

**WEBSTER PUBLIC SCHOOLS
WEBSTER SCHOOL COMMITTEE
OPEN SESSION MINUTES (M.G.L. C.39) OF Tuesday, November 18, 2025**

Date: November 18, 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

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

II. Approval of October 28, 2025 Minutes

Motion: To approve October 28, 2025 Minutes 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

III. Superintendent's Report

1. Personnel Update -

Retirement: No retirements at this time.

New Hires: Scott Calhoun - Paraprofessional at BHS

Resignations: Leah Dufault - ABA at Park Ave Elementary
Scott Williams - Custodian at BHS

Transfers: No transfers at this time.

Vacancies:

SCHOOL	POSITION
PAE	2.0 FTE - Instructional Assistants
PAE	8.4 FTE - ABA
WMS	4.0 FTE - ABA
WMS	5.0 FTE - Instructional Assistants
BHS	4.0 FTE - Instructional Assistants
BHS	Special Education Teacher

2. Instructional Update-

Superintendents Scholar- Nathan Cole

Superintendent Pierangeli reported that the primary purpose of distributing the award in the fall is to avoid competition with the large number of traditional graduation awards given each spring, and to allow the recipient to include the award in their college admissions portfolio.

The Superintendent reported that, as the educational leaders in each community, the Massachusetts Association of School Superintendents has established an award for academic excellence. These awards are given to high school students who have distinguished themselves in the pursuit of excellence throughout their high school careers.

The criteria for the award are as follows: a three-year cumulative average, rank in class, and personal selection by the Superintendent. The Superintendent has discretion to make a personal selection from among the top 5% of the graduating class.

The Superintendent explained that the award has intentionally been designed to be presented at the beginning of the students' senior year. This timing allows the selected students to include this unique citation in their credential packages and counselor recommendations.

Superintendent Pierangeli reported that this year's recipient is Nathan Cole.

The Superintendent stated that Nathan Cole is a high-achieving senior who currently holds the top rank in his graduating class. Nathan maintained the number-one position throughout his junior year and continues to lead academically as a senior. Nathan is enrolled in the Manufacturing Pathway and is gaining valuable technical experience through an IT internship at the local middle school.

The Superintendent noted that Nathan is a dedicated scholar who has consistently earned honor roll distinction every quarter of his high school career. Nathan challenges himself academically, having completed one Advanced Placement (AP) course as a junior and expanding his coursework to three AP classes during his senior year.

Superintendent Pierangeli added that, in addition to his academic excellence, Nathan is an active leader in his school community. Nathan has been a member of the National Honor Society (NHS) since his junior year and currently serves as NHS President, exemplifying his commitment to scholarship, leadership, service, and character.

The Superintendent added that Nathan was also part of the team that helped Bartlett win at this year's PLTW competition.

Superintendent Pierangeli stated that Nathan's blend of academic achievement, leadership, and hands-on technical experience reflects his strong work ethic and dedication to excellence in all pursuits.

The Superintendent added that, as part of this recognition, Nathan is also invited to attend the SCSA Annual Scholar Recognition with Ms. Nieves and the Superintendent in the spring of 2026.

Chair Seddiki and the committee congratulated Nathan on his accomplishments.

Superintendent Pierangeli reported that on Wednesday, November 5, 2025, the district met with SSoS consultants, who discussed the types of support expected for the coming year. The Superintendent noted that she would elaborate further on this topic during the meeting.

The Superintendent reported that the district has just received notification that we have been chosen to participate in the Integrated Monitoring Review (IMR) every three years. The Office of Public School Monitoring (PSM) conducts these reviews in the areas of special education and civil rights. This year, PSM will conduct approximately 114 reviews.

The Superintendent reported that the school district is scheduled for an IMR – Group A review during the 2026–2027 school year.

All districts scheduled for a TFM-Group A review during the 2026-2027 SY will submit a civil rights self-assessment and SPP/APR Indicators 11, 12, and 13.

The Superintendent provided an update on the release of staff attendance data. Superintendent Pierangeli reported that at 9:00 a.m. today, the public release of the Staff Attendance data occurred. Each year, district attendance data is collected as part of the EPIMS (Educator Personnel Information Management System) data collection. This is the first time DESE is publishing staff attendance data based on information reported by districts for the 2024–2025 school year. Staff attendance data includes attendance rates and the average number of absences. An absence is defined as missing more than half of the workday for a reason that falls outside of paid school vacation time or district-approved professional development.

Chair Seddiki commented that it is very helpful to have the state providing this data. Chair Seddiki noted that it is impressive for Webster to have such a strong percentage, while acknowledging that staff absences can impact the overall rate.

3. Other Updates

Superintendent Pierangeli reported on the recent legislative meeting. On Friday, November 7, Ms. Kontoes and Superintendent Pierangeli attended the local Legislative Breakfast held at Samuel Slaters, which was attended by Senator Fatman, Representative McKenna, Representative Paul Frost, and Representative Jon Marsi. Legislators discussed priority items they are addressing at the state level. Superintendent Pierangeli stated that, following the breakfast, a meeting was held with Representative McKenna and Senator Fatman to discuss local issues. Town Administrator Rick LaFond and Financial Director Tim Bell also attended to address concerns specific to Webster.

Ms. Kontes explained that she had recently participated in a webinar and emphasized that the message is consistent statewide, as all districts are facing similar challenges.

The Superintendent reported that from Wednesday, November 12, 2025, through Friday, November 14, 2025, attendance was made at the MASC/MASS conference for the first time. The conference provided an opportunity to connect with a mentor and participate in several valuable sessions, including:

- Normalization of Hate: How schools and communities can respond
- Using Data to Close the Achievement Gap
- Getting the Message Right During a Crisis
- Current Issues and Developments in Education Law
- Special Education Legal Issues

The Superintendent reported that on Friday morning, the day began with a federal and fiscal update. Speakers included Jim Braude (Boston Public Radio), Phelton Moss (National School Boards Association), Doug Howgate (Mass Taxpayers Foundation), Priya Tahiliani (Superintendent, Brockton Public Schools), and Jason Fraser (MASC President, Legislation Chair).

The Superintendent reported that regarding current developments in Congress, a follow-up on the status of the 12 appropriation articles is expected on January 30th. One major concern is that the Commonwealth could lose \$288 million in Title I funding if the articles are not passed.

Member Millet expressed excitement that all three schools had articles in the Webster Times. Member Millet also noted that it was wonderful to see the Bartlett High School National Honor Society participate in the Veterans Parade.

Member Sgariglia was also happy to see Webster Public Schools featured in the newspaper.

B. Business Manager Report, Mrs. Lisa Kontoes -

1- Bartlett High School Building Committee Update-

Phase II:

- **FFE:** Bid submissions were received on 11/10 and a review meeting of the submissions is scheduled for the week of November 17.
- **Renovation:**
 - Interior Work***
 - First Floor:** Outdoor classroom and walkway placement, interior drywall and painting are all currently underway.
 - Second Floor:** MEP rough-ins and electrical signoffs are continuing. Drywall and painting will progress after framing completion. Ceilings, tile, and epoxy flooring are currently ongoing.
 - Roof and Envelope***
 - Roof edge blocking and mechanical equipment installation is ongoing, and coordination of roof screen and safety rail installation is progressing.
 - The remaining lintel near the stair tower is scheduled for completion.
 - Sitework***
 - J. Derenzo Co. is preparing sidewalks and exterior pathways.
 - Infrastructure***
 - Power was connected to Section C on Veteran's day but the breakers have not been turned on yet. That work is being planned for Winter break.

2- Other Updates-

Athletic Coaches Training Compliance: In August, Superintendent Pierangeli reported how the District was approaching Mandatory staff training using a different online software called ArxEd Academy. Similarly, the District is also launching the ArxEd Coaches module for mandatory Athletic Coaching training for the Winter Season.

The ArxEd Coaches module is a self-paced, online training program designed specifically for coaches. It covers essential topics such as creating a safe and positive environment, preventing hazing, and

adhering to school or camp mandates. The training is delivered through a user-friendly online platform that uses microlearning strategies and video content to keep lessons engaging and accessible.

Upon completion, coaches are required to submit an affidavit—a formal, sworn statement confirming that they have personally completed the training and understood its requirements. This affidavit serves as a legal and administrative safeguard for providing documented proof of compliance.

Transportation: The FY25 Fair Share Supplemental Budget set aside *at least \$250,000* for the Office of the Inspector General (OIG) to review how districts manage student transportation. The OIG has begun contacting select districts across the state to gather information that may reveal wasteful spending in bus contracts, inefficient routing, or gaps in compliance with state safety mandates. While the outcome of this study is not yet known, Districts can likely expect recommendations that could affect how transportation budgets are structured, vendor agreements are negotiated, and contracts are procured and finalized.

Chair Seddiki commented that the district has been very fortunate with AA Transportation. Superintendent Pierangeli added that AA has been a wonderful partner, noting that the district was their first customer.

C. Principal Report , Ms. Gina Nieves, Principal at Park Ave Elementary-

Ms. Nieves reported that this year they have a total of 18 students receiving the Abigail Adams Scholarship.

Ms. Nieves gave an update on attendance, tardiness, and chronic absences at Bartlett High School.

Mr. Arthur Duque and Ms. Michele Bigelow share a presentation about PLTW and the AI Pilot program.

Ms. Bigelow reported that the Class of 2025 gifted Bartlett High School four patio tables.

Dr. Mackay reported that on October 27, 2025, the Commissioner recognized Bartlett High School. Dr. Mackay then read the Commissioner's statement from the article.

Member Sgariglia also noted that she had seen several positive articles about Bartlett High School circulating on social media.

Chair Seddiki commented on the DESE press release announcing that the AI curriculum will be implemented in Webster Public Schools, noting that the district is among the few selected to offer this curriculum.

Member Koleros thanked Ms. Nieves for her hard work and dedication, noting that she recognizes the significant amount of effort the administration contributes beyond regular school hours.

IV. Student Representative Update

Recent Events:

- **November 6:** MIAA Sportsmanship Summit at Gillette Stadium
- **November 12:** Student Council Fall Workshop
- **November 13:** Nichols Leadership Academy Field Trip
- **November 14:** Grade-Level Community Meetings
- **November 15:** District Choir Auditions at Medway High School

Upcoming Events:

- **November 18, 19, 21, 29:** Grade-Level PBIS Bingo Games
- **November 18:** Big Brother Big Sister at Park Avenue
- **November 20:** Mock DECA Competition at Nichols College
- **November 26:** Thanksgiving Pep Rally

December Events:

- BHS/WMS Production of *Wingin' It*
- Chemical Health Night for Winter Sports
- BHS/WMS Student Solves Competition
- Breakfast with Santa and the Grinch
- Holiday Craft Fair
- Winter Concert in the new auditorium

Family Events:

- **November 6:** Parent Conferences
- **November 22:** PBIS Meat Raffle at Webster Fish and Game

Sports:

- **Thanksgiving Game:** Bartlett vs. Southbridge (Home – Webster Memorial Athletic Field)

Senior Class Updates:

Fundraisers:

- **November:** Gobble Grams (Turkey Ducks)
- **November/December:** Butter Braids
- **December:** Craft Fair
- **December:** Holiday Movie Night

V. Old Business

A. Monthly Report on Fundraising Applications

BHS:

- Sophomore class - selling baked goods
- 18 - 22 Program - selling cocoa bombs
- 18 - 22 Program - herb garden sale
- 18 - 22 Program - start of plant sale
- Senior class - gobble grams messages and delivery
- Senior class - tickets for dinner and a movie
- PBIS - holiday ducks
- Class of 2028 - selling baked goods
- Student Council - selling baked goods

VI. New Business

A. Adult Education - Update

Ms. Landry gave a brief update on new hires, current classes, upcoming classes, and other developments in the Adult Education Department.

Member Koleros expressed her appreciation to Ms. Landry for her dedication to the Adult Education Program.

Superintendent Pierangeli and Chair Seddiki congratulated and thanked Ms. Landry for the excellent work she is doing with the Adult Education Program, adding that she should be proud of her accomplishments.

- B. Policy ADDA - Background checks - First Reading
- C. Policy ADC - Tobacco Products on School Premises Prohibited - First Reading
- D. Policy GBED - Tobacco use on School Property by Staff Members Prohibited - First Reading
- E. Policy IHAMB - Teaching about Alcohol, Tobacco, and Drugs - First Reading
- F. Policy IHBEA - English Learner Education - First Reading
- G. Policy IHBG - Home Schooling - First Reading
- H. Policy IHBG-E - Home Education Process - First Reading
- I. Policy IHBH - Middle School Pathway Exploration Policy - First Reading - (New)
- J. Policy IKF - Graduation Requirements - First Reading - (New)
- K. Policy IKFE- Competency Determination - First Reading - (New)

The Superintendent reviewed all the policies. Superintendent Pierangeli noted that as these policies are approved, they will be posted on the website.

Member Sgariglia asked whether the graduation requirement is driven by state mandates or specific to the district. The Superintendent explained that the requirement is unique to the district, but it is developed in alignment with state guidelines.

Chair Seddiki expressed appreciation to the Superintendent for her dedicated efforts in updating all of the district's policies.

- L. Acceptance of Donations - Donation of hats from a knitting group.

Knitting group : Jeanne Makara, Karen Mosley, Patty Fournier, Pat Zoschak, Regina Fish, Barbara Hackett, Nancy Powers, Betty O'Connor and Kathy Gervais.

Motion: To accept the Hat Donation 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

Chair Seddiki expressed appreciation to the knitting group for their efforts in making these beautiful hats for students.

VII. Enter into Executive Session: According to M.G.L. chapter 30A, Section 21 (a) to discuss strategy for negotiations with union personnel (Instructional Assistant's Contract) (Potential vote in Open Session)

Motion: Enter into Executive Session: According to M.G.L. chapter 30A, Section 21 (a) to discuss strategy for negotiations with union personnel (Instructional Assistant's Contract)

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

Enter back into Public Session at 7:41 pm.

Approval of July 1, 2025 to June 30, 2028 Instructional Assistant Contract

Motion: To approve the Memorandum of agreement between the Webster Committee and Instructional Assistants

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

Chair Seddiki stated that the process of reviewing the existing Instructional Assistant contract and working on the new contract has been very enlightening for her as a School Committee member and parent. Chair Seddiki expressed appreciation for the dialogue within the group, noting that she has learned a great deal. Chair Seddiki also thanked the union for the important work they do.

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

A. Signing of Warrant in the amount of \$381,230.53

X. Adjournment

Motion: To adjourn the meeting at 7:48 PM.

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 - 11/18/2025
- Superintendent Notes
- Monthly Fundraising Applications
- Minutes for 10/28/25
- Policies
- Donation
- Warrant Report

Upcoming Events / Dates:

October 30, 2025	BHS NHS	6:30pm - 8:30pm	BHS Auditorium
November 4, 2025	Building Committee	6:00pm - 8:00pm	Conference Room
November 6, 2025	BHS Parent Conferences	6:00pm - 8:00pm	Classroom / Cafeteria
November 7, 2025	BHS - Quarter 1 Community Meetings	TBD	Auditorium
November 7, 2025	PAE Book Bingo	6:00pm - 7:30pm	
November 10, 2025	Nichols Leadership	9:30am - 1:00pm	Nichols College

	Academy Field Trip		
November 11, 2025	No School	All	
November 13, 2025	SEPAC	6:30pm - 7:30pm	Central Office
November 18, 2025	PBIS Grade 9 Bingo	TBD	Cafeteria
November 19, 2025	PBIS Grade 10 Bingo	TBD	Cafeteria
November 19, 2025	WMS Evening Parent Teacher Conferences	6:00pm - 8:00pm	
November 20, 2025	PBIS Grade 11 Bingo	TBD	Cafeteria
November 20, 2025	PAE Evening Conferences		Park Ave Elementary
November 21, 2025	PBIS Grade 12 Bingo	TBD	Cafeteria
November 26, 2025	Thanksgiving Pep Rally	TBD	BHS - Gym
November 26, 2025	Half a day of School	All Schools	
November 27, 2025	Thanksgiving Holiday	All Schools	
November 28, 2025	Thanksgiving Holiday	All Schools	
December 2, 2025	Big Brother Big Sister	PAE	3:00pm - 4:00pm