

**GREENFIELD PUBLIC SCHOOLS
SCHOOL COMMITTEE MEETING
MINUTES: Wednesday November 12, 2025
Jon Zon Community Center, 35 Pleasant St. Greenfield, MA 01301**

I. Roll Call, Call to Order

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

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

With a quorum present (GJM, MG) Chair Johnson-Mussad called the meeting to order at 6:31pm

II. Public Comment:

Melissa Webb: YMCA pilot swimming program is great! Hoping to see it move to 2nd and 3rd grades.

III. Report of Student Representatives to the Committee

Key Club participated in trunk or treat, GHS food drive, 23 new National Honor Society members Fundraising for Adopt a family, many clubs are bustling with activities.

IV. Reports of the Administration

A. Business Manager: See attached materials.

1. Fiscal Year 2026 Budget Update

AP: Up to date as of 11/8.

a. ED: When should FY25 be closed up?

i. AP: City does official closing.

b. MG: Current active postings active?

i. AP: Yes.

2. Budget Reports Review: See attached materials

B. Assistant Superintendent of Teaching and Learning Report

1. Service Award: Alan Dean will be acknowledged for his years of service to the Greenfield High School Football Program Alan was 23 years old when he started. Graduated in 1969 from UMass 56 years coached GPS, commitment for excellence. Will truly be missed. Retiring.

Alan Dean: Thank you. People can share that all the years in athletics, girls basketball and freshmen baseball, the city of Gnflid has always supported athletics and that makes me very proud to live in Gnflid. Athletics serves an important purpose. Population is very different than when I started, and sports and a team means a lot to our kids. I want to thank you very much for your continued support. Go Green Wave!

2. Professional Learning Update from November 4, 2025

See attached materials.

3. Grants Update

See attached materials.

4. Early College Planning Grant which is a collaboration with Greenfield Community College which will give students the opportunity to do college-level coursework while exploring career options.

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See attached materials.

5. Thunderbirds Stick to Reading Challenge
 - a. Students will have the opportunity to read books and if they complete within the time frame they will receive a ticket to the Thunderbird's game on January 24, 2026.
Families and students submitting paperwork are urged to write their emails legibly as that is how contact will be made regarding tickets.
See attached materials
6. Greenfield Young Men's Christian Association (YMCA) Swimming Pilot program for Newton School second and third grade students learning basic water safety and swimming skills
See attached materials.
7. Accountability Data At-a-glance report The Massachusetts Department of Elementary and Secondary Education accountability system brings together a set of measures in order to provide clear, actionable information about district and school performance.
 - a. See attached Report; Slides: 1. MA DESE Accountability System. 2. MA DESE Accountability System and GPS Strategic Plan "Crosswalk". 3. MA DESE Accountability Resources. 4. Data Graph. 5. Highlights (not an exhaustive list) 6.Areas in Need of Improvement/Attention (not an exhaustive list). 7, 8, 9. Our Continued Work.
 - i. SS: Appreciate presentation: Astounded by info on slide 6. Students with disabilities meeting or meeting or exceeding up to 58% was a remarkable change, what do you think are the practices that contributed to this outcome?
 - SSu: It starts with our teachers and IA who are building relationships with our students. GNFLD called out some sub groups that were not having the same experience as others and not all people have the same needs. Teachers accepted that challenge and use a multitude resources. Quality materials, schedules, focus on core instruction with care to specials, filling gaps, diagnostic assessment giving teachers more usable data allowing targeted intervention and skills building leading to more success and wins to build on.
 - ii. GJM: Teachers have always been eager to help and to meet needs. It sounds like there was some curriculum leadership provided. Want to applaud you and superintendents for providing that. Thank you so much for that.
 - SSu: Yes. It's not one size fits all.

C. Superintendent Report

At the time of posting, there were no topics reasonably anticipated by the Chairperson.

V. Consent Agenda

- A. Approve the minutes of October 8, 2025
- B. Approve amended Family Handbooks
- C. Approve the disposal of one Yamaha electric piano and one Wurlitzer upright piano

ED moved to approve Consent Agenda. MG Seconds. Vote passes by roll call: Yes: AC, GD, SS, KM, MG. Abstain: GJM Motion passes with one abstention.

VI. Superintendent Search Update

- A. Superintendent Search Steering Subcommittee

See attached materials.

MG Moves to accept profile. AC Seconds. Yes: SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.

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147 very detailed responses! 107 to the survey. Thank you Becky for scoring pizza for the focus groups and participants of the focus groups. Congratulations to the students who came to offer free childcare during the focus groups.

1. Most important qualities, 1. Educational leadership. 2. Inclusive practices and collaborative leadership.
3. Skilled in operational management.

B. Appointment of Superintendent Search Screening Committee Members

21 outstanding applicants for committee members

MG Moves approve list of recommendations. ED Seconds. Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.

VII. School Committee Reports

A. Chair's Report

1. Remarks on election results

GJM: Congratulations to those who ran. It was a great race with good dialogue. I hope those that did not win continue to dialogue to improving student outcomes. New members are eligible for Cromebooks and business cards.

B. Budget and Finance Report

KM: Budget and finance has not met since the last School Committee Meeting. Anticipating a meeting in Dec. after listening sessions.

C. Community Engagement Subcommittee Report

See attached materials.

ED: The new calendar has many updates!

We recommend that we make ourselves available to attend City Council meetings as we can. Hold extended public comment sessions.

1. GJM subcommittee would hold a listening session for the public
 - a. Quarterly listening sessions allow more than 3 minutes for deeper discussions with the public. **ED moves. AC seconds. Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.**

D. Executive Subcommittee

1. Not met since last School Committee Meeting

VIII. Old Business

A. Review of Year long Agenda

No Discussion

B. School Committee / City Council Relations

1. Report from Executive Subcommittee on medium-and-long-range strategy; request for feedback from full Committee
See attached materials for report.
ED Moves that the Executive Committee recommend that the School Committee endorse that the SC (see email item 2) KM seconds. Yes: ED, SS, AC, KM, GD, GM. Abstain: GJM. Motion passes with one abstention.

2. ED: Working alongside municipality: Superintendent is our employee, we invite them and they invite us. Invitation is a great start and hope that they share ideas. Want this to be about open

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minds and liaisons might be needed to be mindful of what might be coming ahead regarding budget and we can support one another.

- a. GD: Can you explain again, member ED, ‘with collaboration between two bodies’ at meetings?
3. ED: Not just between community relation bodies, but having side by side collaborations. We also have relationships with Police, Fire and other municipal entities. We should be reaching out to each other to avoid complications before budget work hits.
 - a. GJM: The motion is about about inviting the president to any ... see email. It fits into a larger goal around relations but the motion is a bit more narrow.
 - b. MG: I read this and also the charter. The Charter has us very separate. I don’t know the intent of The Charter writers, but we should sit down with them. It wasn’t okay for City Council to ask School Committee. How can this work? Should we ask for a Charter change?
 - i. GJM: There is some legal reason why we are kept separate in the charter. The School Committee is autonomous with superintendent supervision. Fuzzy from City Council regarding our superintendent to report the them. According to the law only the School Committee supervises the superintendent. How do we have a good relation and take advantage of the City Council’s offer to attend without creating any grey areas about who supervises the school system?
 - c. KM: To clarify this getting leadership of City Council and School Committee leadership how to work together better. I am 100% all for it. See no reason not to.
 - d. GJM: Co-equal is good language as we are co with power and different parts of the city.
 - e. GD: I agree with KM but I support what it says in the city code that at City Council meetings 565-8 at City Council meetings communication for superintendent and the school committee. But I agree with the rest for communication of the two bodies. Superintendent should be in attendance at all the City Council meetings.
 - i. GJM: Wasn’t tested whether they can require the School Committee to attend. We want to put it in our rules to require City Council members attend.
 - f. KM: Are these two separate issues? Getting leadership together and...
 - i. GJM: Correct. We should keep our comments focused on the motion at hand.
 - g. GD: Was bringing up confusion. Superintendent was instructed not to attend City Council last month. He has attended in the past and am delighted to have collaboration and don’t want to end
 - i. GJM: I instructed superintendent to stop and accepted correction on that. Subcommittee assigned a School Committee member to represent at the previous meeting clearly. School Committee as a whole voted to send a member instead of the superintendent for October.

Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.

4. Recommendation from Community Engagement Subcommittee to the full School Committee when City Council precinct meetings are scheduled, the School Committee members make themselves available to join and attend as needed.
ED moves. AC seconds. Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.
5. Plan for November City Council meeting – whether and whom to designate as a representative,
GD: Moves to ask the superintendent to attend the November City Council meeting and have an additional School Committee member attend if they wish to. AC seconds.

Discussion:

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- a. GD: Superintendent did a great job was well received.
 - i. GJM: Don't know whether RJ will be back.
 - ii. MG: People would like to see the slide show.
- b. GJM: Would GD accept that as an amendment that if RJ cannot present slide show that SSu may attend and do so?
 - i. GD: Yes.
- 6. GJM: Amended to present Accountability Report that was shown tonight.
- 7. KM: another amendment: with Accountability Data and superintendent search: would vice-chair SS also attend to present the report?
- 8. GJM: Is SSu available:
 - a. SSu: no
 - b. GJM We would see if superintendent is available with he returns.
 - c. SSu: Am available for City Council for December. Would be happy to attend should the School Committee wish.
 - d. GJM: Whether to accept SS update on superintendent search as well. SS is doing a great job, and quite impressed. I think that would be very fitting.
 - i. SS: Yes I am available to attend.
 - e. KM can we clarify what we would like the superintendent to cover if he is available.
 - i. GJM: To present accountability report if he is available. Otherwise, SSu can do in Dec. Historically they share positive highlights from the Greenfield Public School and accept questions.
 - f. KM Can we amend the motion as such.
 - g. GD: I accept. Good idea.
 - h. AC: Accepts amendment.
 - i. Motion: SS would give review of superintendent search, and above amendments.
 - j. GJM: Do we wish to delay AD until Dec?
 - k. GD, AC: Accept.
 - l. Motion amendments: Send superintendent and Vice Chair SS to share highlights from GPS and SS to update on the search committee. Do we wish to provide any direction to either about questions not raised in advance to the meeting?
 - m. GD: I don't, I take them as they come.
 - n. GJM: No guidance.
Vote: Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.

C. Procedures for Adherence to Open Meeting Law

How to handle when members send emails, violations to email. Guidance on how to address this. Chair has filed complaints on the committee. Previous options are not great. Ideas on how to address, can we place them in the meeting packets or in other places available to the public.

- 1. GD: Happens on City Council, we don't have a clerk. A clerk would send an email clarifying that you cannot reply all. Just an email to the person that says "DO NOT REPLY ALL" is sufficient and this discussion is bringing this issue to the front of mind. These are often accidental. Have we had any since the last meeting?
 - a. GJM: No.
 - b. GD: That is my suggestion on how to handle it.

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2. KM: I have noticed improvement since we have been discussing. Emails should be used for housekeeping only. Substantive discussions should be sent to chair for meeting and for public to have a chance to be involved.
 3. ED: Not reply all. Everyone who comes onto this committee is going to break some law. It is a problem when there is repetition after being told. There has been about five in the last year. I don't like the complaint process. The chair should be emailed for addition to agenda.
 4. GJM: Point of the OML is so public can be aware of discussions between committee members. The violations prevent the public having access to otherwise publicly available info.
 5. Km: If you have a wording for a motion, I would support it.
 6. GJM:
AC moves to consult with legal to come up with wording to let know that violating would be included in packet. ED seconds.
 - a. ED: Have internal discussion or training on how to add items to agenda for new members so they know how to be heard without violating OML.
 - i. KM: similar thoughts re: new members coming on. I wouldn't like misunderstanding that emailing committee in violation is a shortcut to agenda additions. Existing members could use refreshers to for getting info and concerns getting added to agenda. Folks just need to learn the ropes at on-boarding and have some refreshers. The last time there was a complaint the solution was to offer a training, but that training never happened.
 7. GD: Putting email in the packet and not filing a OML complaint isn't the best idea because it is showing there was a violation without a complaint that should have been filed. We should check with an attorney.
- D.** GJM: That is the motion. To check with the attny on how to word such a suggestion.
- E.** ED: OML violation you have to send the complaint in within 30 days. If emails go into the next meeting's packet, we may come up against that deadline. If you do make this mistake, the best course of action is to acknowledge with apology, and try not to do again. Repeated violations without owning up to it is an issue. A legit complaint may be an issue with deadline if we wait.
Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.

AC moves to direct the Chair to schedule OML training for 2026. SS Seconds.

Vote: Yes: ED, SS, AC, KM, GD, MG. Abstain: GJM. Motion passes with one abstention.

- F.** GJM: How to get on agenda: The way to do is to email the Chair and ask to put on agenda. I have put items that I would not like or think should be on the agenda, but honored the process to discuss to deliberate in more depth. That is the process. If any member has a record of something I did not, I would like to correct in my remaining time.

SS moves to ask the Policy Committee to review the handbook for procedure for School Committee members adding items to School Committee agenda and make recommendations for changes to the process. ED seconds.

KM: Was on the committee when it was drafted. The chair has a role in deciding on what should be on the Agenda according to the role of the committee. The chair should say no if a request is not appropriate, but there is still a process for the committee to decide, the issue still gets brought to the committee. Everyone can get heard in this process.

Vote: Yes, ED, SS, AC, KM, GD, MG. Abstain GJM. Motion passes with one abstention.

G. Chapter 70 Funding

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1. For consideration to send a letter out to the state-wide committee regarding potential new formula for Chapter 70 funding
see attached materials.

GJM: Thank you AC for speaking at the hearing. Heard many good things about your public speaking. Ed is scheduled to speak on our behalf at online hearing. Thank you. We should send a formal letter. See draft in packet.

**ED Moves to approve draft and send. AC seconds. Vote: Yes: ED, SS, AC, KM, GD, MG.
Abstain: GJM. Motion passes with one abstention.**

IX. New Business

A. Discussion for Seeking a Social Media Impact Report for December Full Committee Meeting

1. What metrics are important to us? Engagement, views, reach, top reposters, others? School Committee should think about their specific questions they would like this report to answer.
 - a. SS: Questions regarding what is the ROI, or impacts on our social medial strategy. It is good to periodically review to make sure operating as intended? Desire to have a periodic review to make sure it is actually? Originally came out of community engagement sub committee to get info to people. What are numbers looking like? Are our messages getting seen? Anticipation that a report may be given at December meeting? Do we have any questions we would like answered in that report? We could let the administration know in advance. If we need a motion-
2. GJM: Can have a discussion minutes that can be used for informing purposes.
3. MG Will there be any cost to finding out the info?
 - a. GJM: The report will be given;
 - b. SS: This info is easy to access and
4. MG: Who is managing?
 - a. Iain Edwards and IT dept. and media accounts are from TMS
 - b. SSu: no cost from TMS.
5. SS: The standards; how many people receive announcements, engagements numbers, if we're using resources to social media presence, is this working out for us, and if it is not, what can we do to make it work out for us?
6. ED; I don't think we have many followers but the more you work it, the more you get from it. It's important to know how much it is costing us to do it. We should get help for School Committee and students. Opening it up to how we engage with social media. How much does it cost? What do we pay for it?
7. GD: Are we archiving all FB posts?
 - a. GJM: We can ask them to be prepared to answer that in Dec.

8:32 Break.

8:38 return.

B. Update to Policy AC: Nondiscrimination

1. changes that need to be made to the policy with the inclusion of English learners and an annual evaluation

SSu: See attached materials.

Note: At time of meeting, attorney had not had a chance to review.

- a. We can add to agenda for discussion for next meeting. Does the committee have discussion items or suggestions for redrafting?

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- b. -no
- c. Will be reviewed at next meeting.

C. First Read of Draft Competency Determination (graduation requirements)

See attached materials.

Would like to have a draft for vote for Dec. meeting.

1. MG: Draft looks great but have teachers looked at it?
 - a. SSu: Yes, we worked through most of them. Part of what we have to do is define “Mastering” as there is no shared understanding from state. We continue to make tweaks according to feedback.
2. MG: This is going to be a living document. You are trying to teach while the train is running. This is a draft. Is there a way to get this to work with the state?
 - a. SSu: This is part of a larger conversation. I agree this will be revisited, but the goal is to be in compliance for Dec.
3. ED: Have you heard of IDA vs the new State Accountability Board, the consortium?
 - a. SSu the performances? Ed. and competency determinations. We try to take the courses of what the district needs. I will send you the options so we can attend necessary courses while we are here.

- 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; and (7) to comply with, or act under the authority of, any general or special law or federal grant-in-aid Requirements. The committee **WILL** return to Open Session.

MG Moves. SS Seconds. Vote passes unanimous by roll call. Yes: ED, SS, AC, KM, MG, GJM.

Absent: GD

- XI. Vote to accept the Memorandum of Agreement between the Greenfield School Committee and the Greenfield Education Association Unit A (Teachers)**

MG Moves. AC Seconds. Yes: ED, SS, AC, KM, MG. Abstain GJM. Motion passes with one abstention.

XII. Adjournment

MG Moves. SS Seconds. Yes: ED, SS, AC, KM, MG, GJM. Motion passes unanimous.

Meeting adjourned at 9:12

Respectfully Submitted,
Nan Sibley
Administrative Assistant