

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
January 22, 2024**

Zoom Meeting: 5:30 PM – [Regular Meeting recording](#)

Hadley Public Schools – We are guided by the mission to provide a safe and supportive environment that fosters cooperation, critical thinking, creativity, and integrity; and educating students to contribute positively to a global society.

Present: H. Fasihuddin, T. Brugger, E. Percy, P. Phifer, C. Pipczynski, A. McKenzie

Student Representative:

Absent: None

Guests: Chris Desjardins, Director of Finance, Joyce Chunglo, Select Board member & Liaison to the School Committee; Hadley Media representative

1. Call to Order: 5:33pm

Motion: Brugger Second: Phifer Vote: 5-0-0

2. Adjustments to the Agenda

A. McKenzie stated that there will be no Executive Session following tonight's open meeting.

3. [Public Comment](#) – Chair Fasihuddin asked for any public comment. She noted that no raised hands were observed requesting to make a statement or comment.

4. Presentations/Discussion Items

- a. [FY25 Budget Update](#) and [Timeline](#) – The presentation is linked to the agenda and minutes. A. McKenzie reviewed the high level strategic priorities and investments including moving business management to full time in house, increase in Educational Support Professional positions, and adjustment to wages to be competitive with other districts. Mr. Desjardin explained differences in FY24 to FY25 changes. One change was in general administration, Finance and Business added the Finance and Business Director's salary as well as a contribution to the Town for a new payroll system. A districtwide academic leadership increase was due to increase in administrative assistant salaries and contracted services for special education due to the fact that circuit breaker funding is no longer available to meet these costs. The substitute rate was increased to attract more substitute teachers. Educational Support Professional positions were added in the Special Education area, but Professional Development amount was decreased.

Mr. Desjardins then turned to revenue comparison, how schools will pay for the budget. He stated that there is an increase in local contribution of 3.75%. There is also grant funding that will be used to cover the budget. He also stated that schools will use more School Choice and more Pre-K revolving. He also reviewed the historical budget and increases over the last few years.

A. McKenzie reviewed total enrollment that showed an increase from FY23 to FY24. She reviewed trends of School Choice and showed financial impact to the district in different areas.

- b. First Reading Revised [BEDH Public Participation at School Committee Meetings](#) –and [Public Speak Signup Form](#) - E. Percy and C. Pipczynski reviewed revisions to the Public Participation at School Committee Meetings policy and corresponding sign up form. Discussion ensued regarding the reason for the policy and the need for implementation of a sign-up form for participation in public comment. Also discussed was whether it was necessary for a speaker to provide information having to do with their affiliation with the school or topic. Subcommittee policy members stated that asking for affiliation with the school helps establish if someone is a parent/guardian with direct school affiliation, as they should possibly be prioritized over someone with no affiliation to the school or town. As this was the first reading of the policy, Chair Fasihuddin asked committee members to consider implications of implementing a sign up form for public comment. Suggestions

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included making sure the sign up form was clearly visible and accessible and that the agenda stresses that the committee welcomes public comment. There was also discussion around the need for such a form, and it was stated that this would help the chair of the School Committee plan if there was a topic that surfaced that required additional time and planning for public comment. Chair Fasihuddin thanked the policy subcommittee for their work and asked members to continue to consider any additional implications with implementation of this policy and form.

(The following Items c, d and e taken as a block.)

- c. Approval of [revisions to HA Code of Conduct](#) per DESE (CR10A) and An Act Addressing Barriers to Care for Mental Health
- d. Approval of [revisions to HA Code of Conduct](#) per DESE (CR10C) and M.G.L Ch. 71 Section 37H ¾ -
- e. Approval of revisions to [HPS Bullying Prevention and Intervention Plan](#)- Per DESE (CR10B) the following language has been added: **(Action - McKenzie)**
 - i. *The district recognizes that certain students may be more vulnerable to becoming a target of bullying or harassment based on actual or perceived differentiating characteristics, including race, color, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, sexual orientation, mental, physical, developmental or sensory disability or by association with a person who has or is perceived to have one or more of these characteristics.*

A. McKenzie reviewed revisions to HA Code of Conduct as well as the HPS Bullying Prevention and Intervention plan based on Department of Elementary and Education recent audit recommendations. These revisions are based on law and not subject to further revision

Action Item: Approve revisions to the HA Code of Conduct and HPS Bullying Prevention and Intervention Plan as presented:

Motion: Pipczynki Second: Percy Vote: 5-0-0

- f. [Superintendent Report](#) – Superintendent McKenzie reviewed the linked report, highlighting the recent Restorative Justice training and stated that a large cohort of staff, faculty and administrators participated. She also thanked Felicia Seymour and her willingness to assist Director Snow with the coordination of the Hadley SEPAC.
- g. [Business Manager Report](#) – Mr. Desjardins, Business Manager, reviewed the attached document and brought up concerns he has received from potential vendors on pricing for the project. It was recommended that rather than a full blown construction plan, a conceptual design would be more cost effective as it offers a lower price, it can be used as part of a full construction document, and it may result in more submissions. After discussion, the school committee was supportive of moving forward with a conceptual plan as it will give EverSource information that will allow them to move forward (or not) with a technical assistance (TA) study, and will enable them to give the schools assurances on potential incentives.

Action Item: Approve amending the HA DER HVAC Project RFQ to build it in phases, with \$250,000 to go towards a detailed conceptual design with test well covered by the designer, and to add an additional \$100,000 for the finish construction designs, if approved.

Motion: Pipczynki Second: Percy Vote: 5-0-0

Mr. Desjardin reviewed the status of the locker room project. He has nine requests for project specs but he has not sent them as the Athletic Director and Physical Ed teacher would like an updated design. Some of the changes would potentially result in overall less cost of construction. Discussion ensued and the school committee recommended looking for a company that can do both design and construction work as this will keep the project moving forward. Mr. Desjardin will follow up and report at next meeting.

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Mr. Desjardins informed the school committee that the project on suspended ceiling is postponed due to anticipated construction and duct work.

Mr. Desjardins reviewed the attached Expense, Revolving and Grant reports. There were no questions or discussions.

- i. [Expense](#)
- ii. [Revolving](#)
- iii. [Grants](#)

5. Action Item

- a. Approval of SC Minutes 12/21/2023 – tabled until next meeting
- b. Approval of revisions to HA Code of Conduct as mandated by DESE – recorded above.
- c. Approval of revisions to HPS Bullying Prevention and Intervention Plan as mandated by DESE – recorded above.

6. School Committee Updates and General Announcements

- a. Playground and CES Report –T. Brugger reported that CES will meet on January 31, 2024. Playground update in February.
- b. Finance – H. Fasihuddin reported that a tri-board (Select Board, Finance Committee and School Committee) met in December and decided to meet monthly in future months.
- c. Fields – there will be more progress as the weather begins to improve. Mr. Phifer thanked Fred Ciaglo (Athletic Director) and Chris Desjardins for their work. One backstop is installed, scoreboards and bleachers are being ordered. weather has impacted progress but things are moving forward.
- d. Capital and Negotiations – Ms. Pipczynski reported that negotiations are ongoing.
- e. Policy – Mr. Percy asked School Committee members to review the revised Policy JKAA having to do with Physical Restraint of Students. (Link is available via the policy subcommittee agenda [January 22, 2024](#)). As this is part of DESE requirements the Policy Subcommittee is planning to bring this to School Committee at the February meeting for first and final reading. The subcommittee is also reviewing policies on home schooling, more to follow at future meetings.

7. Executive Session: No Executive Session

8. Next Meeting Date – February 26, 2024

9. Adjourn Regular Meeting – 7:45pm

Motion: Percy

Second: Phifer

Vote: 5-0-0