

**HADLEY SCHOOL COMMITTEE  
HADLEY PUBLIC SCHOOLS  
HADLEY, MASSACHUSETTS 01035  
Minutes January 25, 2021**

**Zoom Meeting**

**5:30 PM – Regular Meeting**

**Present: Klesch, Phifer, Fasihuddin, Brugger, Percy, McKenzie, Desjardins**

On motion made by Percy and seconded by Brugger, the SC voted 5-0-0. To open the meeting.

**McKenzie noted that the SC would be going into Executive Session at the conclusion of the meeting but reconvening in open session.**

**1. Public Comment** – There was no public comment at this time.

**2. Presentations/Discussion Items**

**a. School Strategy Presentations**

HES- Dowd shared HES school strategies with respect to standards of Instructional Leadership, Management and Operations, Family and Community Engagement, and Professional Culture. Some highlights of Instructional Leadership include a new math curriculum, ELA grant participation, and Social Studies curriculum enhancement across the grades that is culturally responsible. Management and Operations progress includes Educating Safely and Effectively during a pandemic, PBIS, School Council collaboration with HA School Council. Family and Community Engagement highlights are engaging and communicating with families during a pandemic, Surveys, zoom meetings, emails and newsletters, and coordination with PTO. Dowd mentioned an upcoming family zoom-a-thon event that is in the planning stages. Professional Culture continues to focus on creating an environment that is inclusive, student focused, and kind. A school culture contract was developed by staff -for staff, and professional development days featured opportunities for instruction both remotely and in-person. Klesch thanked Dowd for her openness and responsiveness. Fasihuddin thanked Dowd for the accomplishments outlined in the Strategy document. In response to a question from Phifer, Dowd said she has learned a lot about communication and listening with perspective and working as a team. She will continue using those enhanced communication and teamwork skills. Brugger said that parents feel comfortable reaching out to Dowd. Percy echoed his thanks and approval.

HA- Camuso reminded SC members that the HA document is a one-year plan.

Instructional Leadership goal of Increasing teacher team teaching and collaboration to increase student achievement was highlighted by Camuso. Regarding Management and Operations, Camuso said professional development was focused on implementation of evidenced-based practices that include inclusion diversity, dialogue equity, community building, and conflict resolution. The Program of Studies was reviewed through the lens of inclusion and equity. Camuso said they are focusing on using resources for instruction during the pandemic, such as document cameras, web sites, and at home lab supplies. Family and Community engagement goals include working with the School Council to develop a draft of a logic model for race and gender equity. Camuso is in progress of gathering feedback from staff and students. Professional Culture highlights include improving instructional strategies to engage

students as self-directed learners and allowing teachers to personalize instruction in line with the needs of remote learning and the principles of differentiation. Professional development on google classrooms and technology was held in the fall. Camuso added that there are procedures in place for working with student services, teachers, and families to support the number of failing students and mental health issues. SC members commented positively on the strategies in place for HA and thanked Camuso for her presentation.

**b. FY22 Budget Update**

McKenzie reviewed the budget proposal process. The Town has requested that the schools maintain a level funding of service and budget. She mentioned her appreciation that the Town has always funded the schools above what is required. The FY22 draft budget for level services is just over 8.5 million dollars. McKenzie reviewed budget strategic priorities and strategic investments. Some of those investments include technology support, high school and college career pathways and several other areas of instruction and student needs. The need for any new or replacement staff positions were reviewed and it was noted that keeping services at the school sites was cost effective. A draft budget narrative and corresponding fiscal charts were shared and explained by McKenzie. She mentioned that the Food Service may be considered as an Enterprise Fund. There is no vote required by the SC at this time. School Choice for receiving students is at an all-time high for Hadley. Fasihuddin asked if the Town has provided any feedback on the budget proposal. McKenzie said there will be a budget meeting with the Town Administrator later in the week and will keep the SC informed. There has been a significant decrease in revenues from Pre-School due to COVID. SC indicated that they were comfortable with proceeding with the budget proposal process as presented in draft form.

**c. COVID 19 Updates**

McKenzie said there were slight decreases in some threshold data, however; Hadley Schools have some positive cases reported. Current data charts were shared. Fasihuddin asked if schools are legally required to report cases to the state and are parents legally required to report cases to the schools. McKenzie said the state has requested reporting and Hadley reports all cases but is not aware of legal sanctions or of a law that requires families to report cases. She added that she has implored families to share that information in order to contact trace, protect others, and slow the spread.

**d. COVID Testing**

McKenzie reviewed pool testing procedures. Testing could be of a pool as small as 5 individuals and as large of 25 individuals. She elaborated on the testing proposed by DESE and said that the first six weeks would be paid for by DESE. McKenzie reported that not everyone agreed with the testing and used some questions to illustrate concerns about the testing, such as, "What if everyone does not give consent to participate?" The testing is designed to find asymptomatic infected individuals. The issues of time spent and associated costs with the testing program were reviewed. McKenzie said that an alternative would be to encourage families to utilize outside testing sites and report data to the district. Surveys to obtain feedback on testing will be sent to stakeholders. Phifer reported on the UMASS testing idea and said there are some logistical issues as well as the recent influx of students on campus that may make the testing of Hadley students and staff difficult. He added that he would like to see a

testing protocol that would allow students to return to school in person with confidence. Fasihuddin provided background on how the testing issue had been introduced. She questioned the effectiveness of pool testing. Brugger suggested that the anticipated participation rate is an important factor in making decisions about testing. She advocates continuing to explore testing options in order to establish more consistency in school openings. Phifer advocated following the Harvard/ Brown document “Path to Zero” guideline elements, adding that there are differing opinions on how much risk is acceptable. McKenzie agreed with Fasihuddin that it would have to be clear what type of testing would be done, how often, and who would be tested. McKenzie noted that if the SC would be reviewing the threshold metrics and testing options, the SC should meet in Executive Session with HEA. With consent of SC, she said she would schedule an Executive Session meeting. Phifer announced that he would be hosting a zoom listening/ public dialogue session where he would share some of the findings in the “Path to Zero” and other information relating to COVID and schools on January 27<sup>th</sup>. McKenzie informed the SC where teachers are on the eligibility vaccination list. Fasihuddin suggested the SC approve and sign a resolution to move the educators higher on the list for vaccine eligibility. Brugger asked about staff being able to access vaccines when they become available to them. McKenzie said she has shared information on the procedures of what sites to visit to make appointments.

#### **School Financial Reports**

##### **a. Expense Report**

Desjardins said he has completed a number of transfers, including \$450,000 from teacher salaries to School Choice and grant expenses. He said that the budget was in line with expectations. He mentioned that the electricity account was going to be overbudget due to running air purifiers, ventilators, and rate increases.

##### **b. Grant Report**

The COVID relief fund and Remote Technology Grant monies were spent first due to the deadline of the grants. The district can use the ESSR grant monies for future COVID expenses. Desjardins reviewed the other grant spending. He said the District was recently awarded 2 new smaller grants, which will be added to the Grant Report for the next Financial Report.

##### **c. Revolving Accounts**

There has been little activity in most of the revolving accounts. The Food Service account is in good standing. The Pre-School Account is in the negative due to COVID decrease in enrollment.

#### **3. Updates**

January 27<sup>th</sup> Listening Session- Phifer

January/ February 2-part series of “Hadley Learns” with next event being February 4<sup>th</sup> with a focus on diversity, equity, and inclusion in Schools.

Klesch would like to add to future agenda discussion of planning for celebrating Senior graduation and 6<sup>th</sup> grade graduation.

#### **4. School Committee Reports/Discussion (2/1/2021)**

#### **5. Action Items**

- a. Approval of Minutes of 12/21/20 –Motion: Fasihuddin; Second: Percy; Vote: 5-0-0.
- b. Approval of AP Warrants submitted in December 2020- Motion: Phifer; Second: Brugger; Vote: 5-0-1. Klesch abstains

- c. Approval of Warrants submitted in December 2020- Motion: Brugger; Second: Percy; Vote: 5-0-1. Klesch abstains
- d. Approval of HA School Strategy (Improvement Plan)-Motion: Fasihuddin; Second: Percy; Vote: 5-0-0.
- e. Approval of HES School Strategy (Improvement Plan) Motion: Fasihuddin; Second: Brugger; Vote: 5-0-0.

## 6. Next Meeting Dates

February 1: **Regular Meeting/Public Comment** Review of Public Health Data and Metrics; Surveillance Testing; School Committee Reports

February 8: **Special Meeting (if needed)** Review of Public Health Data

February 15: **NO MEETING**

February 22: **Regular Meeting/Public Comment** Business Manager Reports

## 10. Adjourn Regular Meeting

Fasihuddin made a motion to adjourn the regular meeting and go into Executive Session to discuss strategy with respect to collective bargaining, and to reconvene in open session. Phifer seconded the motion.

Roll Call Vote:

Phifer: yes      Fasihuddin: yes      Brugger: yes      Percy: yes      Klesch: yes

## 11. Enter Executive Session

Closed to public

## 12. Reconvene in Open Session

Klesch asked for a motion to accept the Unit A contract subject to ratification by HEA. Percy seconded.

A roll call vote was taken:

Fasihuddin: yes      Phifer: yes      Brugger: yes      Percy: yes      Klesch: yes

Klesch thanked HEA for working with the SC quickly, transparently and diligently.

On motion from Fasihuddin and seconded by Phifer, there was a 5-0-0 vote to adjourn the meeting at 7:50 p.m.