

**WEBSTER PUBLIC SCHOOLS
WEBSTER SCHOOL COMMITTEE
OPEN SESSION MINUTES (M.G.L. C.39) OF Tuesday, December 9, 2025**

Date: December 9, 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

The following Committee Members were absent:

- Member Koleros
- Member Sgariglia

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 November 18, 2025 Minutes

Motion: To approve November 18, 2025 Minutes as presented

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 members having voted in the affirmative

_ members having voted in the negative

_ members having abstained

The motion: X Passed

_ Failed

III. Approval of November 18, 2025 Executive Session Minutes

Motion: To approve November 18, 2025 Executive Minutes as presented

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 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: Joselyn Delgado - Adjustment Counselor at Webster Middle School
Hanna Louis - ABA at Park Ave Elementary
Gina Ducat - PARA at Park Ave Elementary
Ray Medeiros - IT at Park Ave Elementary
Tinaya Chauvin - ABA at Park Ave Elementary
Erin Freer - ABA at Park Ave Elementary
Alexandra Maldonado - PARA at Webster Middle School
Julia Bastos - PARA at Webster Middle School

Resignations: No resignations at this time.

Transfers: No transfers at this time.

Vacancies:

SCHOOL	POSITION
PAE	2.0 FTE - Instructional Assistants
PAE	4.2 FTE - ABA
WMS	4.0 FTE - ABA
WMS	3.0 FTE - Instructional Assistants
BHS	3.0 FTE - Instructional Assistants
BHS	1.0 FTE - Custodian

2. Management and Operations-

The Superintendent reported that work on the policies is ongoing and that a new batch will be ready after the first of the year. Superintendent Pierangeli also shared that we are making headway in adding the policies to the website. In addition, the final batch of policies has been sent to the district, and this process will continue as we move forward. I will share with the committee how we will track outstanding items going forward.

Superintendent Pierangeli reported that budget work is ongoing. A District Leadership Team (DLT) meeting is scheduled for Monday, December 8, focused on budget review. Multiple budget scenarios are being prepared for discussion.

Ms. Kontoes, Ms. Nieves, and the Superintendent continue to hold planning meetings with the OPM for the second phase of the move. The Superintendent said It is important to ensure that logistics are thoroughly reviewed to support a smooth and safe transition for staff and students.

Member Millet thanked the Superintendent for the work being done to update the district policy book, noting that it is a significant undertaking and expressing appreciation for the effort.

The Superintendent thanked Ms. Kontoes for all of her hard work on the Bartlett High School renovation project.

3. Other Updates-

On Friday, November 21, the Superintendent attended the Southern Worcester County Educational Collaborative (SWCEC) meeting. An agenda was included in the packet for review.

The Superintendent reported that the District Leadership Team is reviewing additional assessment programs for use across the district. Currently, i-Ready is being used.

Superintendent Pierangeli took a moment to welcome our new Student Representative, Eryk Piwowarczyk. The Superintendent thanked Mr. Piwowarczyk for stepping up to represent the students of Bartlett High School. Superintendent Pierangeli reported that, unfortunately, our previous student representative had some conflicts with the commitment. The Superintendent expressed excitement to have Mr. Piwowarczyk on board and looks forward to hearing updates from a student's perspective at Bartlett.

On Monday, December 1, the Superintendent attended the CMC Board meeting in Webster. An agenda was included in the packet for review.

The Superintendent reported that on Wednesday, a webinar was attended featuring Secretary Tutwiler and DESE Commissioner Pedro Martinez, who discussed potential changes to graduation requirements. A brief update on the discussion was provided.

Lastly, on Thursday and Friday, December 4–5, the Visiting NEASC team was on-site for their initial review. On Thursday, the team held multiple meetings, including sessions with students and staff, and

conducted classroom observations. The Superintendent provided a high-level overview, noting that Ms. Nieves will provide more details in upcoming meetings. Overall, feedback from the Chair was positive, and he expressed satisfaction with the visit.

The Superintendent addressed and reviewed all questions posed by the NEASC team.

The Superintendent reported that the NEASC team left on Friday with a draft report and will submit a more formal report to Ms. Nieves. The Superintendent thanked Jolene Zuk de Romero and Christina Colello, our NEASC advisors, and also expressed appreciation to the Business Office and Food Service Department for their coordination.

Report from the Director of Student Support Services – Mrs. Shari Haire

1. Tiered Focused Monitoring (TFM)

Mrs. Haire reported that our district has been identified for Tiered Focused Monitoring through DESE. A formal meeting is scheduled for late January, during which DESE will outline the scope of the review, required documentation, and timelines. At this stage, the monitoring is anticipated to focus on compliance related to special education processes and civil rights indicators.

2. Out-of-District (OOD) Placement Update Private School Residential Placement

The district currently has two students placed in private residential schools through the special education process.

DCF-Involved Residential Placements

There are two students placed residentially by DCF, with the district engaged in a 50/50 cost share for their placements. One additional student had been in the pipeline for a 50/50 cost share with DCF. This student currently resides at Pappas Rehabilitation Hospital but no longer meets criteria for the hospital.

Clarification: 50/50 Cost Share Model

- DCF makes every effort to locate DESE-approved programs with a separate educational program fee to allow clearer cost allocation.
- Many residential programs charge one comprehensive (“bundled”) fee without separating educational costs. In such cases, DCF and the district divide the total cost equally, resulting in the 50/50 cost share.
- Students requiring residential placement typically have:
 - Exhausted multiple intensive foster or group home placements
 - Significant clinical or behavioral needs

Chair Seddiki asked if Ms. Haire could provide an explanation of residential placement. Ms. Haire explained that it is a very long process and provided an overview.

3. Increase in Legally Involved Cases

Mrs. Haire reported that the district is experiencing a notable increase in legally involved cases, resulting in higher legal expenditures. There are three primary pathways through which families or agencies secure legal representation:

- Private attorneys paid by families (sometimes pro bono)
- Referrals from advocacy organizations to firms providing pro bono representation
- State agencies—such as DDS—contracting with third-party entities to provide advocates or attorneys for families they serve.

This trend aligns with statewide patterns and is placing additional pressure on district resources.

4. Major Projects Currently Underway

A. AAC Device Procedures & Protocols

The district is developing internal protocols to determine student need for augmentative and alternative communication (AAC) devices. Draft guidelines include:

- Standardized evaluation procedures
- Clear expectations regarding family responsibility
- Protocols for assisting families with data collection for insurance-funded devices
- Procedures ensuring devices travel with the student across settings
- The ability to redeploy district-owned devices to new students when possible

B. Protocols for Additional Adult Support

Procedures are being refined for determining the need for 1:1 or additional adult support, as well as fading plans when appropriate. The process incorporates input from:

- BCBAs
- Special educators
- Speech-language pathologists
- Building and district administration

BCBAs will synthesize multidisciplinary input, and special education administration will oversee implementation and documentation. The team has met and will hold a follow-up meeting to brainstorm next steps.

C. Preschool Program Development

- We are actively working on new preschool program models to address:
 - the changing needs of our early learners, and
 - the evolving licensure landscape.
- Notably, there was a change in early childhood teacher licensing which no longer includes dual licensure, which will influence staffing models and program design.
- Our goal is to create a continuum of preschool options that meet diverse learner needs while maintaining regulatory compliance.

D. Team Meeting Parent Survey (Online)

- Team Chairs are seeking parent input after team meetings
 - Survey tool was reviewed by SEPAC and their input was considered and implemented

E. Powerschool Special Programs Report Training

- Maximize the use of the online platform to allow for effective/accurate data base querying

Chair Seddiki said that clearly there is a lot of work being done in the Special Education Department, and it is very helpful to receive this overview, and congratulated Ms. Haire on a job well done.

Chair Seddiki said to the Superintendent that the progress on the policies is significant and expressed appreciation for her hard work in getting this done.

5. Summary

- The district is engaged in significant compliance, placement, legal, and program development work.
- These efforts aim to ensure high-quality services, fiscal responsibility, and strong alignment with DESE expectations.
- We will continue to keep the Superintendent and School Committee informed as these initiatives progress, particularly after the Tiered Focused Monitoring meeting in January.

B. Business Manager Report, Mrs. Lisa Kontoes -

1- Bartlett High School Building Committee Update -

- All interior walls are now fully framed.
- Drywall installation is well underway; nearing completion on the 2nd floor and continuing to make solid progress on the 1st floor.
- The steel final inspections took place and the team is moving forward with the completion of the mechanical engineering & plumbing (MEP) systems

Ms. Kontoes reported that the schedule is at risk and the completion of phase 2 which is section B may be pushed to April. The OPM is unsure whether this will extend the full building completion scheduled for October 2026. Ms. Kontoes added that more information will be provided at the next meeting.

2- Other Updates-

FY27 Budget Planning:

The DLT continues to work on budget planning activities and will be presenting a preliminary budget to the School Committee on January 13. The Town moved the date for the initial (not final) FY26 Capital Plan from October 31 to December 18. The proposed Capital Plan will be presented to the School at either the 1/27 or 2/10 meeting. As a reminder, the Governor's budget will be released on Wednesday, January 21.

Annual Town Basic Financial Statement Audit:

The audited financial statements and required communications letter for the year ended June 30, 2025, prepared by Roselli, Clark & Associates (RCA), have been issued and are included in the meeting packet.

The required communications letter identifies three informational matters:

1. Network Security: This topic is commonly and routinely included in audits due to the global environment of network security threats.
2. Excess School Lunch Fund Balance: See details below.
3. Inactive Revolving Funds: The term *revolving fund* is used in a broad, generic sense rather than as a technical term. General ledger accounts are reviewed periodically as part of an ongoing process conducted every few years. Funds with little or no activity are discussed with department heads, and over time, many smaller funds have been closed.

Excess School Lunch Balances – The June 30, 2025 fund balance in the Town's school lunch fund approached \$1.4 million. Current federal school lunch regulations require that "net cash resources to an amount *that does not exceed 3 months average expenditures*." The fund balance in school lunch has grown to approximately 12 months average expenditures. **Note that this is a trend we have been observing throughout the Commonwealth and is primarily attributable to the state and federal school lunch awards during the COVID-19 pandemic.** Under current federal guidance, the School must develop a written plan to remediate this surplus. Food Services Director, Kelsey Sanders, monitors this revolving account and had already been working on a plan to address the fund surplus. At a high-level, this plan will include equipment upgrades at Park Avenue and Webster Middle School.

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

1- Curriculum and Instruction-

Ms. Puliafico reported that optional professional development opportunities for teachers continue to be offered in both the morning and afternoon. Ms. Ochocki oversees the professional development program. Ms. Puliafico reviewed the various professional development sessions that have been offered.

Ms. Puliafico reported that some testing will take place upon students' return in January.

2- Events-

November Events:

- **November 5:** Worcester Academy Performance
- **November 7:** Library Read-Aloud – *The Day the Crayons Quit*
- **November 7:** Book Bingo
- **November 12:** DA Presentation – Online Safety for Grades 3 and 4
- **November 20:** Conferences

3- Community and Culture-

- Staff Fun – Musical Bingo and Thanksgiving Trivia
- **November 26:** Macy's Day Parade – Grade 2
- Community Meetings Ongoing – Hosted by Grade 4

Upcoming December Events:

- **December 15:** *The Wizard of Oz* Play, Park Avenue Elementary, 4:00–6:00 p.m.
- **December 16:** Community Meeting sponsored by Ms. Boulay's class, 9:00 a.m.
- **December 17:** Middle School Holiday Chorus visit, 9:15 a.m.
- **December 18:** Polar Plunge Band Holiday Spectacular during lunches; special guest Mr. Ben Gelineau
- **December 19:** High School Carolers

IV. Student Representative Update

Student Representative - Eryk Piwowarczyk

Positives:

- Recently returned from Thanksgiving break.
- Football team won the 105th annual Thanksgiving game against Southbridge.

Challenges:

- Overall, things have calmed down and are improving as the school year progresses.

Student Engagement / Event Opportunities:

Recent Events:

- Thanksgiving pep rally and football game.
- Student Council hosted a turkey feather fundraiser, resulting in a teacher wearing a turkey costume at the pep rally.
- National Honor Society donated Thanksgiving baskets to Saints Constantine and Helen Church.

Upcoming Events:

- Holiday Craft Fair
- Breakfast with Santa and the Grinch
- Launch of a new robotics club for students interested in engineering
- Craft and Vendor Fair
- Toys for Tots and Sock Drive

Family Events:

- Holiday Concert

Sports:

- Tryouts are beginning, with higher participation compared to previous years.
- Class President for 2026 interviewed by Boston news.

Senior Class Updates:

- Recently held a fundraiser selling cookie dough and butter braid pastries.

V. Old Business

A. Monthly Report on Fundraising Applications

- Band Chorus - Selling chocolates
- BHS Softball Team - Selling pizza/hotdogs at BHS Boys Home Basketball Games

Superintendent Pierangeli thanked the staff for their hard work in organizing the successful fundraisers.

VI. New Business

- A. FY 25 SWCEC - Annual Report
- B. FY 25 SWCEC - Financial Audit
- C. FY 26 SWCEC - Quarter 1 Report
- D. Approval of Innovation Career Pathways (ICP) Student Activity Account for Bartlett High School

Motion: To approve the Innovation Career Pathways (ICP) Student Activity Account for Bartlett High School as presented

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 members having voted in the affirmative

_ members having voted in the negative

_ members having abstained

The motion: X Passed

_ Failed

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

Chair Seddiki reviewed each policy and thanked Superintendent Pierangeli for her hard work on updating them.

Motion: To approve the adoption of all policies as presented

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 members having voted in the affirmative

_ members having voted in the negative

_ members having abstained

The motion: X Passed

_ Failed

- K. Acceptance of Donations - Donation of \$45.00 gift card to the Webster Middle School for Christmas Gifts

Motion: To accept this donation as presented

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 members having voted in the affirmative

☐ members having voted in the negative
☐ members having abstained
The motion: X Passed
☐ Failed

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

- A. Approval of transfer request in the amount of \$3,234.96 from the Park Ave Elementary Activity Savings Account to Checking Account

Motion: To approve the transfer in the amount of \$3,234.96 from the Park Ave Elementary Activity Savings Account to Checking Account as presented

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 members having voted in the affirmative
☐ members having voted in the negative
☐ members having abstained
The motion: X Passed
☐ Failed

- B. Signing of Warrants in the amount of \$669,159.56 and \$1,012.50.

X. Adjournment

Motion: To adjourn the meeting at 7:18 PM.

The motion was made by: Member Millet

The motion was seconded by: Member Adamopoulos

The following roll call vote was taken:

3 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 - 12/9/2025
- Superintendent Notes
- Minutes for 11/18/25
- Policies
- SWCEC Annual Report
- Donation
- Warrant Reports

Upcoming Events / Dates:

December 9, 2025	Early College Field Trip	8:30am - 1:45pm	Worcester State College
December 10, 2025	WMS Winter Concert	6:00pm	WMS gym
December 11, 2025	ELPAC Meeting	TBD	TBD
December 11, 2025	Ether Dome Tour	All Day	Boston Ether Dome
December 12, 2025	Student Solves Competition	7:30am - 2:00pm	TBD
December 13, 2025	PBIS Breakfast with Santa and the Grinch	8:00am - 10:00am	Cafeteria
December 13, 2025	Class of 2026 Holiday Craft Fair	8:00am - 1:00pm	Cafeteria / Gym
December 16, 2025	BHS Big Brother Big Sister	3:00pm - 4:00pm	PAE
December 17, 2025	SEPAC	6:30pm - 7:30pm	Central Office
December 18, 2025	BHS Winter Concert	6:00pm - 8:00pm	BHS Auditorium
December 22, 2025 - January 2, 2026	Holiday Break	All Schools	
January 5, 2026	First day back from Holiday Break	All Schools	
January 6, 2026	BHS Building Committee	6:00pm - 8:00pm	Central Office
January 6, 2026	Big Brother Big Sister	3:00pm - 4:00pm	PAE
January 8, 2026	BHS DECA District Competition	8:00am - 1:00pm	Nichols College

January 9, 2026	PTO Winter Literacy Night	6:00pm - 8:00pm	PAE
January 13, 2026	SC Meeting	6:00pm	District Office
January 14, 2026 to January 17, 2026	District Choir Rehearsals and Concert	TBD	BHS
January 19, 2026	No School - All School	All Day	
January 20, 2026	Full PD Day		
January 21, 2026	SEPAC	6:30pm - 7:30pm	Central Office
January 27, 2026	BHS - Big Brother Big Sister	3:00pm - 4:00pm	PAE
January 27, 2026	SC Meeting	6:00pm	Central Office
January 30, 2026	BHS - Senior Breakfast/Community Meeting	7:45am - 8:45am	Cafeteria