

**HADLEY SCHOOL COMMITTEE
HADLEY PUBLIC SCHOOLS
HADLEY, MASSACHUSETTS 01035
December 20, 2022**

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

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, P. Phifer, E. Percy, C. Pipczynski, A. McKenzie

Absent:

Guests: C. Desjardins, J. Czajkowski, K. Nelson, S. Ross

1. Call to Order: 5:30pm

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

2. Adjustments to the Agenda

A. McKenzie suggested adjustments to the agenda including an update on the MASC/MASS Conference from Chair Fasihuddin. Also, representatives from K12 Undaunted, who led a session at the MASC conference, will present highlights from the presentation, and Jack Czajkowski from the town's Climate Committee will comment on the committee's activity. There is no business report tonight, but School Committee members will report out on their committee activity.

3. [Public Comment](#) – Chair Fasihuddin asked for any public comment and noted no participants for public comment were in attendance.

4. Presentations/Discussion Items

- a. [FY24 Budget](#) (McKenzie/Desjardins) A. McKenzie stated that the preliminary budget projections were due to the Town by December 16th. The budget will be adjusted prior to the public hearing in March 2023. Adjustments will be done in conjunction with the Town Finance Committee and Select Board. The budget is in good shape. The budget features a total increase of 1.66% to total expenses and an increase to our request for local funds, (the Town portion) of 2.0% over last fiscal year - approximately \$157,000. McKenzie noted that the schools returned \$387,000 to the Town in FY21, and approximately \$55,000 in FY22. The budget allows us to fund services and programs to align with strategic priorities through 2024. This includes expanding STEAM program at HES, increasing Educational Support Staff, adding behavioral health staff, and a diversity and inclusion specialist. The budget includes professional development and responsive classroom training. Curriculum is being updated and new science and math textbooks are being purchased. There are also increases to facilities costs, especially considering the cost of energy.
- b. MASC/MASS Conference Updates – Chair Fasihuddin reported on topics reviewed at this annual conference for school committee members throughout the state. Topics included diversity, equity and inclusion as well as mental health post covid. The need to focus on psycho-social development was stressed, as was the need to learn to interact with one another in a culture of learning using trauma informed practices. The importance of DEI was highlighted in shared efforts throughout multiple schools. Also discussed were the benefits of early college

programs, and the challenge to traditional Advanced Placement (AP) classes. There were sessions on leading and governing schools during the current politically charged era, creating a culture where we can talk to one another and making space for people to share what they are thinking and feeling.

Chair Fasihuddin stated that she also learned that student advisors who meet with the school committee is stated in statute. Fasihuddin and McKenzie have talked about this and how to move forward.

- i. Chair Fasihuddin introduced Sara Ross, of the nonprofit group K-12 Undaunted. Ms. Ross gave a summary of her presentation from the MASC Conference entitled “Heating Up.” Ms. Ross stated that this group focuses on how to help schools enhance infrastructure to become more resilient and prepare students for rapidly changing climate including looking at HVAC systems and funding opportunities. Modern technology promotes more efficiency and cleaner air. New systems move heat that already exist in ground or air to heat our buildings. These pumps also provide noncombustible sources for cooling. There are increased funding opportunities for these types of more efficient systems through new federal legislation. In addition, Eversource has new incentives to convert customers to heat pumps. These technologies also have health benefits. This is a cost-effective time to switch from old systems to replacements. She also mentioned that new building codes are moving towards eliminating the burning of fossil fuels and that schools need to anticipate these changes.
- ii. Chair Fasihuddin introduced Jack Czajkowski, Chair of the Town of Hadley’s Climate Committee. Mr. Czajkowski opened his remarks stating that the committee has been in touch with schools to schedule an energy audit with Eversource. Eversource has been conducting energy audits on older municipal building for ways to reduce energy consumption. He asked for ways that the Climate Committee can help School Committee. He also asked about composting opportunities, solar initiatives, climate day and other educational opportunities.

Invite Eversource and Colliers in to perform energy audits and provide cost estimates:

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

- c. Capital Plan (Desjardins/McKenzie) – Discussion
 - i. Update on Cameras and Environmental Sensors – Desjardins reviewed additional information about the cameras (feedback from other districts and installation estimates). These documents are linked to the agenda.
 - ii. Update on 10-year capital plan including discussion re: renewable energy – see conversation in 4b.
- d. Approval Special Education Team Leader [Job Description](#) – Action Discussion – Brugger expressed her support for the position and underscored the importance of ensuring the Special Education Department has the resources it needs to operate effectively.

Approve Special Education Team Leader Job Description

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

- e. Second Reading: [Proposed SRO MOU](#) (Policy Subcommittee) – Brugger commented that the document is thorough and thoughtful. McKenzie commented that the School Resource Officer is shared between Hopkins Academy, Hadley Elementary, Hartsbrook School and the Pioneer Valley Chinese Immersion School. This position is about community engagement and not a disciplinary enforcement role. A. McKenzie also informed the committee that Hadley faculty and staff will be receiving training on restorative justice in late winter and early spring with Suffolk University, along with intensive training over the summer.

Chair Fasihuddin thanked the Hadley Police Department for their leadership and mentioned that current School Resource Officer Michael Romano is battling leukemia. She invited the public to look for a “Go Fund Me” page that is accepting contributions for Officer Romano in his battle against cancer.

Approve SRO MOU as presented:

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

- f. Approval of [flag request](#) HES music room and HES art room
A. McKenzie requested that the School Committee, in accordance with School Committee flag policy, review a request for hanging a pride progress flag in the HES music and art room. This does connect with the District mission statement and recommendations of the Department of Elementary and Secondary Education.

Approve request to hang Progress Flag in Hadley Elementary School music room and art room.

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

5. Business Manager Reports will be updated in January 2023.

6. School Committee Reports/Discussion

- a. Finance – Fasihuddin – No report out as Tri-Board has not met.
- b. CES – Brugger – CES Director’s reports have been shared with school committee members. Next meeting is January 2023. Going forward information will be shared with school committee members as received for review and discussion at subsequent meetings as needed.
- c. Policy – Percy – No new report.
- d. Fields – Phifer – Business Manager Desjardins reported that architects have met with Hadley Conservation Commission and expect to be able to go out to bid in late January and award the bid in February.
- e. Capital – Pipczynski – no new information until Spring 2023.

7. Announcements

- a. Select Board Liaison - Joyce Chunglo announced that there is no construction for the next two weeks on Route 9. On January 18th members of the Select Board will meet with representatives from the Massachusetts Department of Transportation. She stated that a new law has gone into effect that designates the portion of route nine adjacent to the high school as a School Zone. Ms. Chunglo stated that after the January 18th meeting, she will ask DOT to participate in a public forum at a future date to get input.
- b. School Committee Member Updates – Chair Fasihuddin acknowledged the passing of long time Hadley resident Adolph “Duff” Pipczynski and extended condolences to family.

- c. Upcoming Events HPS Calendar – A. McKenzie noted that this Friday is a half day and return to school on Tuesday, January 3, 2023

8. Action Items

- a. Approval of Minutes November 28, 2022
Motion: Pipczynski Second: Phifer Vote: 5-0-0
- b. Approval of Warrants November 2022
Motion: Pipczynski Second: Brugger Vote: 5-0-0
- c. Approval of Special Education Team Leader Job Description (see previous discussion.)
- d. Approval of SRO MOU (see previous discussion.)
- e. Approval of flag requests HES (see previous discussion.)

9. Next Meeting Dates

Policy Subcommittee - January 23, 2023 @ 4:30 pm
Regular School Committee - January 23, 2023 @ 5:30 pm

10. Executive Session - no executive session in December

11. Adjourn Regular Meeting: 7:15pm

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

Approved 01/23/2023