

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

AGENDA CHAIRS STATEMENT:

This meeting is being recorded by Greenfield Community Television (GCTV). If any other persons present are doing the same you must notify the chairperson at this time.

I. Roll Call, Call to Order

Present: Glenn Johnson-Mussad; (GJM); Elizabeth Deneeve (ED); Kathryn Martini (KM); Ann Childs (AC); Mayor Ginny DeSorgher (GD); Melodie Goodwin (MG) attending remotely: Stacey Sexton (SS)

Also present: Superintendent Roland Joyal (RJ); Assistant Superintendent Stephen Sullivan (SSu); Business Manager Andy Paquette (AP)

With a quorum present (GJM, ED, AC, KM, MG, GD) Chair Johnson-Mussad called the meeting to order at: 6:46pm

II. Public Comment

A. K. C. Special Education Parent Advisory Council [SEPAC] stopped meeting during the pandemic. It is a state requirement there be one. Meetings have started again. Parents are a strong voice for their children and we advise schools and their committees, providing info about the state of special education. We host parent workshop on how to get an IEP started. We partner with Community Action Pioneer Valley and will offer something in April for autism awareness month. We are committed to come here monthly. Fliers for meeting info are posted on GPS website. The last half hour of every meeting is for parent support. If they need support. We invite you all to pass on the info to anyone who might benefit.

B. D. S. Regarding composting in our schools: encourages the School Committee to please support. It is a great learning tool. Children carry it out with enthusiasm. It has not attracted rodents. FCCPR invites anyone interested to educational discussions. The next discussion is 8/22 online 6:30-8pm to discuss what we want for our children. In response to last year eliminating MCAS requirement, Governor Healey has a committee to come up with a new one size fits all plan. We are holding discussions to inform the governor of our voice and to be heard. fccpr.us

III. Report of the Student Representatives to the Committee, Kali

Student counsel. Homecoming success, officers for 8th and 9th grade were elected, Key Club and Sustainability Club participated in the Green River clean up, Key Club will be doing Trunk or Treat, to to arbiterlive.com for the full athletic schedule, fund raisers are happening now for Adopt-a-Family, National Honor Society applications are in for October 16th, French Club is preparing for their trip to France, Spanish Club is cooking and also preparing for Dia de los Muertos, Drama Club has assembled cast and crew for their Edgar Alen Poe black box style series. Shows will be 11/14 at 8pm and 11/15 for matinee and evening shows. Pre-sale tickets will be available in November. Library Club is featuring a key note speaker on video game development, founder of Hit Point Studios. Sessions are lead by students and other guest

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

speakers, Greenfield Public Library is co-hosting. More info at GHS library. The library is recognizing Latin heritage month and Suicide Prevention month with informational displays. The library also recognizes Reader of the Month. Digital wellness helps families understand the complexity of AI. Thrive Initiative shares articles to help support children's digital well being and guides to AI. Band performed at Big E and other events. Jazz band meets Mondays at 4:30. Spectrum club represented at GHS activities fair and meet Fridays meeting Ms. Oleary's room. Schools Match Wits. Recruited 6 new students at activities fair and meets twice per week in the library. Guidance is doing college presentations and preventives to address risky behavior and soc. emotional skills. Crochet Club is looking to build membership. In Art, the artist of the week won two tickets to the cinema.

IV. Reports of the Administration

A. Business Manager

See attached materials

1. Discussion:

- a.** GD: What was the increase last year to Special Education Tuition OSD rate?
 - i.** AP: 3.67%

**B. Assistant Superintendent of Teaching and Learning Report
Grants Update.**

See attached materials

C. Superintendent Report:

See attached reports.

1. Discussion

- a.** ED: What were the total grants for FY25?
 - i.** SSu: fy25 over \$1.6 million and for FY26 \$2mil
- b.** GD: Home-schooling, explain more? How does that work?
 - i.** SSu: 97 plus 42 inactive or incomplete. Parents have to present how they are going to meet the grade requirements. They have to show in some way who would be leading that plan and how they have the capacity to do so. Laws protect Home school families quite well. (Traveling sports or online home schooling plans.) The end of year report is reviewed for grade level.
- c.** GD: Have numbers gone up in other places?
 - i.** SSu: Our numbers are similar to what we have had in the past but I have not seen a statewide report to compare.
- d.** RJ: The trend is increasing. People working remote and traveling, home schooling works better for those families. Access to curriculum is out there. Pay for curriculum and online schools provide classes from accredited sources.

V. Consent Agenda

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

- A. Approve the minutes of September 10, 2025**
- B. Accept a proposal for a Thirty Thousand Dollar (\$30,000.00) Greenfield High School scholarship request from Margaret McDonald**
AC: THANK YOU for the scholarships! Thank you to Elks Lodge 1296 FOR dictionaries!
- C. Approve the Middle School Career Technical Education (CTE) and Innovation Career Pathway (ICP) Exploration Policy**
- D. Approve the updated district Bullying Prevention and Intervention Plan**
- E. Approve amended Family Handbooks**
- F. Accept an annual donation of dictionaries from the Greenfield Elks #1296 for all third and fourth grade students in the Greenfield Elementary Schools**

MG moves to approve Consent Agenda removing D and E. AC seconds

Yea: GJM, SS, ED, KM, AC, MG, GD. Motions carries unanimous by roll call.

AC moves to approve Family Handbook. KM seconds

1. Discussion:

a. MG: What are the changes?

- i. SSu: Undergoing monitoring review by DESE. feedback is to update our books before we are found non-compliant. Bullying did not include language around staff training our how we informed parents. We have been doing the practice, but it is not written in the books.**

Vote: Yea: GJM, SS, ED, KM, AC, MG, GD. Motions carries unanimous by roll call

KM moves to approve updated Bully Prevention Plan. AC seconds

2. Discussion:

a. SS: I had questions regarding the changes, but what are the remedies taken and action taken before we refer to law enforcement? At some point I would like a more comprehensive presentation about what we are doing in the district around bullying.

- i. SSu: It has to be included in the policy. We are very careful about how law enforcement gets involved. Many interventions are made before that point. I am not aware of any law enforcement involvements since I have been here around bullying. We try to use our professional judgment around everything we can do before we get to that point. Law enforcement is a last resort.**

b. MG: Is the bullying info provided in all the languages of all of our families?

- i. SSu: Yes. All handbooks.**

c. GJM: Would you be willing to provide a more comprehensive presentation?

- i. SSu: Yes. Specific questions would be helpful guidance.**

d. SS: Can we add to a future agenda to discuss?

- i. GJM: yes.**

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

Vote: Yea: GJM, SS, ED, KM, AC, MG, GD. Motions carries unanimous by roll call

Break at 8:10

Resume 8:15

VI. Superintendent Search Update

A. Update from New England School Development Council (NESDEC)

See attached materials

A. Steering committee

MG moves to create superintendent search steering committee with. KM seconds

1. Discussion:

- a. GJM: Is there to be other representation from community in this steering committee?
 - i. SS: This steering committee would just be representing members of the School Committee. There will be others involved in the bigger committee participating on meeting the goals of this process.
- b. ED: When do you plan to starting
 - i. SS; Immediately. Actual timeline will be discussed in detail shortly.
Vote: Yea: SS, ED, KM, AC, MG, GD. Motions carries by roll call with GJM abstaining.

2. Timeline Discussion:

- a. GD: There is a holiday and a newly elected board will be coming in. Could we push this back by a month?
- b. MG: It's an unusual time for people to be looking for a new job. March/April is usually the common time for educators to be looking.
 - i. JP: this timeline is similar to others we've done when we start in the fall. At the Superintendent level they are thinking far in advance. Engaging with interested candidates earlier than others that May be seeking puts us in a good place. This gives individuals 6-7 weeks to create application. The holidays are busy for interviews. But we would be in competition with other districts.
- c. KM: In terms of relationship building, interviews occur prior to Jan, full committee wouldn't be until Jan with the new committee. Okay with timeline as presented.
- d. GJM: It's a reassuring outline of the work and an improvement from how we were approaching this previously.

MG moves to approve timeline as presented. KM seconds. Motion passes unanimous by roll call

3. Needs Assessment Discussion:

- a. JD: Members of the community are invited in many ways for engagement sessions. Hybrid would bring more engagement. They are about an hour long.
- b. SS: specificity of outreach is part of the new steering committee work. Any entity that has an interest in our schools should be invited.
- c. GJM: Would you add educational advocates to that list? Bring best practices to education and school committee.
 - i. SS: would you see that as part of the larger umbrella of community or parents?

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

d. GJM: There are many community members without children who are very interested in this process. I would just ask for a revision of that list.

e. MG: Moves to pay additional \$450 for five focus groups. ED Seconds. Motions passes unanimous by roll call.

4. Information Letter:

a. ED Moves to approve the informational letter. AC Seconds

i. SS: Included in this letter is a salary range. We might want to separate the vote for salary out of the letter vote.

b. ED Moves and AC accept amendment. Motion passes unanimous by roll call.

i. Salary

• SS: The steering committee will be tasked with getting market ranges to SC.

5. Advertisements: Do we want additional advertisement from outside the already comprehensive package we are working with?

**AC moves to approve included advertisement without additions. MG seconds
Motion passes unanimous by roll call.**

B. Discussion and vote regarding Steering Committee members (School Committee small group) The search timeline Selection committee and process for choosing the members Needs Assessment – choosing the number and participants we want for focus groups Informational Letter including Superintendent pay range
Postponed to special meeting.

6. District Webpage for Superintendent Search:

See attached materials.

VII. School Committee Reports

A. Chair's Report:

See attached materials.

B. Budget and Finance Report

Recap and approval of stakeholder outreach plan for the Fiscal Year 2027 budget development
Recap and approval of the Superintendent's recommendations on capital improvement priorities for Fiscal Year 2026 requests

See attached materials

KM moves that SC approves B & F outreach plan as stated. GJM seconds.

1. SS: Can we pre-note for next year to compare and contrast how in person representation resulted vs sending letters etc.

Motion passes unanimous by roll call

C. Community Engagement Subcommittee Report

ED: recommend that the School Committee restart the composting program.

VIII. Old Business

A. Review of Year Long Agenda

No discussion

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

B. School Committee/City Council Relations.

1. Discussion: October City Council Meeting

Are we sending someone and what are we asking them to do?

See attached material

AC moves that KM seconds assigning a member to present an update on the superintendent search process to the City Council at their October meeting, and to respond to any related questions on behalf of the Committee.

a. AC: SS is the most reasonable?

b. SS: will accept.

ED Moves to endorse inviting the City Council President, along with any guests they wish to bring, to attend an upcoming Executive Subcommittee meeting to discuss strengthening the relationship between the School Committee and City Council, and to explore Shared Expectations for collaboration and communication at City Council Meetings. KM seconds

GD: Moves to postpone to November. MG seconds

Yea: GJM, SS, ED, KM, AC, MG, GD. Motions carries unanimous by roll call

IX. New Business

A. Composing of food and paper waste discussion

RJ: Report in folder

ED Moves to approve pilot: AC seconded

- 1.** Amy Donovan (AD) Presenting: 2016 30K paid solid waste district. Supported by 21 member town. 2016 started at all 7 Greenfield. Schools. All food waste and paper lunch trays. These are currently going in the trash. The six after Math and Science Academy closed – composted five tons per month/50 tons per year. Interrupted by pandemic, 33 of 35 were composting. Most have started back up again. They have been for 25 years. The rodents are not a problem in schools at all. 89% of school lunches are compostable by weight. School committee wrote a policy in 2016. I do presentations one school at a time so everyone understands how to sort lunch waste. Greening Greenfield is paying for my time. The goal is to reduce trash, trash pick ups, and trash dumpster sizes. Two cubic yards per week really adds up. \$185.00 for dumpster flat fee \$11,500 for hauling, plus cost of bags. We hope to reuse the barrels we already had. New opportunity with key club members for monitoring and sustainability club. A lot of monitors are not really needed. Kids understand this. The way it is set up to go through the sorting line is helpful. This program had a huge impact when it ran for 4 years and we learned about personal responsibility. Lastly, Greenfield doesn't want to be the only school not doing this, when Franklin county is a leader in composting.

- a.** SS: could leftover building funds from GHS construction be used? If GHS were to be a green building? Is that allowable?

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING**

MINUTES: Wednesday October 8, 2025

Jon Zon Community Center, 35 Pleasant St., Greenfield MA

- i. AP: Defer to Mayor, but probably not. Not sure that this project would fall under the requirements. Probably come out of food service revolving budget, it is healthy enough and would be appropriate.
- b. GJM: enough for all schools or just one
 - i. AP: we are over the requirements where if we wanted to expand we could handle that.
- c. GJM: So GHS one school would be for operational practice. What time frame would we want to revisit this?
 - i. RJ: For budget, we want it for the spring budget by April.
- d. GJM: Would we need changes to budget?
 - i. AP: The revolving is appropriate. No need to change budget.
- e. MG: It hasn't been done in a long time. Custodians would need to be trained. It takes time for them to understand. Starting with one set of custodians at the HS is a good idea. With turnover, there has to be new hire training.
 - i. AD: Great points. Yes. I provide training for the custodians. When we did this before, we did a meeting with everyone. I meet with them and get to know them and understand their workflow to find the best way to do this. I also work with cafeteria staff so they understand.
- f. GJM: How long should it be operational
 - i. RJ: 5-6 months.

Motion carries unanimous by roll call.

B. Review and Analysis of the Special Education Transportation Operations and discussion of consultant work.

- 1. ED: Did the seeking of the study come from the administration?
 - a. AP: Yes, the former Superintendent sought the study due to amount of questions that had come up around Special Education transportation

GD Moves to approve consultant work on special education transportation. MG seconds.

- 2. GD: will this study factor in vehicles and insurance?
 - a. AP: Yes.
- 3. SS: Be clear that this \$9,995 is only for Special Education transportation and anywhere it is misstated to included general education will be stricken from the record and documents.
 - a. AP: Yes.
- 4. MG: Big busses are out of the picture. Staffing would be part of the analysis also, benefits?
 - a. AP: yes.

Vote: Yea: GJM, SS, MG, GD. Motions carries by roll call ED, AC abstain, KM No.

C. School Committee Self-Evaluation review and discussion. What are next steps.

No questions or comments

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday October 8, 2025
Jon Zon Community Center, 35 Pleasant St., Greenfield MA**

D. Strategic Plan Review

No questions or comments

E. Discuss Capital Requests

No questions or comments

F. Procedures for Adherence to Open Meeting Law

GJM: I put it on the agenda but will postpone to November meeting. How would the School Committee like to address adherence? Many of us are experienced public officials. In the future, -it seems to me that some of the options we have available to us are not great. Filing a complaint doesn't feel great. Any discussion now?

1. ED: I have been present for an OML complaint regarding previous mayor. We came together really well and voted to participate in provisional development but it was supported. This was a really good solution and I would propose to include this.

2. AC: What about emailing as a community member from our personal emails- there are many hats we wear. We should discuss.

a. GJM: We should have a training.

3. KM: My recollection is in line with ED regarding the complaints. The committee should take and have responsibility for these things. There are particularities in the online trainings that don't cover certain things and are not conducive to questions. The training with the state was not arranged by the former chair. A working session that was specifically devoted to specific complaints and in a setting where people are comfortable asking questions would be my recommendation.

4. GJM: We will carry this forward to next month's meeting. I may have a proposal in advance so we may discuss.

X. Vote to enter into Executive Session: Pursuant to M.G.L. c. 30A, § 21 (a) (3) To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares. The committee WILL NOT return to Open Session.

No Executive Session

Adjournment

A. GD moves to adjourn. MG seconds Motion carries unanimous by roll call. 10:15pm

Respectfully submitted,

Nan Sibley

Administrative Assistant