

**HADLEY SCHOOL COMMITTEE  
HADLEY PUBLIC SCHOOLS  
HADLEY, MASSACHUSETTS 01035  
Minutes April 26, 2021**

**[Zoom Meeting](#)**

**5:30 PM – Regular Meeting**

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

**1. Call to Order**

Percy made a motion to open the meeting at 5:30 pm. Fasihuddin seconded and the vote carried 5-0-0.

**2. Adjustments to the Agenda**

McKenzie noted that the action item of approval of the FY22 budget would take place after Executive Session.

**3. Public Hearing FY22 Budget [Overview](#) and [Revenue and Expense Summary](#)**

McKenzie said that the Town is looking at some fiscal constraints for FY22 and notes that the local contribution is level funded. She shared the vision for the FY22 budget, including strategic priorities and strategic investments. Additional technology support, continued COVID pool testing, and high-quality career and college pathways are among the investments. Some of these items will be paid through grant funding. Reinstatement of an ELA position and the development of a special education program to meet the needs of specific students are included in the FY22 budget proposal. She provided rationale for strategic investments. McKenzie then shared the revenue and expense summary. There is a decrease in out of district tuition as Hadley has been creating special education programs to meet the needs of students within district. The total increase in the budget is just under 3%. Phifer asked about the COVID funding and the discrepancy between what McKenzie showed on the revenue charts presented and what he had read about funding. She responded that some of the monies not yet allocated were to be spent over multiple fiscal years. Phifer said he was referring to the American Rescue Plan. McKenzie said she would bring updates to the SC and complete any entitlement applications needed.

**4. Public Comment**

Tony Fyden spoke to the anti-racism statement and the hyper politicization that he feels has been taking place, particularly at Hopkins in his daughter's classes. He said that every class has a focus on political issues, especially those of racial politics. He referred to a recent job posting for HPS and quoted from the posting where it states, "Desired applicant will demonstrate a commitment to creating diverse, equitable, inclusive, and [anti-racist](#) learning environments; and, will demonstrate an understanding of the Hadley Public Schools District [Strategy](#)." Fyden expressed concern that the posting contained a link to an ideological political document and that political issues may be interfering with education and in his opinion is divisive. He referred to a letter from black scholars regarding teaching through the lens of race. He encouraged people to read the Robert Woodson open letter to Smith College. Fyden asks for explanation of the reason for the Anti-Racist resolution being part of the posting document. He believes that Hadley is a more welcoming, inclusive community than given credit for.

There were no other public comments.

## 5. Presentations/Discussion Items

- a. Update Diversity, Equity, Inclusion, and Anti-Racism Working Group HPS and HPS/SC [Anti-Racism Resolution](#)

McKenzie said that she would personally reach out in response to Tony Fyden. She said she felt it her responsibility to share the efforts the district is making toward inclusivity. Efforts include training, professional development, recruiting and retaining of a culturally responsive workforce, examination of institutional practices, and sustainable evidence-based policies when change is needed. The diversity, equity, and inclusion work in the district includes incorporation into the curriculum a history of racial oppression through works of diverse authors and the perspective of black, indigenous, Latino, and other authors of color. She provided the SC with demographics of students and staff. Curriculum and instruction were also included in McKenzie's presentation. She summarized efforts being made as well as ongoing strategies. Fasihuddin asked about measuring discipline in relation to demographics. Klesch suggested that the job postings include a link to additional information about HPS in addition to the link to the Anti-Racism Resolution.

- b. Prom and Senior Events

Camuso reviewed the plans for the May 8<sup>th</sup> prom and said that plans had been approved by the BOH. The prom is being held at the Hadley Meeting House. It is limited to 100 guests with a waiting list. Students will dance in groups/ cohorts for short periods of time. Six-foot distancing will be in place. Klesch asked about the cost of the event. Camuso said that traditionally students have paid for their own prom tickets but that considerations are made for students who have financial hardships. Camuso said she would follow up on easing the dancing restrictions. She said there had been no significant changes to the graduation plans and class night. She reviewed the plans for the events.

- c. [Advisory](#) Juneteenth

McKenzie mentioned an advisory from the legal counsel to the School Committee and DESE that Juneteenth should be observed on June 19<sup>th</sup> of each year. McKenzie noted that the last day of school with no snow days for FY22 is June 17<sup>th</sup>. If there is a snow day, Monday would be a holiday as June 19 would fall on a Sunday and the make up snow days would follow

[SY 2021-2022 Calendar](#)

McKenzie informed the SC that the calendar was now complete with start and end dates for school and staff curriculum days, noting the allowance for 5 snow days. Open House and Parent Conference dates have not yet been determined pending COVID guidance. Fasihuddin made a motion to approve the FY22 School Calendar. Phifer seconded and the vote was 5-0-0.

- d. School [Start Time](#) Working Group and [Bill HD 2548](#)

McKenzie reminded the SC that a small group had formed last year to study the possibility of a later start time for students. She noted that Amherst and Northampton had decided on a later start time for FY22. She spoke of the advantages of having both schools having a start time as close as possible. Currently the busing has two tiers with separate runs for each school. In a one tier bus model, all students would ride the same bus with drop offs at each school. A single tier would greatly reduce costs. McKenzie said there would be no vote on this issue at this time. She spoke of the benefits of single tier busing, noting previous concerns about mixing the students from the schools on the buses. Although McKenzie is of the opinion that it would not be problem, she encouraged feedback. Klesch mentioned

the possibility of peer monitors on the bus. Fasihuddin mentioned that combined routes make sense, especially since the ridership is low. Phifer said that he supported the late opening and noted that Amherst may have a start time of 9:00 am. Brugger voiced a concern that if the elementary school changed their start and dismissal times it may affect child care arrangements. She did ask how many high school students historically took the bus as opposed to other means of transportation and which grades they are in. McKenzie said that the time difference for HES would be minimal and would facilitate increased teacher collaboration. She again encouraged public input. Klesch suggested that the topic be revisited in May. Brugger asked about the Hadley Kids After School Program for the fall. McKenzie said that plans are that it would be offered under the current circumstances and guidelines.

e. Review of Public Health [Data](#)

McKenzie reviewed the current health data related to COVID 19 rates. She spoke of the pool testing and staff vaccination rates. She said that she would be updating those statistics but reported all trends were downward as far as positivity rates.

## 6. Business Manager Reports

- a. Expense- Desjardins reviewed the expense report and said that he anticipates funding needed to meet remaining FY21 expenses and that \$300,000 should be allocated to School Choice. He added that funds are being transferred to the town COVID grants, which frees up approximately \$77,000 for the school budget.
- b. Grant- The COVID grant monies have been spent within deadlines. Most of the remaining grant monies will not be spent this fiscal year. He mentioned that he would like to carry over additional funds for Circuit Breaker. Desjardins will complete the remaining transfers prior to the next SC meeting.
- c. Revolving- These accounts are stable with the exception of the Pre-School, which will be balanced out. He expects that there will be some growth in the lunch account due to lunch reimbursements. Desjardins said that the federally funded free lunch will be extended through next year.

## 7. School Committee Reports/Discussion

- a. CES – Fasihuddin- The Collaborative is working on strategic planning process and working on bringing on a new Executive Director. She recently attended a conference titled “Racial Trauma”. She spoke of the importance of cultivating genius in students, including black and brown students, and also on teaching methods toward that end.
- b. Finance – Percy- Nothing to report
- c. Policy Recommendation to Approve Policy IHBEA R2 at first reading  
McKenzie asked the SC to approve the policy on a first reading as a result of the recent Title I audit and it is a minor language change per law. It corrects the composite score for exit from the ELA program. Phifer made a motion to approve Policy INBEA R2 as amended. Fasihuddin seconded and the vote carried 5-0-0.
- d. Fields and Capital – Phifer- Fields are completing the first phase. Benches and reseeding of grass will be taking place in near future. He has asked for an update on Phase 2 from Berkshire Design. He mentioned that the track is being well utilized by community

members. Phifer mentioned there has been some snowmobile damage and is hoping to preclude any further damage next winter.

**8. Announcements**

McKenzie will resubmit the MSBA grant again with the changes recommended. The grant is for the replacement of the vent system and girl's locker room.

Klesch congratulated Phifer and Fasihuddin for their recent re-election to the School Committee. She said that there would be a re-organization of the SC at the May meeting.

Amy Parsons is the new SC liaison from the Select board.

**9. Action Items**

- a. Approval of Minutes March 8 and March 29,2021 – Motion: Phifer; Second: Percy; Vote: 5-0-0.
- b. Approval of AP Warrants for March 2021- Motion: Brugger; Second: Percy; Vote 4-0-1. Klesch abstains.
- c. Approval of Warrants for March 2021- Motion: Brugger; Second: Percy; Vote: 4-0-1. Phifer abstains.
- d. Approval of FY22 Budget- Motion: Fasihuddin; Second: Phifer; Vote: 5-0-0.
- e. Approval of 2021-22 calendar- Motion: Fasihuddin; Second: Phifer; Vote: 5-0-0.
- f. Approval of Policy IHBEA R2- Motion: Phifer; Second: Fasihuddin; Vote: 5-0-0.

**10. Next Meeting Dates**

5/24/2021 5:30 PM

**12. Convene Executive Session**

*The chair will entertain a motion to move into executive session to discuss strategy sessions in preparation for negotiations with nonunion personnel and to reconvene in open session.*

*Motion: Fasihuddin; Second: Percy:*

*Roll Call Vote*

*Phifer- yes      Brugger- yes      Fasihuddin- yes      Percy- yes      Klesch- yes*

*Motion to reconvene: Motion: Fasihuddin; Second: Phifer; Vote 5-0-0.*

*Fasihuddin made a motion to approve the FY22 Budget as presented. Phifer seconded and the vote carried 5-0-0.*

**13. Adjournment- 7:45 pm**

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

DRAFT