

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

**Zoom Meeting**

**1. Call to Order**

On motion from Klesch and seconded by Brugger, Fasihuddin opened the meeting at 5:30 pm  
Present: Klesch, Brugger, Percy, Fasihuddin, McKenzie. Absent: Phifer

**2. Adjustments to the Agenda**

Covid Mitigation Strategies HPH Mask Advisory

Policy Sub Committee first reading Flag Policy

Appointment of SC Negotiations representatives

**3. Public Comment**

Fasihuddin reviewed the public comment policy. There were no public comments

**4. Presentations/Discussion Items**

**a. Superintendent Awards - Kyle Uchneat and Eve Lanzafame**

Kyle will attend the November meeting if possible for presentation of his award. Eve Lanzafame was presented with the NSDC National School Development Council Award for Academic Growth and Student Leadership in Learning. McKenzie provided summary of Eve's accomplishments in both Academic and Leadership. SC members congratulated Eve and her parents.

Kyle was able to join the meeting and the presentation of his MASC Academic Excellence Award was presented after McKenzie spoke to his accomplishments and criteria for the award. SC members congratulated Kyle.

**b. COVID-19 Mitigation Strategies for 2021-22 - McKenzie**

**o Update on mask [guidance](#) - extension of mask requirement**

McKenzie reviewed the latest DESE mask guidance which is currently in effect until November 1<sup>st</sup>. She said she was not sure if that would be extended, citing the mask requirements criteria. McKenzie spoke to the high vaccination rates of staff and students at Hopkins, which is now 81%. This would allow for the filing of attestation to remove the mask mandate. Hadley Board of Health has extended the mask mandate until November 26<sup>th</sup> so there will be no submission of vaccination attestation at this time. Fasihuddin expressed her opinion that it is prudent to keep the mask mandate until November 26<sup>th</sup>. Klesch said it makes sense to follow the guidance of HBH. Klesch asked about offering booster vaccination for staff. McKenzie said there is no plan in place at this time but the booster vaccinations are widely available.

**c. Update on School Committee Strategic Planning Session**

McKenzie provided information about the strategic plans that the SC was exploring and ideas that were discussed at the SC summer Strategic Planning retreat. During the first strategic planning meeting, some of these items include enrollment and recruitment of

tuition paying international students, offering Chapter 74 programs, additional internship opportunities, language programs at the elementary school, and greater opportunities of individual senior experiences.

Use of ESSR funds were also discussed as well as the MASBA process for major renovations. A suggestion was made by MASBA was to have a facility review prior to submitting a new Statement of Interest.

McKenzie spoke to the topics of the second strategic planning meeting, which centered around diversity, equity, inclusion, and belonging and how to bring all programs and ideas together. She suggested a dashboard to chart evaluate and add data. She elaborated on how the dashboard would track quantitative and qualitative data, participation statistics, and input from individual experiences. SC members expressed appreciation for the respectful, open dialogue that took place between SC members and administrators during the strategic planning meetings.

d. Per Diem Rates for Substitute Nurses

e. McKenzie proposed that the per diem rate of \$175.00/ day be established.

Brugger made a motion to approve the rate for per diem school nurse to \$175.00/day.

Percy seconded and the vote was 4-0-0.

f. Approval of Hartsbrook

McKenzie informed the SC that Hartsbrook had made their annual application for operations approval and in accordance with M.G. L. 76, Section 1, the local school committee is required to approve all private schools operating within its geographic boundaries.

McKenzie reviewed all of the necessary documentation for approval and shared the information with the SC with a recommendation that the SC approve the operation of Hartsbrook for the 2021-2022 school year. Klesch made a motion to approve the operation of Hartsbrook School for the school year. Percy seconded and the vote carried 4-0-0.

g. Possible Winter Concert HA - Decision-making Steps

McKenzie informed the SC that Mr. Fazio was working a plan for an in-person winter concert which would be submitted to the Board of Health for review and approval. She provided a tentative timeline for the concert plan, approval, and date of December 13<sup>th</sup>. She added that the COVID data would be reviewed about one week prior to the concert to determine if the in-person plans needed to be adjusted to a virtual concert.

h. Contingency Planning Transportation and Food Services

McKenzie spoke to the current state-wide shortage of café workers and bus drivers. She thanked family and community members who responded to requests for help during shortages. The café is currently fully staffed. She also thanked Five Star for going above and beyond helping HPS during this time. McKenzie said that the contingency plans that were being worked on in the form of a flow chart, which include methods of notifications to parents when necessary. This will help parents understand what the process is for different transportation scenarios. The SC will have the opportunity to review the plan. Upon Fasihuddin's suggestion, McKenzie invited anyone in the viewing audience to get in touch with her if they have any interest in working in transportation.

## 5. Business Manager Reports

- a. Expense Report- Desjardins said that there are items in the Expense that will be transferred to Grant expenses once they are approved as auditors require. These include facilities expenses and IT expenses.
- b. Revolving Account Report- Desjardins said the accounts looked good. The Athletic Account recently active again. The lunch account is missing a month's of revenue not posted yet. Pre School and Hadley Kids are maintaining a positive balance.
- c. Grant Report- The grant report has not been updated due to waiting approvals

## 6. School Committee Reports and Discussion

- a. CES- Klesch reported that she had the opportunity to attend her first meeting and orientation. Four strategic goals were provided by the new Executive Director.
  - i. Meeting member district needs
  - ii. Fostering the success of children, youth, and families with a focus on those at risk
  - iii. Developing exemplary educators
  - iv. Innovative Practices

Klesch said that they would be discussing SWOT Analysis and the five-year strategic plan at the December 9<sup>th</sup> and 10<sup>th</sup> meetings.

- b. Finance – Percy has no updates at this time
- c. Policy – Brugger said that the agenda has the policy for the first reading for Flag policy and she read it aloud. She added that this policy is being considered per recommendation of the attorney. The SC members spoke to the need for a standardized process for reviewing requests under this policy. This was considered a first reading.  
McKenzie informed the SC that she had requested legal advice regarding students requesting change in pronouns and how they wish to be referred to in school, including what the law says about this issue as well as parent notification. McKenzie clarified that she was referring to a student-initiated request as opposed to an official request to change educational record. The Policy Committee will request a draft policy after review of the legal opinion on the issue.
- d. Fields and Capital – In Phifer's absence, McKenzie reported on the progress to Phase II, including design and bid specifications. Desjardins provided an update on existing funds and is looking into methods of procurement allowed.
- e. Negotiations – Percy spoke to the high vaccination rate among staff at HPS and that it makes sense to await the OSHA determination before making any decisions in regard to vaccine mandates.
- f. Appoint SC representatives for Unit A negotiations and for Unit D negotiations- McKenzie explained the need for new contract negotiations for 3- year contracts. . suggested that the committee wait until the next meeting when Phifer is present. Klesch expressed interest in serving on the Unit A Negotiations Committee. Brugger also volunteered. Percy said he would be happy to serve on whatever committee he is needed. It was decided to finalize the appointments at the next meeting.

## **7. Announcements**

Fasihuddin announced that Hadley Learns is on the third event of a series, which are book readings. Discussion will be November 4<sup>th</sup> at 7:00 p.m. RSVP to Hadley Learns.com

## **8. Action Items**

- a. Approval of Minutes of September 20, 2021- Motion: Percy; Second: Brugger; Vote: 4-0-0.
- b. Approval of Policy Subcommittee Minutes- Motion: Brugger; Second: Percy; Vote: 4-0-0.  
May 24, 2021, June 28, 2021, July 26, 2021, August 30, 2021
- c. Approval of AP Warrants for September 2021- Motion: Percy; Second: Brugger; Vote: 3-0-1.  
(Klesch abstains)
- d. Approval of Warrants for September 2021 – Motion: Klesch; Second: Brugger; Vote: 4-0-0.
- e. Increase Substitute Nursing Per Diem to \$175- Motion: Brugger; Second: Percy; Vote: 4-0-0.
- f. Approval of Hartsbrook- Motion: Klesch; Second: Percy; Vote: 4-0-0.

## **9. Next Meeting Dates**

November 22, 2021 @ 5pm - Policy Subcommittee

November 22, 2021 @ 5:30 pm - Regular School Committee Meeting

## **11. Adjourn Regular Meeting**

At 6: 53 PM, Brugger made a motion to adjourn the meeting. Percy seconded and the vote carried 4-0-0.