

**TOWN OF TEMPLETON
TOWN ADMINISTRATOR'S OFFICE
160 Patriots Road, P.O. Box 620
EAST TEMPLETON, MASSACHUSETTS 01438
TEL: (978) 894-2755**

February 25, 2025

RE: FORMAL RESPONSE TO THE SUPERINTENDENT OF NRSD COMPLAINT

To Town Counsel as well as Members of the Select Board,

I am writing in response to the recent letter dated February 12th and received by the Chair of the Board from the Superintendent of Narragansett Regional School District alleging “erratic behavior” on my part. When I received the alleged complaint from the Superintendent on February 24th, I want to take this opportunity to address his individual concerns, clarify my actions and the intent behind them.

Requesting Funds to Support a Study on Potential Withdrawal from the District

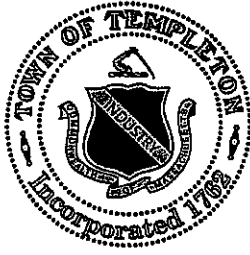
The request for funding a study to explore the feasibility of withdrawing from the district is a matter of due diligence and responsible financial planning. Given the ongoing concerns raised by members of the community regarding the town’s financial contributions and representation within the district, it is prudent to gather data before any decisions are made. This is not an act of erratic behavior but rather displaying an interest in future planning and a commitment to ensuring that the town’s resources are being allocated in a way that best serves our residents – for the schools and town.

Text Message Regarding Budget Recommendation

My communication regarding a recommended 2.5% budget increase and my concern about potential retaliation against my family should not be misconstrued. The statement reflects genuine concerns about the impact of financial discussions on interpersonal relationships within a small community prompted by the Superintendents attitude and demeanor. The goal of the message was to express my sincere hope that budgetary negotiations remain focused on the town’s needs rather than becoming personal. In no way was it an attempt to “weaponize” the budget nor the budget process.

Creation of a Working Group to Review District Options

The formation of a working group to examine all options, including potential withdrawal from the district, aligns with the town’s responsibility to ensure we are making informed, strategic decisions regarding our town and school system. Exploring options does not imply a predetermined outcome; rather, it ensures that all possibilities are evaluated openly and transparently in parallel with the study to explore the feasibility to withdraw from the regional school district.



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Concerns About Representation in the Budget Process

It is a fact that the town's role in the district's budget development process is limited, despite Templeton taxpayers contributing significantly to the school system. My efforts to advocate for increased involvement and transparency should not be mischaracterized as erratic but instead recognized as a necessary step to ensure that the town's interests are adequately represented. If anything, communication from the school district has been "erratic" and less than consistent with town officials.

In light of these points, I strongly reject the assertion that my actions constitute erratic behavior. My priority remains serving the best interests of Templeton's residents by ensuring that our town's financial commitments are made with full transparency, fairness, and community input. Beyond this letter, I do not believe I need to further defend my actions. I have carried out my responsibilities in a manner consistent with my role as Town Administrator. I trust that my actions will be viewed in the proper context and intent – as part of a good-faith effort to serve the town and ensure appropriate fiscal planning and management.

The Town of Templeton cannot sustain nearly million dollar increase requests year after year. It is evident that the community does not have an appetite for an override, nor do I plan on recommending one for Fiscal Year 2026. I would like to get back to working on the budget and doing my job.

Thank you.

Adam Lamontagne
Town Administrator

NARRAGANSETT REGIONAL SCHOOL DISTRICT

462 Baldwinville Road, Baldwinville, MA 01436 978-939-5661



Christopher D. Casavant, Ed.D
SUPERINTENDENT OF SCHOOLS

February 12, 2025

Subject: Formal Complaint Regarding Town Administrator's Conduct

Honorable Selectboard Chair Michael Currie,

I am writing to formally express my concerns regarding Templeton Town Administrator Mr. Adam Lamontagne's inconsistent and unprofessional behavior. Over the past several weeks, I have observed that his erratic behavior has detrimentally affected the working relationship between the Narragansett Regional School District and the town of Templeton.

Mr. Lamontagne has claimed that I have not worked with him or Templeton Selectboard in creating this budget. That could not be further from the truth. The District has reached out numerous times to meet to discuss the FY26 budget. Not only did Mr. Lamontagne not attend any of those meetings, but he never responded to indicate or request a more desirable meeting date.

In response to the draft FY26 income sheet, Mr. Lamontagne inquired if the District would use "surplus" insurance funds to "lower" our employee's insurance rates. As the Selectboard is aware, I sent a detailed email informing him that the District did not have an insurance account surplus. This was supported by Ken Lombardi and Keven Paicos of NFP Corp., our insurance advisors serving the District and the Town of Templeton, regarding our health insurance.

On Monday, February 3, 2025, I delivered (in person) several documents that Mr. Lamontagne had made a public request for. He once again stated that the District had a surplus and accused me of not providing him with accurate staffing information and not working with him as the Chief Financial Officer of Templeton.

Later that evening, Mr. Lamontagne texted me, *"I will be recommending a 2 1/2 increase for the regional school district. Hope no retaliatory actions will be taken against my family as I am just doing my job."* (see attached).

To ask for assurances that his family will not be retaliated against unnecessarily weaponizes the budget process. The implication that a budget recommendation could result in personal consequences for his family reflects a serious lapse in judgment and leadership, making open and necessary budget discussions untenable.

Adding to these concerns, the Templeton Community Television Facebook page posted a document created and signed by Mr. Lamontagne stating: *"looking to appoint a working group to examine*

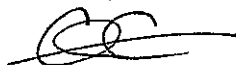
efficiencies / restructuring up to and including withdrawal or partial withdrawal from the Narragansett Regional School District.” The decision to publicly share such a statement on social media rather than engage in a structured, collaborative discussion with district leadership and town officials is reckless and inappropriate.

His post, without any explanation or rationale as to the creation of this “working group,” has created unnecessary angst within the school community, our district families, residents, and beyond. His flagrant disregard for following any formal process or communication protocol is appalling and unacceptable. As a former school committee member, Mr. Lamontagne should be acutely aware that any discussions about restructuring or withdrawal are complex matters that require careful planning and thoughtful communication to the parents and students that those decisions will affect.

In my professional opinion, Mr. Lamontagne’s actions have caused a level of disruption that will be extremely difficult to recover from, and negatively impacts the trust we have built with our communities over the years.

I appreciate your attention to this matter.

Sincerely,



Dr. Christopher Casavant
Superintendent of Schools