



#18419

#### 4. FINANCE REPORT

##### *a. Cash Balance Report*

Mr. DiStefano read the Cash Balance Report.

**MOTION:** Mr. Jones moved to approve the Cash Balance Report as presented.

**2<sup>ND</sup>:** Ms. Faris

Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Tarbox	Yes
Mr. Hatem	Yes

**VOTE:** Unanimously Approved

#18420

##### *b. Consolidated Cash Reconciliation Report*

##### *c. Revolving Fund Report*

##### *d. Budget Report*

##### *e. Audit Update*

Ms. Martel updated the District Committee on the FY22 Audited Financial Statements and FY23 End of the Year Report.

##### *f. Budget Transfers*

**MOTION:** Mr. Mejia moved to approve the Budget Transfers.

**2<sup>ND</sup>:** Ms. Disla

Roll Call by District Recorder

Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Hatem	Yes

**VOTE:** Unanimously Approved

#18421

#### 5. COMMUNICATIONS

##### *a. Donations*

##### *b. Articles*

Technology and Creative Opportunities Draw Students to Manufacturing Program, by Christine Taylor.

Supt. Lavoie invited Mr. Ouellette, a graduate and exceptional instructor at GLTS, to speak on this topic.

NASA reached out to someone who came to him to partner with NASA. We agreed to create a part that will be included in their experimental kits on space flights – a very critical part, intense documentation. First round of

parts didn't pass NASA inspections but they wanted to give us another opportunity. Our parts passed inspection recently and are scheduled for the next space flight - all the students involved signed the storage locker. This has snowballed into wonderful things in the machine shop - NASA has requested we create more knobs going forward and may very well work with our culinary department in the future.

*c. Public Participation*

**6. REPORTS OF THE SUPERINTENDENT-DIRECTOR**

*a. SAFE Office Report*

Supt. Lavoie and Mr. Vogel, Admin. Dean, updated the District Committee on the SAFE Office in response to the District Committee's concerns. Reviewing documentations via slides: discipline data for the last ten year vs. data from last year indicate substantial improvement. Mr. Vogel spoke extensively about the support his office provides to both staff and students through building mutually respectful relationships wherein he supervises students and supports teachers. He stressed the data shows that discipline is improving every year. Currently, the biggest issue is vaping marijuana in the bathroom. The teachers feel strongly about classroom disruption and have approached him directly with their complaints leading to meeting with the student first after an infraction. Mr. Vogel explained how a decision is made to send a student back to the classroom. If a student's behavior is unmanageable, they're required to interact with me prior to returning to the classroom which isn't always possible on the same day. Sometimes an appointment with the teacher and student needs to take place for them to work through a problem, we utilize the pass and different levels of support from within the SAFE office. Ms. Disla stated the numbers are alarming, 833 tardiness-why are they tardy? What are we doing to ensure the numbers decline? Is the target zero and; if so, how do we get there? Mr. Vogel stated students showing up late for school is nothing new and that ASRT (After School Recover Time), holds them accountable for it. Ms. Disla voiced her concern for school safety and questioned if GLTS employs adequate tools. Ms. Disla claimed that parents are not being informed and mentioned a situation she was privy to which she could not divulge specific information about but a student will not leave the school without her mother picking her up. This is one I'm personally aware of, how many other students feel unsafe and are not reporting it to anyone? Mr. Vogel said compared to other schools GLTS is always at the top and we continually work to achieve more and improve things. Ms. Disla expressed her appreciation for Mr. Vogel's input but stated she wanted more information. Ms. Faris thanked Mr. Vogel for coming this evening voicing her opinion it's important to be proactive as opposed to reactive. Ms. Faris questioned the training if any, the security group under him has? Mr. Vogel indicated they utilize different types of training: CPI, restraint training-reviewed each year with all of our staff - avoiding and deescalating issues. Ms. Faris questioned their specific responsibilities - do they monitor the hallways, traffic flow, walk people around to which Mr. Vogel said they did all of those. Ms. Faris stated she hoped they're being monitored as to where they go and what they do. In the future, she would like this type of information to be part of the packet District Committee members receive prior to the meeting itself, it clearly speaks to something valuable. Ms. Disla mentioned she'd heard of a female student sitting on the lap of security personnel. Mr. Vogel said that was unacceptable, unprofessional in any role. Ms. Disla would like Mr. Vogel to return and speak to what happened last time - simply asking how that situation was addressed in a general comment, no personal information. Mr. Vogel stated anything viewed as inappropriate would be addressed immediately and often times goes directly to the Principal and HR. Ms. Disla would like to understand how these things are addressed.

**MOTION:** Ms. Disla moved for Mr. Vogel to return to and present at another District Committee meeting.

**2<sup>ND</sup>:** Mr. Jones for discussion

Mr. Jones asked at what point parents are notified to which Mr. Vogel stated they're required to notify parents by phone and in writing for particular infractions.

Roll Call by District Recorder

Ms. Disla                    Yes

Mr. Jones                   Yes

Mr. Mejia	Abstained
Mr. Mercedes	Absent
Mr. Tarbox	Yes
Ms. Faris	Yes
Mr. Hatem	Yes

**VOTE:**

5 yes', 1 Abstained

Motion Carries

#18422

Supt. Lavoie requested District Committee members email specific questions they'd like answers to from Mr. Vogel to Chair Hatem who would in turn review them with the Superintendent.

*b. Admissions Report*

*c. Aviation Update*

Supt. Lavoie updated the District Committee on the Aviation Program stating our consultant from the FAA had been in today. The Dept. of Ed. is holding GLTS back until we have full approval of the FAA. He feels confident GLTS will receive final approval by April, 2025.

*d. Summer Projects Update*

Supt. Lavoie updated the District Committee on the Summer Projects reviewing slides of the various projects and their expected completion dates: Aviation Building 1- January 2025; Aviation Building 2 – Completed; Horticulture/Landscape – November 2024; Cafeteria – October 2024; Phase 4 Field – October 2024; Aviation Hanger – December 2024.

Chair Hatem questioned if Aviation Building 1 and 2 were still within budget to which Supt. Lavoie said the error made by the engineer relative to the drainage pipes, which were shown in our drawings, cost a substantial amount of money. We met with the architectural firm today and made it clear we do not believe that cost is our responsibility.

*e. School Opening Agenda for Staff*

Supt. Lavoie updated the District Committee on the Opening of School for Staff inviting members to attend, have breakfast and welcome the staff. He indicated he would email the completed agenda to members on Thursday.

*f. Upcoming Negotiations*

Supt. Lavoie updated the District Committee on the Upcoming Negotiations stating it's the last year of the three-year contract for the teachers. He was requesting the District Committee allow him to start negotiations with the Asst. Superintendent and Human Resources. Mr. Mejia questioned if the District Committee would be involved in the process to which Supt. Lavoie responded yes, but he would meet with the administrative team. If the District Committee has concerns about what's in the contract, he'd be happy to address those with them as well as the finances. Ms. Martel will research trends which she will share with the District Committee and the District Committee will have input on the negotiations themselves. Ms. Faris asked if this was the typical format which Supt. Lavoie affirmed. Mr. Mejia asked if a representative or the Chair from the District Committee were involved in the negotiations process to which Supt. Lavoie responded no. He did note that a Committee member oversaw the clerical contract last year.

*g. Grading for Equity*

Supt. Lavoie invited Asst. Supt. Richardson to update the District Committee on Grading for Equity. Asst.

Supt. Richardson stated a team of teachers and one administrator met to review the program over the summer and she identified the individuals involved. The goal was to review survey feedback from the first year of the policy but their work will remain ongoing. They came up with recommendations: implementation calendar for the FY24-25 school year, do another book study, monthly updates, makeup remediations, etc. Chair Hatem questioned how many vocational teachers were involved to which Asst. Supt. Richardson responded one. Ms. Faris voiced her displeasure at having no documentation or previous knowledge regarding this and stated any ancillary material must be inserted in our packets prior to our arrival. To enable us to make informed and educated comments, we need to receive the information. Supt. Lavoie stated this was being presented for informational purposes only this evening. I'll bring it back with the original document showing the changes. The District Committee will receive the full document with the changes we're highlighting tonight.

**MOTION:** Ms. Faris moved ancillary material for consideration of District Committee members must be included in their packets, not simply handed out at the meeting.

**2<sup>ND</sup>:** Ms. Disla

Roll Call by District Recorder

Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Tarbox	Yes
Mr. Hatem	Yes

**VOTE:** Unanimously Approved

#18423

#### *h. Out of State Travel*

Mr. Michael Nelson, Athletic Director is requesting out of state travel to attend the National Athletic Directors Conference in Austin, Texas, December 13 – 17, 2024, total estimated cost: \$2,100.

**MOTION:** Ms. Disla

**2<sup>ND</sup>:** Ms. Faris

Roll Call by District Recorder

Mr. Mercedes	Absent
Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Hatem	Yes

**VOTE:** Unanimously Approved

#18424

Ms. Faris questioned how valuable a national athletic conference was to GLTS to which Supt. Lavoie stated it provides us an opportunity to meet, speak and compare notes with other athletic directors. Ms. Faris mentioned the District Committee approved someone to run at the last meeting and we haven't been updated on that, there's no follow through on what is approved. I'd like to see some value to the students. Supt. Lavoie said we'll ask him to compose a report in lieu of allowing him to go.

## **7. OLD BUSINESS**

### *a. District Committee Priorities*

*b. Policy*

- To approve BGD, School Committee Review of Procedures as presented.

Chair Hatem gave an overview on what was being voted on which is state mandated. Mr. Mejia questioned if it has been reviewed by the school attorney to which Chair Hatem responded yes.

**MOTION:** Mr. Mejia moved to approve BGD, School Committee Review of Procedures as presented.

**2<sup>ND</sup>:** Mr. Jones

Roll Call by District Recorder

Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Hatem	Yes

**VOTE:** Unanimously Approved

#18425

**8. NEW BUSINESS**

Mr. Jones requested a discussion relative to the dress code of students be added to the agenda for the next meeting. He recollected Mr. Mercedes had previously voiced his preference for uniforms and he wanted to know why dresses were not allowed.

**MOTION:** Mr. Jones moved the dress code of students be on the agenda for the next District Committee meeting.

**2<sup>ND</sup>:** Ms. Disla

Roll Call by District Recorder

Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Hatem	Yes

**VOTE:**

#18426

**9. TABLED MATTERS**

**10. PERSONNEL CONSIDERATIONS/REPORT**

a. Resignations

- Mr. Bret Marciano, Carpentry Instructor
- Ms. Annie Ducey, Special Education Paraprofessional
- Mr. Edward Roberts, Science Instructor
- Ms. Michelle Farragher, Electrical Instructor
- Mr. Peter Magee, Carpentry Instructor
- Ms. Katherine Burnham, Special Education Director
- Ms. Colleen Moran, IT Instructor
- Ms. Fatma Ekim, Programming Instructor
- Ms. Theresa Hurley, Medical Assisting Instructor

**MOTION:** Ms. Disla moved District Committee members receive a list of open positions waiting to be filled.

**2<sup>ND</sup>:** Mr. Mejia

Roll Call by District Recorder

Mr. Mercedes	Absent
Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	Yes
Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Hatem	Yes

**VOTE:**

#18427

Mr. Mejia stated when we receive personnel consideration we receive effective dates for the resignations. Noting those are not listed, he wants to receive them going forward. Ms. Disla said three other people were let go and questioned if they're included in this or should be? Supt. Lavoie indicated he would provide that information to the District Committee.

b. Leaves of Absence

c. Retirements

d. Appointments

- Mr. Michael Arlington, Reading Specialist
- Mr. Chester Jackson, Principal
- Mr. Donald Ducharme, CTE Coordinator
- Ms. Holly Garcia, English Teacher
- Ms. Judith Therriault, Special Education Team Chairperson
- Ms. Tina Nutter, Director of Special Education
- Mr. Peter Angelli, Math Instructor
- Ms. Angela Lawler Brennan, Director of Admissions and Counseling
- Mr. Adam Theriault, Electrical Instructor
- Mr. Eli Sprague, Carpentry Instructor
- Ms. Hollie Jacob, Special Education Adjustment Counselor
- Mr. Jose Volquez, IT Instructor
- Mr. Joseph Ruane, Robotics and Automation Instructor

e. Job Postings

- Evening English Classes for Parents/Caregivers of GLTS Students: (2) Teachers per session and (2) Paraprofessionals per session. Each teacher will have a group of parents/caregivers. One paraprofessional will support the teachers and one paraprofessional will support child supervision. Program will run for three sessions: Session 1: 11/7-12/19, Session 2: 1/7/25-2/13/25, Session 3: 3/4/25-4/10/25, Teacher will be paid for 24 hours of instruction each session plus 2 hours per week for each session for planning, a total of 36 hours per session, Paraprofessionals will be paid for 24 hours of support provided during each session., Per CBA, Title III Stipend, New Position. (See Attached).

- LPN (Full-Time, Non-Rep) Reposted: \$55,000-\$70,000, SY24-25, New Position (See Attached).

**MOTION:** Mr. Mejia

**2<sup>ND</sup>:** Mr. Jones

Roll Call by District Recorder

Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	No
Mr. Hatem	Yes

**VOTE:**

5 yes', 1 no

Motion Carries

#18428

Ms. Disla questioned the need for another nurse to which Supt. Lavoie said we have a student in need of one on one support. Asst. Supt. Richardson stated this position was already approved by the District Committee. We posted the position, we interviewed and two applicants declined the position due to the salary which was \$45,000 to \$50,000. Nurses are currently in high demand and are earning higher salaries, we're looking to increase the salary. Ms. Disla questioned the situation of the nurses currently employed if we're hiring at a higher salary? Supt. Lavoie stated the salary is less than the nurses on staff and this is a non-rep position. Ms. Disla voiced her preference to separate this and to learn more about the salary. Ms. Faris asked if someone were interested at the proposed, adjusted salary? Asst. Supt. Richardson said we can reach out to the original individual and we have two others interested in the position.

## 11. REPORTS OF COMMITTEE

## 13. FUTURE AGENDA ITEMS

Supt. Lavoie requested to move two items under Personnel Discussion in executive session to open session

**MOTION:** Ms. Disla moved to remove and address the personnel item from the agenda of the Executive Session into Open Session.

**2<sup>ND</sup>:** Mr. Jones

Roll Call by District Recorder

Mr. Jones	Yes
Mr. Mejia	Yes
Mr. Mercedes	Absent
Mr. Tarbox	Yes
Ms. Faris	Yes
Ms. Disla	Yes
Mr. Hatem	Yes

**VOTE:**

#18429

### *a. Superintendent Evaluation:*

Supt. Lavoie stated all the evaluations were sent to his Executive Assistant and he has the final results for each standard the points of which he went through and provided an average.



Ms. Faris voiced her concern relative to communication - parents asking about things she does not have the answers to. She noted her observations on social media where they're grappling for answers and she feels strongly that someone should be responding to them. Supt. Lavoie stated we answer anything that is communicated to us - me or anyone on my staff. If something is only put on social media, they won't receive a response. Supt. Lavoie indicated he'd look into it and attempt to determine how often this occurs and how we might address it staff more effectively. We work hard to ensure individuals asking questions are not sent away without an answer. We'll include it in our communication to our professional development work. We're in the process of unveiling a new website within the next few months after school starts with detailed information to answer requests. Ms. Disla voiced her opinion that the individuals handling our social media should be handling the questions being asked on social media.

### 13. EXECUTIVE SESSION

**MOTION:** Mr. Mejia moved to enter Executive Session at 9:00PM

**2<sup>ND</sup>:** Ms. Disla

**VOTE:** Unanimously Approved

#18430

### 14. ADJOURNMENT

**MOTION:** Mr. Jones moved to adjourn at 9:50PM

**2<sup>ND</sup>:** Ms. Faris

**VOTE:** Unanimously Approved

#18433

Respectfully Submitted:



Cheryl Dennis  
District Recorder

Minutes Reviewed:



Supt. Lavoie N. Lavoie  
Superintendent-Director