WEBSTER PUBLIC SCHOOLS
WEBSTER SCHOOL COMMITTEE
OPEN SESSION MINUTES (M.G.L. C.39) OF Tuesday, August 19, 2025

Date: August 19, 2025 Time: 6:00 PM Location: School Committee Conference Room
77 Poland Street, Webster, MA 01570

The meeting was called to order by: Chair Seddiki

The following Committee Members were present

- Member Millet
- Member Adamopoulos
- Member Sgariglia
- Member Koleros

The following Committee Members were absent:

I. Call to Order: Pledge of Allegiance

Chair Seddiki stated as a reminder this meeting is being taped both audio and video and will be put on the district website.

II. Approval of July 22, 2025 Minutes

Motion: To approve July 22, 2025 as presented

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained
The motion: X Passed
_ Failed

The committee and the superintendent gave a big shout out to all the custodians for all their hard work.

III. Superintendent's Report

1. Personnel Update -

Retirement: No retirements at this time.

1. **New Hires:**

Brittany Openshaw - BCBA at Park Ave
Jacob Ellbeg - Science Teacher at Bartlett High School

Resignations:

Claudia Martinez - ABA at Park Ave
Paula Buzanoski - PARA at Park Ave
Elaine Bean - PARA at Park Ave
Brandon Stand - Physical Education Teacher at Park Ave
Kelly Porter - School Adjustment Counselor - Webster Middle
Natalia Martinez - Guidance Counselor at Webster Middle School

Transfers: No transfers at this time.

Vacancies:

SCHOOL	**POSITION**
PAE	ABA (.4 and 1 position available)
PAE	Instructional Assistant (2 position available)
PAE	Special Education Teacher (1 position)
PAE	Physical Education Teacher (1)
WMS	2.0 ABA
WMS	Special Education Teacher
WMS	School Adjustment Counselor (2 positions)
WMS	ELL Teacher
BHS	Instructional Assistants (1 position available)
BHS	1.0 ABA
BHS	Special Ed Teacher

BHS	World Language - Spanish

2. Instructional Update -

Superintendent Pierangeli thanked all the custodians and staff for their hard work over the summer in keeping the buildings exceptionally clean.

Dr. Mackay provided a summer update, accompanied by a slideshow presentation. He explained the purpose and structure of the summer program, noting that it was funded by the federal government. The program featured a variety of creative and engaging activities.

Member Sgariglia inquired about the number of seniors who graduated over the summer. Dr. Mackay reported that four students graduated during the summer session.

Ms. Haire reported on the Extended School Year (ESY) programming, which was led by Sue Ricard. Ms. Ricard has dedicated nearly 20 years to the ESY program. Ms. Haire commended Ms. Ricard for her outstanding work in planning every detail and extended a heartfelt thank you. A slideshow presentation was shared.

Superintendent Pierangeli thanked everyone who worked in the summer program and expressed appreciation for their efforts in organizing and implementing the various programs.

The Superintendent stated that as preparations for the new school year continue, the focus remains on the district's instructional priority and strategic planning. On August 13th, the District and School Instructional Leadership Teams (ILT) spent the day at Nichols College working on these areas. For the FY26 school year, efforts have been directed toward further narrowing the district's priorities and clarifying the focus for the year ahead.

The Superintendent shared the new Instructional Priority for FY26, which reads as follows:

All educators (monitoring Grades 4, 7, and 10) will intentionally plan using student data and high-quality instructional materials (HQIM) to incorporate instructional strategies — including questioning, discourse opportunities, and checking for understanding — into standards-aligned lessons, so that English Language Learners and students with disabilities can access grade-level texts and achieve proficiency with grade-level tasks in reading and speaking.

The Superintendent reported that the district has received feedback on the FY26 Instructional Priority from DESE partners, who were very pleased that the focus has been narrowed to three instructional strategies expected to have high impact in classrooms across the district.

Superintendent Pierangeli reported that, as part of the strategic planning process, the team spent four hours on August 13th examining the broader vision of the district and engaging in strategic planning work, facilitated by Ms. Amy McKinstry, a DESE-approved facilitator. The strategic planning continued

on August 15th at the Central Office, where the team spent an additional four hours working on the district's strategic plan.

Superintendent Pierangeli expressed surprise that the start of the school year is quickly approaching, noting that it feels like the team could use another month of planning. However, Superintendent Pierangeli acknowledged that once teachers and students arrive, things tend to fall into place. The Superintendent added that she is very excited to welcome the students back to the buildings

3. Other updates-

Superintendent Pierangeli reported that on Wednesday, August 20th, the Webster Police will hold their Summer Send-Off at Webster Lake. The school district will once again participate in this community event. The Superintendent noted that it is a great opportunity to connect with many of our families before the school year begins.

The Superintendent reported that the project is progressing well, with significant work completed over the summer. Superintendent Pierangeli expressed that the auditorium is nearing completion and will be turned over soon. The Superintendent deferred to Ms. Kontoes for a detailed update on the project.

Superintendent Pierangeli reported that New Teacher Orientation will be held on August 20, 21, and 22. The Superintendent thanked Ms. Debbie Rivera and Ms. Michell Budney for their efforts in organizing the event. Teachers will attend on August 20 and 21, and for the first time, paraprofessionals and ABA staff will attend on August 22. The Superintendent noted that a new onboarding program has been developed for these staff members, which will continue throughout the year. Superintendent emphasized the importance of setting staff up for success and hopes this program will ease the transition into the school system for new employees. A copy of the agenda for the three days is included in the meeting packet.

The Superintendent reported that the district is implementing a new approach to mandatory training this year. A program called ArxEd Academy has been purchased, which provides video-based modules covering all state and federally required trainings, including a specific module for athletic coaches. This is the first year the district will be using the online platform, which comes highly recommended and is already in use by many other districts across Massachusetts. A list of the trainings offered through ArxEd Academy is included in the meeting packet.

B. **Business Manager Report, Mrs. Lisa Kontoes -**

1- School Building Committee Update:

- Auditorium Update
  All steel connections have been completed.
  The auditorium will be available for use during this school year.

  The Superintendent expressed hope that the auditorium will be ready in time for Convocation Day.

The following activities are in progress for Phase II:

- **First Floor:** Form, Tie and place footing and walls, strip walls, install dam proofing, backfill walls/piers, erect steel and place slabs.
- **Second Floor:** Erect steel, install decking, install mechanical, electrical and plumbing above ceilings, and frame walls.
- **Roof:** Erect steel, place roof deck, installing roof edge blocking, roof drain bodies, new roof curbs, air vapor barrier and install roof.
- **Sitework**: Installed light pole bases, underground electric and light poles
- **Phase I Punch List:** Apply maintenance coat to gymnasium floor.
- **Section C:** Remediating window lintels.

2- Building Maintenance Updates-

- The Custodian teams in all three schools have been working tirelessly on deep cleaning, classroom moves, and routine summer maintenance in preparation for the upcoming school year. We are grateful for their commitment and dedication in ensuring that the District has a clean learning environment and keeping the appearance and function of our facilities & grounds in top shape.
- On the WMS/BHS campus, we will be implementing Parking Permits for students and staff due to the parking constraints caused by the BHS Renovation Project. For Bartlett and the District Office, both lot and spot assignments will be assigned.

3- Other Updates-

1. **School Year 26-26 Preparation Activities**
   - **Transportation**
     i. **Bus Lists -** Student information has been submitted to AA Transportation so that routes, bus assignments and bus stops can be established. Bus Routes will be posted on the District website by the end of this week. All students who are eligible for bus transportation will be issued bus passes.
     ii. **Crossing Guards -** A kick-off meeting is being held on August 21 to provide refresher training and to outline expectations of the role. The Student Resource Officer and Police Chief will be participating in this meeting.
2. **FY25 Year-end Update**
   - FY25 Invoices have been paid and/or money encumbered for pending payments.
   - Budget line transfers are complete. Please see the final report in your package. As a result of the budget freeze implemented earlier this year, combined with the transportation projection not being realized, we did not use the full FY25 budgeted Circuit Breaker amount of $1,125,529.
   - Final Expenditure Reports to close grants that ended on June 30 are in progress and due to the state by the end of August.
3. **Technology Update**
   - **Student chromebooks** have been prepared for Grades 1, 5 & 9 as these grades receive brand new chromebooks.
   - ***Faculty/Admin Laptops:*** The District's standard refresh cycle for laptops is 4 years. Approximately a ¼ of Faculty and Administration laptops will be replaced. The laptop deployment is planned to start the week of August 25.
   - **Multi-Factor Authentication (MFA):** The District is implementing multi-factor authentication this school year for google accounts and for applications that use google

credentials. This is a critical security measure that requires staff to verify their identity using two methods (a password and a security code). This will safeguard data, reduce phishing attempts and is a requirement of the Town's Cybersecurity Insurance carrier. A pilot has been conducted in the District office for the last few months. This will be rolled out in phases starting with Teachers the week of August 25.

C. Principal Report , Ms. Amy Puliafico, Principal at Park Ave Elementary School-

1- New Staff -

Ms. Puliafico announced the new hires in her building and their respective roles.

2- Building Changes-

Ms. Puliafico explained that space has been allocated to allow BCBAs to have offices.

3- Summer Professional Development-

Ms. Puliafico reported on the Eureka summer work, which included participation from 10 staff members.

4- Strong Start-

Ms. Puliafico stated that the beginning of the school year will focus on a strong start, emphasizing relationship-building, classroom culture, and the establishment of routines and procedures.

Ms. Puliafico also noted that the first Community Meeting will be held on September 12 to begin the year on a positive note.

5- Important Dates-

August 28, 2025 – First day of school for Grades 1–4

August 28 – September 5, 2025 – Pre-K and Kindergarten screening

September 5, 2025 – Kindergarten Meet and Greet

September 8, 2025 – First day of school for Pre-K and Kindergarten

September 17–18, 2025 – Park Avenue Book Fair

September 18, 2025 – Park Avenue Open House

September 19, 2025 – Half day for students (Professional Development)

September 30, 2025 – Helmet Safety Presentation by Boston Children's Hospital

October 4, 2025 – PTO Fall Festival

October 10, 2025 – Half day (Professional Day)

IV. Old Business

Monthly Report on Fundraising Applications

- Park Ave Elementary - Book Fair
  Fall Festival
  Book Bingo
  Winter Literacy
  Winter Carnival
  Cookies + Canvas
  Someone Special Dance

- Webster Middle School - PBIS -Spirit wear
  - PBIS - Selling Snacks at sport and school events
  - Turkey a Teacher - apply feathers to a teacher
  - Flower - student can send flowers to peers and staff

- Bartlett High School- Yark sign Fundraiser
  Volleyball Program will see assorted snacks

V. New Business

Superintendent Pierangeli reviewed the changes made to the Employee Handbook.

A. Approval of the Employee Handbook

Motion: To approve the Employee Handbook

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained

The motion: X Passed
_ Failed

Superintendent Pierangeli reviewed the changes made to the Substitute Handbook.

B. Approval of the Substitute Handbook

Motion: To approve the Substitute Handbook

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained
The motion: X Passed
_ Failed

Principal Puliafico reviewed the changes made to the Park Ave Elementary Handbook.

Chair Seddiki asked why all the policies are being included in the school handbooks. Superintendent Pierangeli responded that the policies have always been part of the handbooks but were previously embedded throughout. They have now been consolidated into one section at the end of each handbook to make the district policies easier to locate.

Member Korelos said that she reviewed all of the handbooks and found it very helpful to have all the district policies consolidated at the end, making them much easier to review.

C. Approval of Park Ave Elementary Handbook

Motion: To approve the Park Ave Elementary Handbook

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained
The motion: X Passed
_ Failed

The Superintendent acknowledged that policy updates are needed and stated that this work will be addressed throughout the year rather than waiting until the end.

Chair Seddiki acknowledged that significant work has been done and expressed appreciation for the principals' efforts in ensuring the handbooks reflect their best work before being distributed to students.

Chair Seddiki inquired about the student parking process. Ms. Nieves explained that parking will be available on a first-come, first-served basis. Ms. Kontoes added that students participating in internships will receive their parking passes first.

The committee reviewed and discussed both the Webster Middle School Handbook and the Bartlett High School Handbook. Minor changes were suggested by the committee. It was decided that a virtual meeting will be scheduled for the formal approval of both handbooks.

Ms. Nieves reviewed all the changes and/or additions to the Athletic Coaching Handbook.

Chair Seddiki asked who evaluates the coaches. The Superintendent explained that the handbook states each coach is evaluated by the Athletic Director.

D. Approval of the Athletic Coaching Handbook

Motion: To approve the Athletic Coaching Handbook

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained
The motion: X Passed
_ Failed

G. Approval of Fundraising Organization - The Gridiron Club

Motion: To approve the Fundraising Organization - The Park Ave Elementary PTO

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained
The motion: X Passed
_ Failed

VI. Review / Transfer / signing of Warrants, Bills, Payroll and Vouchers

A. Signing of Warrant

VII. Adjournment

Motion: To adjourn the meeting at 8:11 P.M.

The motion was made by: Member Millet
The motion was seconded by: Member Sgariglia
The following roll call vote was taken:
5 members having voted in the affirmative
_ members having voted in the negative
_ members having abstained
The motion: X Passed
_ Failed

Respectfully submitted,
Desiree A. Moniz

Documents included in the packet:

- School Committee Agenda - 8/19/2025
- Superintendent Notes
- Minutes for 7/22/25
- Fundraising applications
- Bartlett Program of Studies
- Warrant Report

Upcoming Events / Dates:

August 7, 2025	**BHS Summer Graduation**	**11 am - 12 pm**	**Cafeteria**
August 14, 2025	**BHS Freshman BBQ**	**5 pm - 7 pm**	**Cafeteria**
August 19, 2025	**Grade 5 & New Student Open House**	**12 pm - 2pm**	**WMS**
August 20, 2025	**New Teacher Orientation**	**8:30 am to 3 pm**	**District Office**
August 20, 2025	**Summer Send Off**	**5 pm - 7 pm**	**Webster Lake**
August 20, 21, & 22	**New Teacher and Other**	**8:00 - 2pm**	**District Office**

2025	**Staff Orientation**		
August, 25, 2025	**District Opening Day**		
August 26, 2025	**PD Day**		
August 27, 2025	**PD Day**		
August 28, 2025	**First Day of School**		
September 1, 2025	**Labor Day**	**No School**	
September 9, 2025	**First Day of Kindergarten and Pre-School**		
September 9, 2025	**Nichols Leadership Academy 9th Grade Presentation**	**1pm - 2 pm**	**Auditorium**
September 11, 2025	**Webster Middle School Open House**	**6 pm - 8 pm**	
September 17, 2025	**Nichols Leadership Academy 10 - 12 grades Field Trip**	**9:30 am - 1 pm**	**Nichols College**
September 17, 2025	**BHS Open House / College Fair**	**6pm - 8pm**	
September 17, 2025	**PAE PTO Book Fair**	**TBD**	**PAE**