

Emily Parks presented the Executive Director’s Updates:

- a. *Personnel Manual Revisions*  
-Both the Budget and the Personnel Manual to be approved at the May meeting
- b. *Technology Transition*  
-TEC will now be transitioning to a managed IT model.
- c. *New OT Job-Alike Group*  
-Based on feedback from Student Services and is a pilot meeting that will meet three times this Spring. Thank you to Daniel Mayer for coordinating the meetings.
- d. *TEC SDPA PowerSchool Webinar*  
-Hosted last week with TEC’s attorney but was not recorded. For more information speak with Technology Directors.

Nancy Gallivan left at 9:00am and Matt Spangler took over as Chair

**5. New Business (none)**

Matt Spangler asked for a motion to adjourn at 9:01am. Matt Brand made the motion to adjourn. Armand Pires seconded the motion and the Board voted in a roll call vote as recorded below:

Derek Folan, Canton	yes
Nan Murphy, Dedham	yes
Judith Styer, Framingham	yes
Dr. Susan Kustka, Holliston	yes
Evan Bishop, Hopkinton	yes
Rich Drolet, King Philip	yes
Dr. Armand Pires, Medway	yes
Robert Mullaney, Millis	yes
Elizabeth McCoy, Dover Sherborn	yes
Matt Brand, Natick	yes
Matt Spengler, Needham	yes
Peter Botelho, Sharon	yes

Nancy Gallivan, Chair, Walpole	null
Tim Piwowar, Westwood	yes

time. A municipal public body that for reasons of economic hardship and despite best efforts is unable to provide alternative means of public access in real time may instead post on its municipal website a full and complete transcript, recording, or other comprehensive record of the proceedings as soon as practicable afterwards.

In addition, all members of a public body may participate in a meeting remotely; the Open Meeting Law's requirement that a quorum of the body and the chair be physically present at the meeting location is suspended.

All other provisions of the Open Meeting Law, such as the requirements regarding posting notice of meetings and creating and maintaining accurate meeting minutes, as well as the limited, enumerated purposes for holding an executive session, remain in effect.

The full text of the Executive Order is available [here](#).

In partnership,  
The Attorney General's Division of Open Government



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