



**DISTRICT COMMITTEE
OPEN MEETING MINUTES
MEETING #1909
February 10, 2026**

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

Members Absent

<u>Others Present</u>	John N. Lavoie	Superintendent-Director
	Brenda Richardson	Assistant Superintendent
	Melissa Martel	Director of Finance
	Gerry DiStefano	Treasurer
	Cheryl Dennis	District Recorder

Chair Hatem pointed out changes in the agenda and stated he wanted to vote on them together:

- Correction – Ms. Richardson was not in attendance at the January 9th meeting
- Travel voucher
- Update on ICE – the policy has been updated

MOTION: Ms. Faris moved to accept the three changes to the agenda as stated.

2ND: Mr. Tarbox

VOTE: Unanimously Approved

#19088

1. CALL TO ORDER

Chair Hatem called the meeting to order at 6:19PM Roll *Call by District Record: Ms. Faris (present), Ms. Disla (present), Mr. Jones (present), Mr. Mejia (via Zoom), Mr. Mercedes (present), Mr. Tarbox (present), Mr. Hatem (present).*

2. STUDENTS REPORT:

Students reviewed the following via slides: writers unite – creative writing club, strands word game competition, African American read-in, SATs, Guidance FAFSA Resources, GLTS Mobile App, GLTS Driver’s Ed, congratulations to Gustavo Varela, Sports, athletes of the month in basketball, cheering, track, wrestling and swim Ipswich river wildlife field trip, Kyaraliz Melendez awarded prestigious scholarship during NAACP MLK breakfast, Kaleidoscope Club, Museum of Fine Arts field trip, and February vacation 2/16 through 2/20.

3. MINUTES

a. Minutes of December 16, 2025, and January 9, 2026.

MOTION: Mr. Jones moved to approve the minutes of December 16, 2025.

2ND: Mr. Mercedes

VOTE: 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

#19090

MOTION: Ms. Faris moved to approve the minutes of January 9, 2026, with the correction of removing the attendance of Ms. Richardson.

2ND: Mr. Mejia

VOTE: Roll Call by District Recorder

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

#19091

4. FINANCE REPORT

a. *Cash Balance Report*

Mr. DiStefano read the Cash Balance Reports for November and December 2025.

MOTION: Ms. Faris moved to approve the Cash Balance Report for November as presented.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

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

#19092

MOTION: Mr. Mejia moved to approve the Cash Balance Report for December as presented.

2ND: Ms. Faris

VOTE: Roll Call by District Recorder

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

Mr. Mejia Yes
Mr. Hatem Yes
#19093

b. Consolidated Cash Reconciliation Report

c. Revolving Fund Report

d. Budget Report

e. Budget Transfers

Ms. Martel presented the Budget Transfers.

MOTION: Mr. Jones moved to approve the Budget Transfers as presented.

2ND: Ms. Faris

VOTE: Roll Call by District Recorder

Mr. Mercedes Yes
Mr. Tarbox Yes
Ms. Faris Yes
Ms. Disla Yes
Mr. Jones Yes
Mr. Mejia Yes
Mr. Hatem Yes
#19094

5. COMMUNICATIONS

a. Donations

b. Articles

c. Public Participation

6. REPORT OF THE SUPERINTENDENT-DIRECTOR

a. Report from the IT Department

Mr. Galligani, Network Server Administrator addressed the District Committee sharing updates in the IT Department relative to the cybersecurity incident. A NIST cybersecurity audit was conducted: recommendations were reviewed and what was put in place as a result. Arctic Wolf MDR – monitors and responds to threats immediately and provides security awareness weekly training videos for all staff, the single firewall was replaced with a firewall cluster, and GLTS went to certificate-based authentication. Chair Hatem asked what the biggest complaint was to which Mr. Galligani responded displays in the classrooms. Chair Hatem questioned how many cameras protecting the school were in place? Mr. Galligani indicated just under 150 cameras.

b. Report on School Safety Conference

Chet Jackson, Principal and Brendon Sullivan, Assistant Principal updated the District Committee on the School Safety Conference that was attended in Fort Worth, TX. Principal Jackson reviewed slides addressing strategic outcomes from attending the conference. Asst. Principal Sullivan addressed the District Committee stating safety is a building wide culture that must be managed from the top. Shift from reactive to proactive discipline, internal progress and timeline – went to implementation upon their return - strategic framework for implementation. Our focus remains a safe, supportive and accountable environment. Mr. Mercedes questioned what they learned at the conference? Principal Jackson shared we have to put high level time to ensure our procedures are tight and in place securing facilities at all hours. Asst. Principal Sullivan responded that we need different ways to approach safety training – learning tools. On the topic of security Mr. Mercedes questioned if we need more technology to implement changes in our security procures? Principal Jackson stated many meetings take place that include IT – input from all departments is necessary. Ms. Faris feels procedural methods are only as good as the leadership that drives it and would like to know how emphatic the staff and

leadership are in keeping doors closed at all times, something she doesn't feel occurs consistently. Principal Jackson couldn't agree more – we're trying to have a single-entry point. Ms. Faris reported that it's important to identify anyone that may have the propensity to be unsafe and how is that handled. Supt. Lavoie reported that this year one of our initiatives is to look closely at our security in many facets in the school to determine what we're doing well and not so well. All the tools in the world are not effective if the people using them are not following them. Having everyone follow the procedures is very challenging – our leadership team must hold the staff accountable in a motivating way. We're all working together to make the school safer. Chair Hatem what major incidents were worrisome to other attendees at the conference? Asst. Principal Sullivan indicated that some schools were on the news and we heard about and learned from their personal experiences. There can be weather related emergencies – hearing from schools throughout the country is something you cannot experience in any other way than by attending the conference.

c. Report on ACTE Conference

Brenda Richardson, Asst. Superintendent, Lauren Jones, Director of CTE, Panagiota Athinelis, Director of Teaching and Learning and Lindsay Gangi, CTE Coordinator presented an update of the ACTE Conference that was attended in Nashville, TN. This is the biggest organization in the country that focuses on CTE. We went to discover the trends that are available – we want to stay current. This helped affirm our direction and gave us some specific information to identify things to focus on. AI was at the center of everything. Lauren Jones shared that it provided a clear and consistent view of the labor market which is being redefined by AI. Asst. Supt. Richardson said it aligned with GLTS' district visions - ensures alignment across all career paths. Principal Jackson stated everyone appreciated the support of the District Committee to send these two groups out allowing us to strengthen our teaching and learning throughout the district. When our teams learn together these shared experiences enhances our culture and helps remove barriers for student success. Regarding CTE, Supt. Lavoie asked what was taken away pertaining to what we've been doing, did it change or solidify what we're doing? How did it support your understanding and knowledge for the particular program you oversee? Curricular development – we are embarking on a redesign process – this is how these (AI) two things can look together. We connected with people doing the work in different parts of the country that we can use here. Professional development offerings for our teachers focused on AI which was brought back to our health and medical teams. Ms. Disla questioned the use of AI, how can we maintain the authenticity of student work. Helping us educate teachers and students - we're implementing processes to vet all digital tools. Mr. Mercedes would like another presentation in a few months to see the actual results from what is implemented. He went on to say a lot of information was presented tonight and would like receive it in writing. GLTS received a grant from DESEI which we're going to put AI right into that for a job posting which came out of this. Principal Jackson stated we're working with our consultant to work through guidelines for AI. Chair Hatem thanked all presenters stating it was nice to obtain the feedback from the individuals who attended the conferences.

d. Update on Admissions Lottery Administration

Asst. Supt. Richardson reviewed the admission lottery process emphasizing it will be a clear, transparent process. Ms. Faris questioned what would happen if a family was unable to decipher the information they receive? Asst. Supt. Richardson that everyone will receive an email after the lottery. Mr. Mercedes asked if they will be notified by email only? Asst. Supt. Richardson responded yes. Mr. Mercedes stated that many people in my community do not use email and therefore feels there should be another way to communicate. Asst. Supt. Richardson indicated both the student and the parent will receive an email to the email address on file. If someone does not respond, we do reach out to them, it's the primary means of communication. Mr. Mercedes questioned the procedure to go on to the next person? Asst. Supt. Richardson stated we'll go back to the communities waiting list and go on to the next student. Mr. Mercedes asked if the lottery was computerized to which Asst. Supt. Richardson yes. Where Whittier already held their lottery, she suggested taking a look at their video online. Ms. Disla voiced her concern about the handling of the lottery stating she didn't view it as transparent. The lottery takes place March 12. How will the families know that? – they'll be sent a number. What about the ones that applied? How will they know that? Asst. Supt. Richardson said we initially email all

by the deadline notifying them if they'll be in the lottery. Ms. Disla feels an email is a difficult way to communicate this information and would prefer it be sent by mail or via a phone call. Supt. Lavoie state that once they're notified they'll receive an email and then we'll determine how to communicate further, perhaps by social media or on the website – once completed, we can get it out another way. Ms. Disla stated that individuals need to know that they won't be in the lottery. Asst. Supt. Richardson believes that they have been notified if they're not. Ms. Disla wants to ensure the information is communicated in another way other than email. Mr. Mercedes questioned what other information do the individuals need to provide? I don't know the whole process and cannot adequately respond to the questions of my constituents. How do I direct them? Asst. Supt. Richardson stated they can call the admissions office with questions and we can put something on social media with the timeline.

e. Update on New Hangar

Supt. Lavoie indicated all cities and towns have voted. Presently two towns have to vote on the change in our charter. An official appraisal – putting purchase and sale together – all background work is pretty much completed.

f. House Insulation Donation

Supt. Lavoie updated the District Committee on the House Insulation Donation. Supt. Lavoie stated that the foundation is in, the decking was completed today, put in the walls – should move pretty quickly now. The building of a passive home is one of a kind in Massachusetts. We'll present in March to the Energy Committee in the House and Senate on how we utilized grants from clean energy. Mr. Jones asked if the students would participate in the spraying of foam in the building to which Supt. Lavoie responded they will do the work.

g. GLTS Exploration of NECC Careers Partnership

Supt. Lavoie updated the District Committee on GLTS' Exploration of NECC Health Careers Partnership. Started last year and continued this year and working on a larger level to continue planning for health and safety for careers. Students will have access to specialized environments within the college which they'll receive college credit for.

h. Update on ICE Policy

Supt. Lavoie reported that this particular policy provides more clarity and has been vetted at the state level. Ms. Disla wants to understand what exactly constitutes a public area; and if something occurs at a game and ICE shows up, what will happen then? They won't be reaching out to you. Supt. Lavoie stated we have security. Ms. Disla questioned how it will work if they're offsite. Supt. Lavoie said the school will be notified immediately and we will have to look at the documentation with our attorneys. Ms. Disla said if ICE shows up where our students are and they take possession of one of our students how will it be handled after the fact? Supt. Lavoie stated we can only follow the legal protocols in place. Our staff has received training and we can only follow the law. Mr. Mejia shared that the governor signed an order a few days ago prohibiting ICE from entering public areas. If we're amending the policy that exists and assume everyone will be trained and updated the fact that Supt. Lavoie will receive a heads up will be important to us, this is our first step. Mr. Mejia questioned if a staffer were to violate this process would they would be held accountable? Supt. Lavoie responded that they would be. Ms. Faris believes the resource officer from Lawrence could present this to the staff with law enforcement. Mr. Mercedes stated that whether an individual is legal or not, they do not have funds to hire an attorney to ensure their return. Are we, as a school, able to utilize our attorney to advocate for a student in their possession? Supt. Lavoie indicated he didn't have all the answers at this point. We're working with our attorney and we'll perhaps work with someone who has handled a similar situation. Once we learn more we'll bring it back to the District Committee. We will continue to look at acquiring a better understanding and knowledge. Ms. Disla questioned if ICE had been at GLTS? Supt. Lavoie responded not to my knowledge. Chair Hatem feels we should have a policy in place rather than not and was looking for a motion to accept this policy this can be used as a living document to update at another time.

MOTION: Ms. Disla

2ND: Mr. Mercedes

VOTE: 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

#19095

i. Out of State Travel

Juan Nieves, School Security to travel out of state to the Crisis Prevention Institute, Nashua, NH to attend Nonviolent Crisis Intervention Training (Blended), Nonviolent Crisis Intervention Renewal (Classroom & online) Course, February 26, 2026, Cost of Class: \$2,349.

MOTION: Ms. Faris moved to approve the out of state travel to Nashua, NH as presented.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19096

Wrestling Coaches Juan Nieves, Carlos Duran and Matt Buco plus Athletes (6) to travel out of state to Virginia Beach, VA to attend the High School Nationals wrestling tournament. Total Estimated Cost: \$3,230.

MOTION: Mr. Jones moved to approve the out of state travel to Virginia Beach, VA as presented.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19097

Three Administrators to attend “Charting the Future Privacy, People and Power of Unity” Conference in Long Beach, CA. Total Estimated Costs: \$8,100.

Ms. Disla questioned who would be attending? Supt. Lavoie stated that Asst. Supt. Richardson will be leading a team. Ms. Disla stated the District Committee would like to see something similar to the presentation this evening - the attendees should bring back and present what they gained from attending. Supt. Lavoie indicated he would provide District Committee members with the names of the three individuals.

MOTION: Ms. Faris moved to approve the out of state travel as presented.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

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

#19098

7. REPORTS OF THE COMMITTEE

8. OLD BUSINESS

- a. *District Committee Priorities*
- b. *Policy*

9. NEW BUSINESS

Ms. Disla with regards to advisory meeting reports – wants something for every shop and see updates of what has occurred. Replacement, space, safety – we shouldn't see the same issue each year for every shop. There are a lot of things that are repeated year after year. Supt. Lavoie will provide a report for all members relative to advisory board requests. Ms. Disla wants to see how these problems are resolved – we don't see follow-up to understand if something requested has been resolved. Mr. Mercedes agreed with Ms. Disla. Concerned a lot of shops are asking for equipment updates – who will begin to have their requests resolved? Wants to see these issues addressed. Also, who is responsible to determine if something is truly necessary or not? The individual responsible for that determination should provide an update to the District Committee. Supt. Lavoie reviewed the process involved in making decisions on the requests.

10. TABLED MATTERS

11. PERSONNEL CONSIDERATIONS/REPORT

- a. *Resignations*
- c. *Retirements*
- d. *Appointments*

- e. *Job Postings*

Medical Assistant: Function as a member of the school nursing team by providing medical and clerical support, 10-month position, Clerical Contract, Summer work as needed (stipend), New Position, See Attached.

Supt. Lavoie we have someone doing the work and we're changing the title to align with what she's actually doing – presently under the wrong description.

MOTION: Ms. Faris moved to approve the Medical Assistant position.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

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

Mr. Hatem Yes
#19099

CTE Curriculum Design Lead (Pilot Department Initiative): This is a grant funded position: DESE Fund 0426 CTE Frameworks and Competency Based Implementation. Selected CTE departments will work through June 2026 to develop replicable scope and sequence tools designed to increase student equity and workforce readiness in the evolving global economy. The request supports stipends for 14 educators to engage in this high-leverage professional learning and design work., New Position.

MOTION: Ms. Faris moved to approve the CTE Curriculum Design Lead position.

2ND: Mr. Mercedes

VOTE: Roll Call by District Recorder

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

#19100

12. FUTURE AGENDA ITEMS

13. EXECUTIVE SESSION

MOTION: Ms. Disla moved to enter into Executive Session at 9:00PM.

2ND: Mr. Mejia

VOTE: 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

#19101

MOTION: Mr. Jones moved to amend the assistant superintendent's contract to remove the automatic renewal of the contract and allow up to 50 days, at 33%, sick leave buy back at retirement.

2ND: Mr. Mercedes

VOTE: Roll Call by District Recorder

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

5 yes', 2 no's

Motion Passes

#19104

MOTION: Ms. Faris moved to approve the continued enrollment of two students who have moved out of the district.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

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

#19105

14. ADJOURNMENT

MOTION: Ms. Faris moved to adjourn at 9:47PM.

2ND: Mr. Mercedes

VOTE: Roll Call by District Recorder

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

#19106

Respectfully Submitted



Cheryl Dennis
District Recorder

Minutes Reviewed



John N. Lavoie
Superintendent-Director