

**GREENFIELD PUBLIC SCHOOLS  
SCHOOL COMMITTEE MEETING  
MINUTES: Wednesday December 10, 2025  
Jon Zon Community Center, 35 Pleasant St. Greenfield, MA 01301**

**I. Call to Order** Meeting called to order at 6:32pm

**II. Roll Call,**

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

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

**III. Public Comment:**

Albert Johnson-Mussad: I want to appreciate the School Committee over the six, seven years you have faced a number of significant issues. Your roles and that of the Chair have required significant persistence, great effort and stamina. On this last night of Chair Johnson-Mussad's service to the school committee would like to appreciate him as well for his stewardship and care and investment of heart mind, and soul, in this work. Thank you.

**IV. Report of Student Representatives to the Committee**

- **Student Council:** December brings ugly sweaters, staff appreciation breakfast and volunteer opportunities. Students will be helping with Jingle Fest and planning a rally for Dec. 23<sup>rd</sup>.
- **Key Club:** Several service opportunities in Dec. including bell ringing and a family dinner for the Salvation army a gift wrapping station during Jingle Fest, and assisting with the Giving Back Together Toy Drive.
- **Athletics:** Congratulations to Elderina Cecunjanin and Jack Laurie for achieving all state soccer honors. Congratulations! Winter athletics started Dec. 1. Check out Arbiterlive for all schedules.
- **Drama Club:** Nightfall: Stories by Edgar Allen Poe in black box format was successful. Auditions begin 12/15 for the spring play; an adaptation of The Secret Garden.
- **AV Club:** Regrouping after a 1 year hiatus with 10 members. Meetings are Mondays. Members are currently taking photos and videos at school events.
- **Spectrum:** Meets every other Wednesday. Dedicate time to creativity while scoping out causes on the local, state, and national levels to see how they can best spend their energy.
- **Trivia Team (formerly As Schools Match Wits):** Practice twice/week during lunch. Currently there are several seniors for matches by the club is seeking younger students to join. Scheduled As School Match Wits filming is Saturday January 24, 2026 with air date TBD.
- **Mosaic/Students of Color Club:** Meets weekly on Thursdays and getting to know each other. Recently the group had a bonding meeting to create a new sign for the club name Mosaic. Currently the group is organizing members for the April dodge ball tournament.

**V. Special Education Parent Advisory Council (SEPAC) Presentation**

A. No presentation.

**VI. Social Media Impact report given by Andy Brown from TMS Solutions, Inc.**

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- A. Andy Brown (AB);** TMS Communications: 30+ years in communications; 20 years working with education. Experience in both external and internal communications.
1. Content writers, copy writers, and editors, graphic designers, photographers/videographers, social media expertise. Greenfield has taken advantage of our full spectrum of services. Crisis communications: Messages to families, letters, emails, newsletters, crisis communications, brochures, fliers, posters, reports and presentations, video work. Social media monitoring and response, social media posting, traditional media management, advertising, recruitment strategy, communications planning.
  2. Message to families: Primarily newsletters with principals and superintendents, design templates, ongoing changes, editing content, layout.
  3. Crisis communications: Crisis workflow, power to quell rumors, get the word out first; primacy effect, anchoring bias, continue to update as needed.
  4. Brochures, fliers and posters: design based on idea or need from principal or central office, clear messaging and call to action.
  5. Traditional media management: press releases, op-eds, corrections, announcements and invitations.
  6. Social media for GPS: Twitter/X account started by a former superintendent, do not have access. No activity. Facebook (508 followers) and Insta began 2024 (403 followers), TikTok, snaps, X all monitored, FB, IG.
  7. Monitoring crosses over: Example: TT about a letter citing a “new law” about sharing high school student information. Parent had a decent following, views and comments were trending upwards. Notified central office and made recommendations, created graphics and school to home direct communication clarifying and referencing the confusion, the high school is reviewing the back to school packet, recommended reviewing all recurring communication yearly.
  8. [Engagement Graphics] See School Committee Meeting video on GCTV YouTube.
    - a. **SS:** Thank you. Are there specific types content or posts that people are reacting to?
      - i. **AB:** A lot of traction from elementary on FB, high school engagement more on Insta. We don’t do so much with what the school committee is talking about at the central office level. With other districts we discuss things like grants. Community likes that, how the money is being used and is important part of your roll.
    - b. **ED:** Maybe for Andy? Billing for social media. Do we pay for a package, per service, or do we have a contract?
      - i. **AB:** It is a retainer contract. We do as much as possible at around forty hours per month.
    - c. **ED:** Would be nice to have a more transparent way to show what we are spending on it.
      - i. **AP:** We can share the contract we have that spells out the service we have within the contract on a month to month basis.
    - d. **ED:** Wondering about justifying the spending to the public as part of our transparency obligations to the public. Can be discussed later.

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- e. **AC:** Out of curiosity. What design software do you use? Aside from the Greenfield branding, how customized are the fliers and templates verses standardized across other for the other districts that also use your services?
  - i. **AB:** Illustrator or Indesign depending on the project: Greenfield has requirements for colors and logo, but would be beneficial for the school district to have a style guide also so everyone is on the same page. Is more cost effective to use a Greenfield template that we can modify as we go. Everything that Greenfield uses, no other district uses.
- f. **GD:** The city is working on the style guide and branding because it matters that everybody recognizes one [uniformity]. Has Communication Director Johnathon Webber reached out to you yet?
  - i. **AB:** Not directly, but I have heard about the style guide via Roland.
- g. **GD:** FB posts etc: Are you archiving or saving?
  - i. **AB:** The technology department in the school department has a software that is capturing all responses.

**VII. Reports of the Administration**

**A. Business Manager:** See submitted materials.

1. FY2025 was closed on Monday.

a. Three new Special Education students we have fiscal responsibility for. Working on details to confirm how much.

2. **GJM:** Thank you so much. I have enjoyed working with you over the years.

**B. Assistant Superintendent of Teaching and Learning Report:** See submitted materials.

1. **Professional Learning Update:** The third round of district learning walks scheduled for 12/11/25 will help identify ways to better support teachers across the district.

a. Teachers are very consistent with implementation. We are weary to put more on teacher's plates but feedback is this is the right thing. Additional feedback is that they do not have enough resources, training, or support. The challenges are approached with a willingness to take steps toward solution and take on new things.

2. **Grants Update:**

a. Through the Civics Teaching and Learning Grant, four high school teachers participated in two-day Generation Citizen Institute focused on strengthening civics instruction.

b. In partnership with Grow Food Northampton, GPS Food Service Department is pursuing a USDA Farm to School Grant which will strengthen Farm-to-School efforts.

c. Last mo. Updated we are restarting Thunderbird's Challenge: Boomer (Springfield Thunderbird Mascot) fell ill and was unable to appear at Turkey Trots. We are rescheduling so he will still make an appearance.

i. If your students are participating, PLEASE WRITE YOUR EMAIL ADDRESS CLEARLY when submitting your paperwork.

d. **AC:** Parents *check your spam folder!* Your tickets may end up in your spam folder.

i. **SSu:** We had over 200 attendees last year.

**C. Superintendent Report:** See submitted report

1. Nice attendance at the Turkey Trots this year! Much fun was had.

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2. I am inspired by our students and they restore my faith in humanity.
3. **GD:** Very uplifting from the two of you [RJ, SSu]. Grants with six trips to the library is very winning.

**VIII. Consent Agenda**

- A. Approve the minutes of November 12, 2025
- B. Approve School Committee Policy AC Nondiscrimination
- C. Approve Draft Competency Determination (graduation requirements)
- D. Accept an anonymous donation of \$1,000.00 (one thousand dollars) to the Federal Street School
- E. Accept an anonymous donation of 312 (three hundred twelve) square feet of beige carpet tiles and 100 (one hundred) square feet of navy blue border carpet tile
- F. Approve the Middle School Career Technical Education (CTE) and Innovation Career Pathway (ICP) Exploration Policy
- G. Approve Restorative Practices (RP) Coordinator Job Description
- H. Approve Innovation Career Pathways Coordinator - Greenfield High School Job Description
  1. **SS:** G and H to consider separate
  2. **MG:** B and C to consider separate

**KM moves to approve items A, D, E, and F. MG Seconds.**

**Motion carries unanimously with GJM abstaining.**

**AC moves to approve B: KM seconds**

**SSu:** The attorney recommended what to edit to bring the policy up to date.

**Motion carries unanimously with GJM abstaining.**

**AC Moves to pass C. GD: Seconds**

**SSu:** This is the second iteration of this. Governors council has made recommendations. May become law next spring early summer and will likely have another iteration.

**MG:** Sort of a doomed policy because of the continuing changes.

**SSu:** Required by the state to have.

**Motion carries unanimous with GJM abstaining.**

**AC moves to approve item G. GD seconds.**

**SS:** Advertised salary range? There is a new law that we have to have numbers in there.

**RJ:** They are two separate things. This is a job description. The job posting will have salary.

**MG:** Is this money in our current budget or is this grants?

**SSu:** Both are through grants.

**SS:** Back to G: There is experience required, is there going to be credentials or licensing required? Is that expected to be expected to be added later?

**SSu:** It can be. We are looking to get the broadest range of candidates possible.

**Motion carries unanimously with GJM abstaining.**

**AC moves to approve H. SS seconds.**

**Motion passes unanimously with GJM abstaining**

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**IX. Superintendent Search Update**

**A. Superintendent Search Steering Subcommittee**

1. **SS:** We received twenty five applications for committee. A broad range. Timeline: Working to narrow pool to interview list and interviews should be conducted next week. Should be ready to present to the School Committee before the holidays. Setting up meet and greets after the holidays early January. Then interviews and final decisions on candidate for Feb.

**X. School Committee Reports**

**A. Chair's Report**

**1. Reflections from the outgoing Chair of the school committee:**

Served for 6.5 years. The idea of broadly educating the public using public funds and reaching every young person in our community is a relatively recent innovation in human history and exciting to get to be a part of that project of educating every young person. It is special and important. It can't happen the way that it does without an institution like the school committee functioning and working through policies and budgets and so on. It's been a real honor for me to get to be a part of it; to play a role in some ways, protecting this as an institution. These institutions locally, state, regional and national level we are all facing a lot of challenges. We are being reminded on a regular basis that our democracy really relies on us and our continual and perpetual effort. It's not something that we can assume or take for granted. There have been norms that have been challenged both inside and outside the School Committee in my time serving here. I am proud of what we have been able to do together to keep the School Committee functioning and serving Greenfield well. I wanted to appreciate in particular Vice Chair Sexton, I feel like you have represented both working hard to fulfill your duties as a School Committee member but also looking ahead and taking initiative to develop yourself as a leader and to learn more about how this committee runs. I know the next committee will choose who they want to have as their Chair. However that works out, I feel that your energy and initiative toward wanting to learn, asking for mentorship, stepping up, and taking more and more leadership has been very impressive. I feel like everyone here has worked hard with the best intentions to serve Greenfield. Whether we all agree or not, we actually aren't supposed to all agree all of the time. So congratulations to us, we succeeded at not agreeing and it has been an honor to work with all of you. In some ways it has been the hardest job I have ever had, to be on the committee and to chair. At times it's felt like I'm hanging from the edge of a cliff and people are stomping on my fingertips to get me to fall off.

I want to appreciate member Martini and member DeNeeve, we ran together to serve on this committee. There were some key times I was on the verge of quitting and you kept me from you kept me from doing that. I really appreciate that, because I am very glad to be leaving at the end of my term instead in the middle of it. I want to thank everybody. I want to thank the administrators we have had over the years. I've learned a lot from everybody. We have worked closely together. We are told it is a thankless job, but we are also told thank you so much for what you are

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doing; so it is actually not thankless. For members of the public, don't underestimate the value of saying thank you to us. It can make a real difference to us. Sometimes the job is really hard, so thank you for your support, and your vote every time I have been on the ballot, and for the opportunity to be your Chair. It has been an honor.

**B. Budget and Finance Report**

We met Monday this week. Updating our budget guidelines to present. Prior to the next meeting we will meet in order to finalize those guidelines. We anticipate that a full set of proposed guidelines will be presented at the next School Committee meeting in January. Budget and Finance is hoping to have a budget book as a new way of going forward. The intention is to present information in multiple different ways to make it more digestible with attention to accessibility. Proceeded with executive summary portion, first. Members brought forward specific items they would like to see and a draft budget book is being worked on and will be carried forward. It will be very beneficial to present the most important parts of the budget in graphics as well as other ways for all to understand.

**KM:** Personal comment: Thank you everyone I have been heartened to see herculean work that our school administration and staff have done last few years to move the needle on student achievement; especially when it comes to literacy. That needle is heavy and hard to move. That issue is near and dear to my heart. I am very glad to hear about the continued work that our assistant superintendent tells us about. I want to say thank you to our members who attended MASC Conference this year. I really appreciate those who go forward and get training in how to be the best School Committee member you can be. Most people come into this not knowing what they don't know. It is a lot to ask someone to take so much time out of personal life. Everybody is busy, working, parenting, doing all the things; I appreciate members taking that on. Thank you member Childs for offering to do the work of updating the annual budget calendar and facilitating our meeting this week. Thank you for doing the work. I appreciate member DeNeeve, for the legislative work that you've done over the last few years. You've really created ground work that didn't exist before in this committee and have made a huge difference. You really deserve the award that you received for your work as committee member. I have to echo Chair Johnson-Mussad's comments. Time and again I have been impressed by Vice Chair Sexton and the sheer amount of personal time and investment you put into your work on the committee. You do so much of the work between all of the subcommittee work that you have done, the vice chair responsibilities, collective bargaining representative, and spearheading the work of finding a new superintendent, and walking the walk volunteering at our schools; being there for our students. I am really inspired by you and appreciate your leadership and wanted to highlight that. Glenn, you made one comment that has stayed to me. You never refer to our students as kids, you refer to them as students. These are not just kids, they are people whose whole adult lives will be effected by the decisions we make today. I want you to know that I have taken that on and have always refer to our students as students and respect them as such. Thank you for schooling me on that.

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**GJM:** Thank you for revolutionizing our budget process and holding us to the highest standards out there and what our process can look like and the level of community engagement that we can have.

**C. Policy and Program Report**

**1. Report on review of handbook section referring to agenda development.**

See submitted materials.

**a. Recommendations: Two sides of the coin:**

- i.** Ask members to take responsibility in their agenda requests. To take care when submitting requests. Member DeNeeve shared a model by a sister district of ours where people fill out a template for an agenda request to help folks do their legwork and preparing well so that the committee will be well prepared for the agenda items put forward.
- ii.** Wanting to make sure members have recourse if they put in for an item that doesn't make it to the agenda. We can give members an opportunity to bring up during the meeting under New Business. A member can make a motion that an item be on the agenda for a future meeting. The committee could vote and discuss that.

**AC moves to direct policy committee to work on those recommendations and language. GD seconds.**

**iii. GD:** Is this something other schools do?

- **ED:** When I was in Hyannis I took a class "How to Make Your Meetings Two Hours or Less." hosted by Pioneer Valley Regional School District. They have an interesting plan where everyone who wants to put something on the agenda, fills out yellow memo. It states what the request is, what it's about, who it involves, rational, everything is an embedded link, and at the bottom ask what the action is. Is it something to discuss? To be reported on? Is there a motion to be made. The motion to be made is already written out. Every memo is decorated in student artwork. It's beautiful. They will come and teach us how to do it. All memos in yellow in the packet, members know they will have to read and understand as those will be read at the meeting. All budget reports going out are in green. Money coming in is blue. Money needing discussions are red. The packet is color coded and organized in one single PDF. Goal is that so you will read memos and be prepared. If something isn't on the agenda, members can object to current agenda, request that the issue is added, and the committee votes to add it to either the current meeting or the next one. That is Robert's rules process. PVRSD doesn't run into that. All the work is done in subcommittees.
- **GD:** For RJ and SSu: Have we seen this other places?
  - **RJ:** Have not seen what ED described. Have seen what we have seen here. Usually if something isn't on agenda, it is requested to add to next agenda during new business. If this happened a lot I would expect some push back. There are times where something comes up that need to be acted on that evening. ED presents good concept we should look into.

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- **GJM:** The idea of having a set place on the agenda where it is open under new business; when you can make a motion to amend the agenda or add something to it. If you're not the chair, and it's not on the agenda, when do you make that motion? If the committee had a policy of always having that item there, it creates an opportunity for members to add new business items.

**Vote: Motion carries. GJM abstains.**

**XI. Old Business**

**A. School Committee/City Council Relations**

- 1. Report from Executive Subcommittee** on medium and long range strategy; request for feedback from full committee
  - a. Both City Council and School Committee will have new leadership in January. There is a sense for willingness for this to happen for 2026.
- 2. 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.
  - a. They have not had any precinct meetings. Anticipating to have them next year and on even years.
- 3. -Plan for December City Council meeting** – whether and whom to designate as a representative, approving specific talking points

**GD moves to have superintendent attend the Greenfield City Council meeting to offer update on things that are happening in the GPS. MG Seconds.**

  - a. **MG:** Because you are inspiring and positive that it would be nice for the City Council to hear that positivity as we are about to make hard choices. You are the person who brought that here and should bring that there as well.
  - b. **AC:** Remember that we were going to have the accountability data to be presented at City Council.
  - c. **GJM:** We will keep this motion.
  - d. **GJM:** I think that the superintendent and assistant superintendent do a great job presenting at this meeting; the School Committee meeting. And while the superintendents are well compensated I think it is a lot to ask more to make nice comments about the GPS at other meetings [in person]. If City Council members ask questions, there has not been an opportunity to prepare. I am not a fan of that suggestion. I would encourage School Committee to suggest at least, that he attend by Zoom if you are going to support the motion.
  - e. **ED.** I took this class in Hyannis. City Council Relations: I brought this up. The serious question is “Are you the employer of record of the superintendent or is the City Council the employer of record of the superintendent?” They urged us to be cognizant of that. The City Council appreciates and wants these reports. But it is odd that it has to be done twice when such excellent reports are given here during the School Committee meeting a week before City Council. I hope in the future we can vote as needed in respect of their time.
  - f. **MG:** Like the zoom suggestion so they can be present for just that time.

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- g. GD:** In person or zoom can be a personal choice. It is in the code and there is a long term history of that. ED had a valid point that the information is here. But to have the city info, do we watch the City Council meetings? Many do not. It's televised so people know what is happening.
- h. GJM:** The City Council does have the authority to create a code for themselves about what's on their agenda. What they have put on their agenda is a standing item where the School Committee may if we choose go and take advantage of that platform. But the City Council cannot put into their a requirement that the School Committee or the superintendent attend their meeting any more than we could vote to require the City Council president come to our meeting. We are different branches of the City with our own authorities and responsibilities. We are co-equal parts of the city. It is confusing that the City Council create optics or appear to have oversight of Greenfield Public Schools when that is the job of the School Committee. When they have opportunity to ask whatever questions in whatever tone they wish on any topic they wish that creates a picture of authority that is actually not in the charter or in any code.
- i. MG:** Part of me hears the desire to work better with the City Council and visa versa. Maybe that is the first topic of those people working together, the mission of the first meetings. I am listening to you and thinking "Go Glenn" but also working together. Which is it. Are we separate committees or are we trying to be one that works together. I remember when you [Glenn] first spoke publicly, appreciate everything you have brought to this table. We have had madness and drama, I was there watching all of this play out, and I hope there is no more. Feeling conflicted. Collaboration or rebellion, Glenn?
- j. GJM:** Not recommending rebellion. Recommending that there be respect for each for what they do. We can come together to look at what our relationship, responsibilities, and authorities are and move forward from there. My initial response was reactive after being raked over the coals and after watching our business manager and our superintendent getting raked over the coals at those meetings one week after being raked over the coals by us. It's our job to rake them over the coals about stuff like that. It's the City Councils job to give us numbers about how much money we have to work with in a year. So it is my hope that we can come together to look at what our relationship, responsibilities, and authorities are and move forward mutually and respectful from there.
- k. ED:** Reporting to City Council is the least important way we interact with them. We have joint committees etc.. There are so many ways we have power to reach out that reporting at City Council meetings is not as important.
- l. KM:** Second ED and I would prefer to wait for new incoming members work out a set of expectations before we take more of the superintendent's time. I would like to see the two bodies have a set of codified mutual expectations and go from there. Longevity for superintendents is to protect their time and them from those fraught difficult situations. I am going to be a 'no' on this one for now.
- m. AC:** I did not see City Council meeting from last month. I wanted to be clear that we were talking about accountability data, but we have not presented yet?

  - i. GJM:** Correct.

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- n. **AC:** My opinion is that if someone gives you a platform, you should use it.  
**Roll Call vote: No: GJM, ED, KM. Yes: SS, AC, GD. Abstain: MG.**
- o. **GJM:** Robert's Rules requires us to keep deliberating until we come to a conclusion.
- i. **SS:** I voted yes and intend to vote yes again because I also feel like we should take advantage of platforms when offered especially if we are essentially doing a PR blitz to lay some groundwork for a more positive budget session. That is my singular goal. Zoom is good. It is worth it to us to continue with the practice until we have codified new code.
  - ii. **GD:** When we talk about relationships, would not want to appear to snub. City Council is changing again in January. Feel going forward there will be great reception. Don't want to harm relations.
  - iii. **AC:** In January there will be new leadership to come together. Why don't we end the year on a high point and a positive interaction rather than turning down an invitation?
  - iv. **ED:** I watched the City Council meeting. If I had been treated that way I would not want to return. It's great if you want to give a report or you could do it by Zoom, but some of the questions and the directions that they went were abusive. I am not sure they have control, in the moment, of their behavior. It was appalling. I would not want to return. I give you great kudos Roland for how you handled things in a professional manner. I am all for resetting in January. If you want to give a report, but I would feel awful if you were treated they way you were treated before.
  - v. **KM: I propose a friendly amendment that superintendent attend to give a report by Zoom but not take questions.**
  - vi. **GJM:** GD do you accept amendment?
  - vii. **GD:** No. I am thinking about the future and down the line and relationships. I saw what ED saw. How do you have a relationship with anyone if you are not there. I hear your valid points about, does one body gave the authority to codify over another. And I believe the charter says "by standing practice to answer questions". I think someone will have a question. ED I was there. **I would accept the part about Zoom.**
  - viii. **KM:** I think its wonderful that City Council direct questions to chair anytime they would like. School Committee should do it's duty to protect the superintendent for their time and also their person. It is hard for me to ask to put someone in front of a hostile crowd.  
**MG:** Umm....
  - ix. **GJM:** If you are ambivalent about this motion, maybe you can vote on this one and make another motion if you have another idea.
  - x. **MG:** Can more than one person attend? Can I sit with RJ?
  - xi. **GJM:** Yes
  - xii. **AC: I offer a friendly amendment that MG will accompany the superintendent.**
  - xiii. **GD: accepts. MG: accepts.**

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xiv. **GJM:** The motion is to direct the superintendent to present via Zoom, updates on the GPS with member MG attending.  
**Motion passes with two No votes. Vote: Yes: GJM, SS, AC, MG, GD. No: ED, KM. Abstain: 0**

xv. **GJM:** There is some important research that needs to be done on this code. Maybe the mayor would be willing to have the city's attorney take a look at it? Our council has looked at it and concluded that we are not commanded to be in the presence of others. I don't know if there has been any kind of determination on whether it's a valid code to begin with. It seems like the City Council can organize their agenda any way they wish, they just can't command the presence of others. GD would you have this looked into further?

- **GD:** Yes. [Will have city attorney look into it.]

**4. Procedures for Adherence to Open Meeting Law**

- a. Training on open meeting law for January
  - i. **GJM:** Previous recommendation to schedule training and a training will be held in February.
  - ii. **SS:** That same meeting will also be our vote to approve a superintendent.
  - iii. **GJM:** Maybe work with next chair on scheduling.
  - iv. **AC:** Invite City Council for that training also, they may find it useful too.

**5. Discussion Item: Revised Policy BHE**

- a. Use of Electronic Messaging by School Committee Members: see submitted materials
  - i. **GJM:** The recommendation is to add sentence: "New forms of communication." Last paragraph would add: "In the interest of promoting transparency with the public, the chair of the School Committee may at their discretion make public any electronic correspondence exchange between or among the members of the School Committee provided that such disclosure complies with all applicable laws including but not limited to the MA Public Records Law and the Open Meeting Law."
  - ii. **GD:** This has not been to policy council yet?
    - **GJM:** No. I was asked at the last meeting to discuss this with the School Committee council.
  - iii. **MG:** I read the last paragraph multiple times. It feels like attacking. Engaging in positive growth. I am hoping for positive growth. I felt very much attacked. I think whenever somebody questions OML, I went to the city clerk for ruling; as I was told. I take this last paragraph like we are all going to be watching each other. Can it be worded more positive. I hope the next chair is moving us forward and not stuck in one place. Our struggle is to move forward, GJM, you have lived it. I am just looking for positives.  
**AC: Moves to table until after the OML training then have the subcommittee to look at it after. MG seconds. Motion carries. Yes: ED, SS, AC, MG, KM, GD. No: 0. Abstains: GJM.**

**XII. New Business**

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- A. Redistricting:** Discussion and possible vote: Do we wish to plan for redistricting again and, if so, on what timeline?
1. **GD:** It will be difficult to put forward different requests for different facilities if we haven't had further discussion on the this. The way capital projects go in January, I have to steward the city discussion. I will not be able to push all projects forward because there is not money for it. I have to put my Practical Hat on, to steward the city's finances in the best way possible. We haven't had this discussion yet. There is no motion for tonight, but we need to begin to talk. Some 5th grade parents were hoping their children would be in an elementary school.
    - a. **GJM:** Redistricting for September?
  2. **GD:** Or just that we talk again because we haven't. I will not be able to put all the requests forward.
  3. **GJM:** Superintendent, what would be a timeline you suggest?
    - a. **RJ:** I hesitate to say because I wasn't around for the discussions in the summer. If the discussions are about some minor adjustments for some classrooms, might be plausible by September. If we were to discuss closures of schools, that is a much bigger combination of discussions... you would be inundated if trying to discuss by September. Start soon.
  4. **AC:** We have a lot of parents who are very engaged and open to redistricting and bringing full year Science and full year Social Studies and Spanish. We have to find the money. I am not sure the best way to make the decision without a financial plan.
  5. **MG:** I knocked on many many doors and had a lot of conversations with many parents, some who took their children out of Greenfield. Promises were made to parents to return 4<sup>th</sup> and 5th grade to middle school. The following year we had a pandemic and then a new superintendent. There have been many broken promises due to change in staff and the pandemic. Small elementary schools are what parents want and want their 4<sup>th</sup> and 5 graders, to be at elementary. Redistricting is a poor word. We are trying to reconfigure our grades. bring our students back to where they were years ago. I don't know what it would cost to give our students full year Social Studies and Science.
  6. **ED:** We have done all of the work to redistrict. All listening sessions are done. We are prepared to redistrict. Then you [mayor] wanted to close middle school last year, we had to meet to discuss the budget. Superintendent Patenaude and staff crammed to alleviate costs and put forward a plan on building we could close. It ended because we didn't get budget info from the mayors office. We can restart that but we can't move forward without budget info. It is about equity. We can't fulfill it because of the money. It is a budgetary issue only.
  7. **KM:** The plans that were previously laid out in the report to get our 5<sup>th</sup> graders back to elementary schools, all agree that is best for them. Wide consensus on the plan, the only reason we couldn't carry out budget is because the schools were level funded. Changes are needed to move forward with plan, it would greatly improve the quality of their education. It requires new positions and major considerations in the budget; full year Social Studies and Science, but in drastically underfunded school departments, things like that don't happen. The committee needs to take it back up to make it an actual proposed budget. That is a ways off. It is hard to flip the switch on that. This will not make it into

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this budget unless it happens before January. When we are talking about the redistricting plan that we already have, that did not include closing schools. An alternative plan was too close the middle school and cram students into High School, and discussions of numbers of students in building, classrooms, services per student, it was much more complicated. All of our buildings need work and none of it should be sidelined.

**a. GD:** This reminds me of our meetings from last year to a certain extent. My plan to do this was not a plan. I appreciated the fact that a great deal of time, three years, the number of students had decreased dramatically. The numbers changed so plans changed. That is how life works. Nobody likes change. I am very aware that when you are talking about a school you are talking about people. I didn't want to say out loud, I am not the person who would ever be making that decision. Like all of you, I have children and grandchildren want to provide best we can for our students. I go to regional meetings FRCOG... I don't want to be looked at like it's my fault. There are mandates that make it very difficult. I have had preliminary meeting with insurance. Looking at double digit increases. I want to be a teammate, I care like you do. We have to have these hard discussions. We have to move forward together with what is the best thing. I want to defend myself on that. I have had one vacation in my time here and no internet so was late in getting info to committee.

**8. GJM:** Timing of the redistricting discussion: Given the School Committee capacity with the search and the bringing on of new members, whoever is next superintendent might want to be involved in ground floor for these discussions. I realize that means waiting until July. There will be no closures or redistricting before that time. People have the right – its not just a discussion about students but it's also about money. The Perfect Storm report is about the difficult situations that we are all in, and these difficult conversations that we have to have. I appreciate the point that it is about the outcomes for our students. I regret that I didn't realize what a big price tag is was to make those changes relative to that tight budget. [Moving 5<sup>th</sup> grade, getting 8<sup>th</sup> out of the High School] It may be time for other departments to make sacrifices. It may be their turn to get less than they need as we did and continued to get less than we need for years and years. We refer this to the next chair.

**XIII. Vote to enter into Executive Session: Pursuant to M.G.L. c. 30A, § 21 (a) (2) To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel. The committee WILL NOT return to Open Session**

**A. AC Moves to enter Executive Session. SS seconds. Motion passes by roll call unanimously.**

GD:

**XIV. Adjournment**

**SS Moves to adjourn. GD Seconds. Motion passes unanimously.  
Meeting adjourned at 9:00pm**

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Respectfully Submitted,  
Nan Sibley  
Administrative Assistant