

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
Minutes November 22, 2021**

[Zoom Meeting](#)

5:30 PM – Regular Meeting

Present: Fasihuddin, Phifer, Brugger, Percy, McKenzie; Absent: Klesch

Brugger made a motion to call the meeting to order. Percy seconded and the vote carried 4-0-0.

1. [Adjustments to the Agenda](#)

McKenzie mentioned that adjustments were shaded on the agenda

Sudnick will review Program of Studies and some grade point averages that are being addressed.

Update on COVID 19 Cases

Acceptance of donation from 4 Rex Farm

Review of Phase 2 for Athletics Fields Proposal

Review of draft letter to Senator Comerford regarding the continuation of SC meetings via Zoom.

2. [Public Comment](#)

Rachel Briggs, parent- spoke about positive campaign to increase community vaccination rates, using incentive benchmarks. She offered her time and labor for any activity that would help increase vaccination rates.

3. [Presentations/Discussion Items](#)

- a. Presentation of HES School [Strategy Document](#) and HES School Council [DEI Goals](#)

Dowd spoke about some of the highlights of the Strategy Document based on core values. She listed many of the resources used in the preparation of the document. Dowd mentioned new programs to help students in effective learning and initiatives for the Equity Action Plan. Dowd also reviewed family engagement ideas that she hopes to implement as well as building a professional culture. The draft strategy document in its entirety was made available through link on the agenda. Fasihuddin said she was excited to see that the students were being exposed to other languages at a young age and looks forward to school community activities. Phifer, Brugger, and Percy all thanked Dowd for her presentation.

- b. Presentation of HA [Strategy Document](#) and [Equity Action Plan and Logic Model](#)

Sudnick was present on behalf of Camuso as Interim Principal. He highlighted important pieces of the strategy document for HA. The document was designed with the values of HA and the district in mind. He spoke of the Equity Action Plan and detailed the priorities. He said that curriculums have been updated and are available to all staff, students, and parents. Sudnick discussed how social, emotional, and behavioral needs and a social network analysis will be addressed in the plan. The draft strategy document in its entirety was made available through link on the agenda. SC members expressed they were pleased that data-based PBIS and SEL are included in the plan. McKenzie informed the SC of methods being

used to collect data for SEL, which include, focus groups, surveys, and student decision-making teams.

c. Program of Studies and GPA changes

Sudnick explained the changes/ corrections that had been made for high school GPA scales for grades and how the changes affect students. McKenzie reminded the SC that they had approved the Program of Studies and that the changes would only affect the grade 9 class. Percy mentioned that he would like to revisit the class rank issue in terms of equity in the future. Fasihuddin added that she would also like to visit the issue in terms of how it fits into the Hopkins culture. McKenzie said that no SC vote is necessary, as long as the members are aware of the changes/ corrections made.

d. Presentation of HPS [District Strategy with 2021-22 Priorities](#)

McKenzie said that the District Strategy Plans need approval by SC. She said that the central office supports and provides resources for the schools to implement their plans. Application for funding for career and technology programs, grants for early college high school pathways, introduction of programs for strengthening second language acquisition and positive behavioral intervention resources are part of the plan. Goals are to establish procedures and protocol for mental health screening and appropriate interventions. Other goals include 2022-2025 collective bargaining negotiations, DEI dashboard, and submission of a mass school building authority application. Fasihuddin inquired about alternative educational opportunities for vocational trades/ careers at Hopkins via Greenfield Community College, such as plumbing and carpentry, and if they were included in the pathways to career section of the document.

Phifer and Percy asked McKenzie about the MBA assessment prior to the grant application. In response to an inquiry from Phifer, McKenzie provided more detail about the DEI dashboard data, using graduation rate and discipline rate as examples. She added that the dashboard is not meant to interpret data, but to share the data. Phifer expressed the need to maintain anonymity as Hadley is a small school system. McKenzie said that any issues in that regard would be brought to the committee.

e. COVID-19 Update

McKenzie reviewed the five recent positive pool tests and indications are that there had been no school transmission. She also provided “test and stay” data. Brugger asked that the DESE link and the process for testing and contact tracing be shared in the newsletter. McKenzie encouraged emailing herself, building principals, or school nurse with any concerns or questions.

f. Donation from 4 Rex Farm- donation of \$400.00 for snacks for students due to the supply chain crisis. Percy made a motion to accept the donation. Brugger seconded and the vote carried 4-0-0.

4. Business Manager Reports

a. Expense- Desjardins said that all grant transfers have not been completed as some of the accounts are still being set up. 29% of the budget has been spent to date.

- b. Revolving- As of 10/31 21, balances look good. Preschool account does not have October revenues posted yet. Hadley Kids account shows some growth. Some salaries were used from School Choice. There is a positive balance in the Lunch Account.
- c. Grant- The 113 ESSR 1 is spent, the ESSR 2 and ESSR 3 have not. Desjardins mentioned the summer program grants that covered the summer program expenses. The district has several grants on the books at this time, which have been a tremendous help. Applications for competitive grants total \$206,000. Fasihuddin thanked McKenzie for all of her work on grant applications.

5. School Committee Reports/Discussion

- a. Finance – Percy reviewed the last meeting which focused on the split tax rate.
- b. Policy – Brugger said the sub committee met and reviewed the Flag Policy and Proposed criteria/procedures for evaluating written requests under flag policy (Does the flag align with the curriculum, norms, and values? Is the flag political? How long will the flag be displayed?) The sub committee recommends second reading of the policy. McKenzie informed Phifer of the reasoning/ rationale of the need for the policy. There was question/ clarification of what constitutes a flag or banner. McKenzie said that since classrooms are public spaces, they are subject to the laws of public spaces. Phifer asked if banners and flags that are currently displayed will be “grandfathered” in. He added that he understands the concern but is not comfortable with the need for the policy. Brugger made a motion to approve the second reading of the Flag Policy. Percy seconded and the vote carried 4-0-0.
 - i. Pronoun use and parent notification- to be revisited next meeting.
- c. Fields and Capital – Phifer reviewed the Phase II proposal from Berkshire Design which includes 2 additional multi-purpose fields. Assessment for a concession stand and rest rooms are to be considered for the future with the placement of a pad for now. He mentioned that there are several stipulations as the land is in flood plains. Desjardins informed the committee that he had heard back from the AG’s office that Berkshire Design can be awarded the Phase II job without going out to bid. He asked for a vote. Phifer made a motion to approve the award for Phase II Design of Athletic Fields to Berkshire Design. Percy seconded and the vote carried 4-0-0.
- d. Appoint SC representatives for Unit A negotiations and for Unit D
 - Unit A- Klesch, Brugger
 - Unit D- Phifer, Percy
- e. Draft letter to Senator Comerford regarding Open Meeting Law. Fasihuddin spoke of the benefits of Zoom meetings which are outlined in the draft letter and asked for the SC support to send the letter in advance of the review of the Open Meeting Law. All SC members were in support of sending the letter.

6. Announcements

Fasihuddin said that *Hadley Learns* will not be meeting in December but will resume in January and asked that McKenzie include notice in her newsletter.

7. Action Items

- a. Approval of Minutes of October 25, 2021- Motion: Percy; Second: Brugger; Vote: 4-0-0.

- b. Approval of Policy Sub Committee Minutes October 25, 2021- Motion: Brugger; Second: Phifer; Vote: 4-0-0.
- c. Approval of AP Warrants for October 2021- Motion: Phifer; Second: Brugger; Vote: 4-0-0.
- d. Approval of Warrants for October 2021 – Motion: Brugger; Second: Percy; Vote: 3-0-1. (Phifer abstains)
- e. Appointment of SC Representatives for Unit A and Unit D negotiations- Motion: Phifer; Second: Percy; Vote: 4-0-0.
- f. Approval of HES School Strategy Document- Motion: Percy; Second: Phifer; Vote: 4-0-0.
- g. Approval of HA School Strategy Document-Motion: Brugger; Second: Phifer; Vote: 4-0-0.
- h. Approval of Superintendent’s Contract (corrected regards to compensation and vacation days)- Executive Session- Motion: Phifer; Second: Percy; Vote: 4-0-0.
- i. Acceptance of donation 4 Rex Farm- Motion: Percy; Second: Brugger; Vote: 4-0-0.
- j. Approval of award for Phase II Athletic Fields Project to Berkshire Design- Motion: Phifer; Second: Percy; Vote: 4-0-0.
- k. Approval of Letter to be sent to Senator Comerford requesting the continuation of zoom meetings- Motion: Brugger; Second: Phifer; Vote: 4-0-0.

8. Next Meeting Dates

December 20, 2021 @ 5pm - Policy Subcommittee

December 20, 2021 @ 5:30 pm - Regular School Committee Meeting

10. Convene Executive Session

Move to go into Executive Session to discuss contract negotiations with nonunion personnel and to reconvene in open session.

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

11. Adjourn Regular Meeting- 7:40 pm