

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
Minutes- June 28, 2021**

Zoom Meeting

5:30 PM – Regular Meeting

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

1. Call to Order

Upon request from Fasihuddin, Klesch made a motion to open the meeting. Phifer seconded and the vote carried 5-0-0.

2. Adjustments to the Agenda

McKenzie requests to review the recent COVID recommendations and protocols from DESE at the end of presentations/ discussions.

3. Public Comment

Fasihuddin reviewed the policy for public comment.

Christine Markowski commented on the issue of opening/ start time for Hopkins. She voiced her opposition to the later opening time and elaborated on her reasons, including athletics, jobs, longer bus runs, and making the day longer for students.

4. Presentations/Discussion Items

a. Special Education Administrator - Recommendation for Hire

McKenzie introduced Celia Snow with a recommendation for hire as the Special Education Administrator. She provided information regarding her educational qualifications, experience, and recommendations. McKenzie said that the interview process was very thorough and requested approval for the hire and to enter into contract negotiations with Ms. Snow. Brugger commented on the interview/ hiring process and commented on the extensive knowledge that Snow demonstrated. Brugger made a motion to approve the recommendation to hire Celia Snow as the Special Education Administrator and to negotiate and execute a contract. Phifer seconded and the vote was 5-0-0. Fasihuddin welcomed Snow and thanked Brugger for serving on the Interview Committee.

b. Superintendent Summative Evaluation

McKenzie provided information including data related to her goals. She reminded SC that they should issue a rating for each standard and an overall rating. She reviewed the rating options. McKenzie said that the ratings are reported to the state. The Committee reviewed each of the goals and applied ratings. Fasihuddin highlighted some of the outstanding accomplishments achieved under the superintendent despite being under the restrictions and challenges of the pandemic. McKenzie responded to Phifer's questions about enrollment procedures for student enrollment in the Innovation and college pathways programs. SC Members credited the superintendent's collaboration and leadership in the reopening phases during COVID. McKenzie said she looks forward to increased family and community engagement. SC members agreed that this is an area that needs continual growth and improvement. Fasihuddin indicated that leadership decision making, work on

curriculum review, inclusion, equity, and diversity were exemplary. Resources and professional development to staff were provided at a high level. Klesch made a motion to provide an overall rating of Exemplary for the Superintendent's Evaluation. Brugger seconded. The vote was 5-0-0.

SC Members individually thanked McKenzie for her work.

Ratings

- Instructional Leadership- Exemplary
- Management & Operations- Exemplary
- Family and Community Engagement-Proficient
- Professional Culture- Exemplary
- Overall- Exemplary

c. School Start Time Survey Data

McKenzie summarized survey data on the School start time issue. It was noted that the majority of students were NOT in favor of the later start time. It was reiterated that any changes would be subject to negotiation with the HEA. Fasihuddin asked McKenzie to review key issues and concerns. She referred back to the public comment earlier in the meeting in which most of the concerns were outlined. McKenzie spoke to changes in athletics being necessary as Northampton and Amherst had adopted the later start time. There was recognition of the recommendations of the Pediatric Association. Klesch asked about the impact of other area schools switching to an earlier start time. McKenzie mentioned that there may be an impact on School Choice. In response to a question from Phifer, McKenzie said she would seek more information from the state task force on future recommendations and/or mandates. SC members shared their opinions, including advantages and disadvantages of the early start time. McKenzie said she would meet with HEA for further discussion.

d. Summer Retreat Discussion/Development of Agenda

McKenzie shared agenda items and mentioned that it is a public meeting. Proposed items for discussion include Capital Planning, Diversity/Anti-racism, /Inclusion, Family and Community Engagement, review and revise District Strategy document and goals, SC norms. McKenzie asked SC members if there were any additional items requested for the retreat agenda. She added that she was planning to extend invitations to the Leadership Team and the union leadership. Fasihuddin suggested the option of conducting the annual retreat meeting in person. Phifer suggested adding enrollment and how neighboring districts are planning for future enrollment trends to the agenda. Klesch suggested inviting the Select board and Town Administrator. McKenzie to survey for potential dates for the retreat meeting.

e. Feedback from Attorney on Policy JFBC

McKenzie said that the attorney added a sentence to Policy JFBC for preferred vocational school which clarified the application process. She said that the policy had already been approved but would be in the July SC packet for formal first reading.

f. Proposal for Business Management Services

RFP for Business Management Services was obtained and McKenzie is recommending continuing/ awarding a 3 year contract with The Management Solutions. She provided information on the pricing. She added that this was the only RFP received. McKenzie responded to questions regarding level of services and costs. Brugger made a motion to approve the contract for business management services to TMS. Percy seconded and the vote carried 5-0-0.

g. Recent COVID recommendations and protocols from DESE at the end of presentations/ discussions.

McKenzie informed the SC that DESE is encouraging extending all COVID safety protocols through summer school. It is anticipated that the protocols will be lifted for the fall, but subject to change if public health data indicates. McKenzie said she will follow the guidance and there is no action needed by SC.

5. Business Manager Reports

Desjardins said he was looking forward to working with Hadley for another 3 years within the TMS contract. He clarified that the hourly rate in the contract would be discounted. He said that fiscal year end reconciliation was being completed with the Town.

- a. Expense- several transfers are in process and Desjardins anticipates a balance of \$375,000 to be returned to the Town. Desjardins reviewed the process for closing out the fiscal year.
- b. Grants- Majority have been spent or will be spent by the deadline. The ESSR grant will be rolled over into next year. Desjardins said that the pending ESSR grant applications will be submitted.
- c. Revolving- Desjardins reviewed the Revolving accounts, including the Preschool and Lunch accounts.

6. School Committee Reports/Discussion

- a. CES – Klesch sent an interim director report. She is looking forward to her first meeting and will report back.
- b. Finance – Percy- no update at this time.
- c. Policy – Brugger- Policy JFBC will be presented for first reading in July. Dress code policy is being reviewed. Discussion initiated on MOU with HPS and Hadley Police Department for changes to the current MOU.
- d. Fields and Capital – Phifer- wrapping up Phase I of fields project and waiting for design of Phase II.

7. Announcements

Fasihuddin expressed condolences on the passing of Betty Fydenkevez, who had such a positive impact in HPS.

8. Action Items

- a. Approval of Superintendent's Recommendation for the Position of Special Education Administrator and Grant the Superintendent Authority to Negotiate and Execute a Contract- Motion: Brugger; Second: Phifer; Vote: 5-0-0.
- b. Approval of Minutes May 24, 2021- Motion: Klesch; Second: Brugger; Vote: 5-0-0.
- c. Approval of AP Warrants for May 2021- Motion: Brugger; Second: Percy; Vote 4-0-1. (Klesch abstains)

- d. Approval of Warrants for May 2021- Motion: Klesch; Second: Brugger; Vote 4-0-1. (Phifer abstains)
- e. Award Contract for Business Management Services to TMS – Motion: Brugger; Second: Percy; Vote: 5-0-0.

9. Next Meeting Dates

July 26, 2021- 5:30 PM

10. Convene Executive Session

*Move to go into Executive Session to discuss strategy in preparation for contract negotiations with non-union personnel, and **NOT** to reconvene in open session. Motion: Klesch; Second: Percy*

Roll Call Vote: Fasihuddin- yes Brugger-yes Klesch-yes Phifer- yes Percy- yes

11. Adjourn Regular Meeting 7:15 pm