



**DISTRICT COMMITTEE
OPEN MEETING MINUTES
MEETING #1893
January 21, 2025**

Members Present

Thomas Hatem	Methuen	Chairperson
Julio Mejia	Lawrence	Vice Chair
William Tarbox	North Andover	Asst. Treasurer
Zoila Disla	Lawrence	
Annemarie Faris	Andover	
Bradley Jones	Methuen	
Edison Mercedes	Lawrence	

Members Absent

Others Present

John N. Lavoie	Superintendent-Director
Brenda Richardson	Assistant Superintendent
Gerry DiStefano	Treasurer
Melissa Martel	Director of Finance
Cheryl Dennis	District Recorder

1. CALL TO ORDER

Chair Hatem called the meeting to order at 615PM
Roll Call by District Recorder Ms. Faris (present), Ms. Disla (present). Mr. Jones (present), Mr. Mejia (present), Mr. Mercedes (present), Mr. Tarbox (present), Mr. Hatem (present).

2. STUDENTS REPORT

Layla and Mia – GLTS Alumni Panel held on Jan 14th, GLTS Talent Show Tryouts – 1/21 and 1/23, Access Testing and Biliteracy, NHS Peer Tutoring Initiative, End of Quarter Two, GLTS Connection Game Contest, MSPCA Fundraiser, Winter Workout Sessions, Reggies Read Winner-Ms. Kaitlin Nardi, MCAS Retakes, February is CTE Month.

MOTION: Ms. Faris moved to add to the agenda under “New Business”

2ND: Mr. Jones

VOTE: Unanimously Approved

#18895

3. MINUTES

a. Minutes of December 17, 2025

MOTION: Ms. Faris moved to approve the minutes of December 17, 2024.

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#18896

4. FINANCE REPORT

a. Cash Balance Report

- Mr. DiStefano read the cash balance

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

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#18897

b. Consolidated Cash Reconciliation Report

- Informational

c. Revolving Fund Report

- Informational

d. Budget Report

- Informational

e. E&D Update

- Ms. Martel updated the District Committee on the Excess and Deficiency (E&D) for GLTS

5. COMMUNICATIONS

a. Donations

b. Articles

c. Public Participation

6. REPORTS OF THE SUPERINTENDENT-DIRECTOR

a. MCAS and Data Driven Initiatives Overview

Ms. Gioia, Administrative Student Information Specialist, Mr. Jackson, Principal and Ms. Athinelis, Director of Teaching and Learning presented to the District Committee MCAS and Data Driven Initiatives Overview Chair Hatem asked about the future of MCAS. Principal Jackson reported that it is no longer a requirement to graduation. The Commissioner's office is requiring sophomores to take it this school year. We are still awaiting guidance from the Commissioner's office. All School Committee members have received the presentation in their packet. It included Welcome/Intro, MCAS Results and Comparisons, Accountability Report, Data Driven Initiatives and a summary which was stated about the commitment to continuous progress and meeting the standards and expectations set for GLTS. Principal Jackson thanked the School Committee for their support.

Ms. Faris reported that she is glad they came and appreciated their presentation of what they accomplish. Does anyone find the classroom crowded? Principal Jackson reported that we're reviewing constantly and adjusting as necessary. Supt. Lavoie reported that we had several meetings and looked at the schedule and took that into consideration within our budget. Ms. Faris; concerned about overcrowding in classrooms.

Mr. Mejia asked if this is aligned to the MTSS presentation we saw earlier this year? Principal Jackson reported yes.

Supt. Lavoie thanked the team for their leadership, working well together, and creating a very positive culture within the building.

b. Student Uniform Update

Supt. Lavoie we have had meetings and received recommendations. They would like to pursue uniforms for the academic week-short or long-sleeved t-shirts w/GLTS logo, no hood and black or kaki colored pants.

Mr. Mejia asked who were appointed to the committee and what were their roles? Supt. Lavoie reported that there are three Administrators, two teachers, and the school council parents who weighed in on it. Asst. Supt. Richardson reported that some committee members said they weren't necessarily endorsing a uniform – more questions than answers at this point. Supt. Lavoie asked the School Committee if they had any ideas on what it should be? Mr. Jones; prefer a collared shirt and Mr. Mercedes would like something more presentable. Ms. Faris reported that if you are doing this, you need to make a distinction from shop uniforms. Chair Hatem reported that this is a great expense to our students. We have a policy now that should be enforced but willing to look at different options but think we should keep that in mind. Mr. Mercedes reported that he feels a uniform would be less expensive. Chair Hatem suggested we send this back to the council. Supt. Lavoie reported that a decision needs to be made, uniforms or not? Ms. Disla reported that the agenda doesn't say we're deciding today. I believe we need to do the uniform, lets make it simple and professional.

Chair Hatem reported that he would like the detail on what we're voting on. Mr. Mejia made a motion to accept the recommendations as proposed – this is an official recommendation of that committee w/o the endorsement of this committee. Chair Hatem referenced what the uniform committee's recommendations were that were in the document that was given to the School Committee. Supt. Lavoie asked the School Committee what it is that they want?

2ND: Mr. Mercedes for further discussion

Mr. Mercedes reported that we already voted for uniforms, now we need to agree on what it should be. Supt. Lavoie asked if they wanted to decide based on this? Asst. Supt. Richardson reported that this document was notes Supt. Lavoie was to share with the School Committee with some options and opinions. This was simply to update the School Committee on the discussion and not meant to be an official document.

MOTION: Mr. Jones; moved to accept the polo shirt, khaki pants, belt colors to be chosen after we have some options.

2ND Ms. Faris

VOTE: Unanimously Approved

#18898

Discussion

Mr. Mercedes reported that we should vote whether it's a polo, short or long-sleeved shirt and colors

Ms. Faris reported what difference does it make, we've agreed it's a uniform, and makes no difference if it is a polo or a long-sleeved shirt? You have to give parents and kids an option, it has eliminated t-shirts.

Mr. Tarbox reported that some kids work outside; a sweatshirt could be part of that long-sleeved shirt. Ms. Faris reported let's tell them what we don't want.

Mr. Mejia withdrew motion as this is just meeting notes.

c. Aviation Update

Supt. Lavoie updated the District Committee on the Aviation Program stating that all documentation has been submitted to the FAA. The new building target date is Feb 28th. Mr. Jones asked what type of planes going in new bldg.? Supt. Lavoie reported a single and two prop planes

Chair Hatem suggested a tour of the building. Supt. Lavoie suggested that we could start the next meeting ½ to 45 minutes early to tour the building.

d. Budget 2025-2026 Update

Supt. Lavoie reported that he expects the Governor's numbers here tomorrow and we'll look at our allocations and see if adjustments will be necessary.

e. Network Breach Update

Supt. Lavoie reported that the intruders came in thru our sonic wall and they penetrated all our servers. Were meeting tomorrow with an it company to get a network audit and improve the quality of our security systems and obtain a price to get that accomplished. Letters are going out this week which explains to the staff that their personal info was compromised and will receive LifeLock for two years to oversee their credit and will be paid for by the insurance company. Asst. Supt. Richardson-we're still working on the website. We have the new site, "Final Site" – more user friendly the format is all there but we have to update the new content. Do not have an exact launch date – hope by the end of February.

f. Legislative Breakfast

The Legislative Breakfast will be held on Friday, February 28, 2025 in the Four Winds Restaurant at 830am. The letters are going out this week, our state reps, senators, the mayors of the two cities, town managers of our two towns and we'd like to invite city councilors and select boards as well as the SC.

g. Boys/Girls Lacrosse

Supt. Lavoie will update the District Committee on the Cooperative Agreement to be made between Nashoba Valley Technical School, Innovation Academy Charter School and Greater Lawrence Technical School. Supt. Lavoie reported that we have interest in students who want to play but not enough to have our town team. We want to partner with Nashoba Valley Tech and Innovations Academy Charter School but we need School Committee approval. Mr. Tarbox reported that there are other schools in Cape Ann that don't have enough so they coop as well.

MOTION: Ms. Faris moved to approve the Cooperative Agreement

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#18889

h. Soccer Field Lease

Supt. Lavoie updated the District Committee on seeking proposals (RFP) for the lease of GLTS' soccer field by Youth Programs. He reported that it was brought up at a former meeting to lease the field. The proposal is in the packet. Supt. Lavoie reported that he anticipates that it is not a field we will be using much. Start time will be at 6:00. It is a regular grass field.

MOTION: Ms. Faris moved to approve the RFP

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#18890

i. Out of State Travel (2)

1. Ms. Kerri Coen, School Counselor is requesting travel to the Marine Corp Educator Workshop, Parris Island, South Carolina, April 1-April 4, 2025, No cost.

2. Ms. Rebecca Webster and Mr. Jacob Elwell (2025 Class Advisors), and students of class 2025 and are requesting out of state travel to Castleton, Windham NH for an After-School Field Trip to visit Prom Venue on January 24, 2025, No cost.

MOTION: Mr. Jones moved to approve the out of state travel for Ms. Keri Coen and Ms. Rebecca Webster/Mr. Jacob Elwell.

2ND: Ms. Faris

VOTE: Unanimously Approved

#18891

j. Admissions Report

Supt. Lavoie reported that the admissions are going well. Mr. Mercedes reported that he has questions from residents about the process and what are the admissions based on. Asst. Supt. Richardson; the admission policy is laid out on the website.

Chair Hatem requested a copy be sent to Mr. Mercedes.

7. REPORTS OF THE COMMITTEE

8. OLD BUSINESS

a. District Committee Priorities

• **CORI/SORI**

Ms. Ayala, Director of HR, gave applications out earlier and she'll come a few minutes before the next meeting to fill out.

b. Policy

9. NEW BUSINESS

a. Committee's Role in Negotiations

Mr. Mejia asked for clarification about a School Committee member's role in negotiations. He reported that he sent an email to a former member to attend this meeting to say what their role was when on the committee. I feel that I wasn't told the truth and want to clarify what are rolls of the School Committee? Supt. Lavoie reported that he explained what we typically do in negotiations which includes the Superintendent, HR Director, Principal and Director of Finance. As the Superintendent, I negotiate the contracts with the Negotiation's Committee. The School Committee doesn't get involved in the actual negotiations of the contract. I provide updates to the School Committee. In the past, when we have had difficult negotiations the School Committee will participate. They vote to allow themselves to be involved in the process. This is what I told you, I did not lie to you, that is inappropriate for you to say. Mr. Mejia reported that we have a right to be involved in the negotiations.

Supt. Lavoie reported that you have the final say and that I will tell you when there is an issue. I never said you don't have a role. Chair Hatem responded by saying it has been common practice to not have a School Committee member there and let the Superintendent negotiate. Mr. Mejia reported that he is looking for a member at the negotiation table. It's clear that we have a role in collective bargaining and that's not happening now.

Chair Hatem asked how many meetings are we into now? Supt. Lavoie reported two meetings.

Supt. Lavoie reported that he will tell the Local 1707 president that a School Committee member will be attending.

MOTION: Mr. Mejia moved to designate a member of the School Committee to negotiate

2nd: Ms. Faris

VOTE: Unanimously approved.

#18892

Ms. Faris reported that it hasn't been done in the past and any issues that occurred and needed School Committee input would be brought to the Committee. Who's going to be the representative that will go to every meeting and an alternate?

MOTION: Mr. Mejia moved the Vice Chair be the principal School Committee member for negotiations and Ms. Faris be the alternate.

2ND: Mr. Jones

VOTE: Unanimously Approved

#18893

10. TABLED MATTERS

11. PERSONNEL CONSIDERATIONS/REPORT

a Resignations

- Mark Laderoute, Advanced Manufacturing Instructor, Effective 2/28/25
- Victor Woodroffe, Director of Technology, Effective 1/13/25
- Kasandra Ayala, Clerical/Designer Specialist, Effective 1/3/25

b Leaves of Absence

c Retirements

d Appointments

- Katherine Bohondoney, Multilingual Instructor, Effective 1/2/25
- Supt. Lavoie Horan, Custodian (Licensed), Effective 1/7/25

e Job Postings

- Visual Design and Production Coordinator, Non-Rep Position, \$60,000-\$70,000, Effective Immediately, New Position (See Attached)

MOTION: Ms. Faris moved to approve the job posting as presented.

2ND: Mr. Jones

VOTE: Unanimously Approved

#18894

- Instructor for Science of Reading Professional Development Courses, Stipend, \$4500 per course, (Funded by Title 1 Grant), January-May, 2025, New Position (See Attached)

MOTION: Mr. Jones moved to approve the job posting as presented.

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#18895

- LTS Physical Education, Jan-June, 2025, Daily Sub Pay, Assist PE Teachers with large classes, assist with supervision to assure safety of all students, cover PE classes when there is an absent teacher, New Position.

Ms. Faris asked if they can be used somewhere else when not in Phys ed? Supt. Lavoie; don't see why we cannot do that. – we'll reflect that in the job posting.

MOTION: Ms. Faris moved to approve the job posting as presented.

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#18896

12. FUTURE AGENDA ITEMS

13. EXECUTIVE SESSION

MOTION: Ms. Faris moved to move into Executive Session at 8:34

2ND: Mr. Tarbox
VOTE: Unanimously Approved
#18897

Enter Executive Session
Enter Open Session

MOTION: Ms. Faris moved not to accept the personnel proposal by the Administration.

2ND: Mr. Mercedes
Roll Call by District Recorder

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

VOTE: Unanimously Approved
#18899

ADJOURNMENT

MOTION: Mr. Mejia moved to adjourn at 940PM.

2ND: Mr. Mercedes

VOTE: Unanimously Approved
#18900

Respectfully Submitted



Cheryl Dennis
District Recorder

Minutes Reviewed



Supt. Lavoie N. Lavoie
Superintendent-Director