

GREATER LAWRENCE TECHNICAL SCHOOL
57 River Road, Andover, Massachusetts 01810

PROGRAM ADVISORY COMMITTEE
MEETING MINUTES
April 7, 2026

A meeting of the Greater Lawrence Technical School Program Advisory Committee was held on Tuesday, April 7, 2026, at Greater Lawrence Technical School.

The following members were in attendance:

Facilitator: Julianna Posada	CTE Program: Dental Assisting
Recorder: Loralina Valdez	
Materials Manager: Julianna Posada	
Dialogue Monitor: Julianna Posada	
Timekeeper: Sandy Cuzzupe	
Faculty Present	
Julianna Posada	Instructor
Sandy Cuzzupe	Instructor
Loralina Valdez	Instructor
Advisors Present	Name of Business
Heather Nasella	Parent
Samantha Nasella	Student
Julie Breen	Middlesex Instructor
Kassandra Shakes	Dental Hygienist
Jamile Yapor	Student
Deborah Deshene	Dental Assistant at Clinical Office
Mia Reynoso	Student
Mrs. Rosanna Salcedo	Parent
Guest Present	
Mr. Jacksinkis Yapor	Father of student
Dr. Rey Mota	Associate Dentist at EpiDent- Dr. Davis
Ashley Taylor	Dental Assistant/Dental Hygiene Student Middlesex

Agenda Item #1: Call to Order

- a. Welcome/Introductions

Status report: Julie Breen called the meeting to order at 5:15pm

Agenda Item #2 Verification of committee members' contact information, phone numbers and emails.

- a. Please verify the e-mail address for each member.
- b. Per DESE PAC Guidelines, it is important that every effort has been made to ensure the membership of our Advisory Boards are inclusive and diverse. Review the **composition populations** listed on the Program Advisory membership forms. Ask members to sign-in using the [Google Form](#) (Share link with all members) and ask that they select any of the sub-groups they are able to represent.
 - i. Persons of racial or linguistic minorities.
 - ii. Persons are nontraditional by gender for the program.
 - iii. Persons are well-equipped to represent the perspectives of persons with disabilities.

Status Report:

- a. Email Addresses have been verified for each member.
- b. Julianna distributed new member information sheets to new guests, who could potentially be new advisory board members. Asked for members to review representative populations.
- c. Julinanna asked for members to complete Google form scanning the QR code.

REPORT OF OLD BUSINESS

Agenda Item #3: Minutes

- a. Review minutes from the Program Fall Advisory meeting, and voice comments, questions, or concerns (Minutes are posted on the GLTS website).
- b. Provide an update on action items from the previous meeting. The facilitator should recap the conversation ([Link to recommendations updates](#))
- c. Solicit a motion to approve minutes, 2ND the motion.

Status Report:

- a. Minutes were reviewed by the Advisory Board. J. Posada reviewed recommendations from the updated Fall Advisory Meeting
- b. A new eye wash station will not be needed due to one already being installed in the shop and in room 4011. Juniors have been taking a NECCO class beginning in the fall and running through May.
- c. Deborah Deshene solicited a motion to approve minutes, Heather Nasella solicited a 2ND motion.

Recommendation: J. Posada recapped the conversation and made a motion to approve.

Motion: Deborah Deshene moved to approve the minutes of October 23, 2026.

2ND: Heather Nasella

Vote: Motion carried

NEW BUSINESS

Agenda Item #4: CTE Program Facilities Review

a. CAPITAL EQUIPMENT PLANNING & INVESTMENT

1. **Capital Equipment Replacement (5-Year Outlook)** Are there any major pieces of equipment (approximately \$25,000+) that we should plan to replace or upgrade within the next five years?
2. **Emerging Tools & Industry Upgrades** What new tools, equipment, or facility upgrades are becoming standard in your industry that we should consider incorporating into our program?

b. FACILITY DESIGN, FUNCTIONALITY & SAFETY

1. **Shop Design & Industry Alignment** Does our current shop layout and design reflect industry standards and real-world work environments?
2. **Safety, Repairs & Functionality** Are there any safety concerns, needed repairs, or workflow inefficiencies in the space (e.g., layout, storage, equipment placement) that we should address?
3. **Facility Conditions & Improvements** Are there any updates, cosmetic or structural, that would improve the learning environment or better reflect industry expectations? **c. COMPLIANCE & PROGRAM REVIEW (NIOSH + PROGRAM CHECKLISTS)**
3. After reviewing the NIOSH and program-specific checklists, are there any areas where our facilities, equipment, or practices do not fully align with current standards?
4. [NIOSH Department Checklist Review](#) & [All Programs Checklist Review](#) (Each Program Lead should provide their PAC with a copy of the applicable NIOSH Checklist for review)

Status Report:

- a. Capital Equipment Planning & Investment
 1. Equipment replacement: A new steri-drier for drying instruments was recommended. Julie Breene recommended a new X-ray unit down the road.
 2. Emerging tools & industry upgrades: Ai software that could be integrated with our current software for periocharting and xray use was recommended and agreed by Julie Breene, Dr Mota and Deborah D. Scanners were discussed such as Prime scan and a design software from Dentsply, so students can learn and practice designing a crown for milling or crown production, suggested by Dr. Mota.
- b. Facility Design, Functionality & safety
 1. Shop design & industry alignment: A 4th shop teacher was discussed by Julie; an ad was being placed confirmed by Allyson Ligor.
 2. Safety, repairs & functionality: Members did not observe any safety repairs needed at this time.
 3. Facility conditions & improvements: Members did not observe any needed at this time.
- c. Compliance & Program Review
 3. Review NIOSH & program-specific checklist:.
 4. OSHA is up to date.
 1. J. Posada confirmed OSHA is up to date.

Recommendations: The board discussed the need for AI software for periocharting, software, 4th teacher is being listed soon, Prime Scan, Purchase design software for milling machine for simulations from Dentsply.

Motion: Deborah Deshene made a motion to approve the PIS

2ND: Jamile Yapor

Vote: Unanimous

Agenda Item #5 Equipment / Budget

Review Budget for FY26/27 & Prepare Budget for the upcoming school year (SY27/28)

- a. Review [Voc Budget FY 26/27](#) and begin Draft Budget for FY27/28.

Status Report:

- a. **Review of FY26/27 Budget and Draft Budget for FY27/28**
 - i. J. Posada reviewed the 2027-2028 total budget as well as the budget for each grade level. It was noted that there have been noticeable price increases across all segments of dentistry, consistent with inflation.
 - ii. J. Posada noted no new textbooks would be ordered this year as we have received new ones and they are up to date.
 - iii. A steri dryer was recommended for the sterilization areas as well as Ai Software that could be integrated into our current dental software and also software to teach
 - iv. Dr. Mota recommended a local repair service man who used to work for Patterson.

- v. 5 year outlook for tool/equipment replacement needs: A new radiograph machine was recommended, new sensor, as well as an additional scanner.

Recommendations: The board recommended purchasing a steri dryer for the sterilization area, AI software that can integrate with our current system, a scanner such as the Primescan, and design software from Dentsply Sirona for crown design and milling production. The board also discussed the likelihood of needing to replace the current radiograph machine within the next five years, as replacement parts for the existing unit are no longer being manufactured. In addition, maintaining a budget line item for a replacement sensor was recommended; however, the sensor should only be purchased when needed to avoid the warranty expiring before use.

Motion: Julie Breen made a motion to approve the budget.

2ND: Kassandra Shakes

Vote: Unanimous

Agenda Item #6: Curriculum

- a. **Emerging Technology & Techniques:** What new technologies, tools, or techniques are gaining traction in the industry that students should be exposed to?
- b. **Industry Evolution (Past Year)** How has the industry changed over the past year, and what new or evolving skills are now essential for entry-level employees?
- c. **AI Integration & Readiness** What specific AI tools or applications are becoming essential in our industry, and what foundational skills do students need to use them effectively and ethically?
- d. **Curriculum Adaptation** How are emerging technologies, beyond AI (e.g., automation, sustainability practices), fundamentally changing job roles, and how quickly should our curriculum be adapted to address these new industry needs?
- e. **Outdated Skills & Equipment** Are there any tools, equipment, or skills that are becoming outdated or no longer widely used in your industry that we should consider reducing or phasing out?

Status Report:

- a. **Emerging Technology & Techniques:** Julie Breen discussed that students should be aware of new AI glasses and to always act professionally. Possibilities of being filmed and suggested to maintain professionalism; Teachers stated that classroom/shop rules are enforced, and students receive a daily grade for professionalism, collaboration, communication, cleanliness, and productivity.
- b. **Industry Evolution (Past Year):** Entry level employees need to maintain professionalism and to have good work ethics, always ready to work and take initiative.
- c. **AI Integration & Readiness:** Board discussed the integration of Ai Software into our current Dentrix software in order to assist with X-rays and perio charting.
- d. **Curriculum Adaptation:** discussed our daily grading system (4,6,8,10) 10 being the highest while students exceed, while 4 is below standard.
- e. **Outdated Skills & Equipment:** Dr Mota suggested adding a second step to composite fillings including: Gluma and 2% chlorhexidine. Offices have phased out amalgam, but it's still in DANB exams and frameworks, traditional film and phosphate plates are still on exams, but phased out in office. Alginate is used at times and still on exams.

Recommendations: J. Posada recapped the discussion and noted recommendations for motions where applicable. Julie Breen highlighted emerging technologies, including AI-enabled glasses, and emphasized the importance of maintaining professionalism at all times given the possibility of being recorded. Teachers noted that professionalism is reinforced through daily grading, including collaboration, communication, cleanliness, and productivity. Discussion also included curriculum alignment, with the current daily grading scale (4, 6, 8, 10) reviewed, where 10 reflects exceeding expectations and 4 indicates below standard performance. Board discussed the integration of Ai Software into our current

Dentrix software in order to assist with X-rays and perio charting. Dr. Mota recommended updating clinical practices to include a second step for composite fillings, such as Gluma and 2% chlorhexidine. It was noted that while amalgam, traditional film, phosphate plates, and alginate are being phased out in practice, they remain part of DANB exams and program requirements.

applicable.

Motion: Julie Breen made a motion to improve and update the technology and software in our program

2ND: Jamile Yapor

Vote: Unanimous

Agenda Item #7: Cooperative Education/Industry Trends

1. HIRING & SKILL GAPS

- a. When hiring entry-level employees, what skill gaps do you most commonly see? What are your biggest challenges when hiring new employees in your industry?
- b. **TECHNICAL & PROFESSIONAL SKILLS**
- c. What technical skills are essential for success in entry-level roles at your company?
- d. What specific professional (“soft”) skills do you prioritize, and what distinguishes a strong candidate from an average one?
- e. In the first 90 days, which professional skills most impact whether a new hire succeeds or struggles?

2. PROGRAM ALIGNMENT & STUDENT PREPARATION

- a. If you have hired our co-op students or graduates, what are their strengths? Where do they need further development?
- b. What should we be doing differently in our programs to better prepare students for success in your company/industry?

3. FUTURE-FOCUSED & PROGRAM PRIORITIZATION

- a. As technologies (including AI) evolve, what new skills or competencies are becoming most important?
- b. Which skills, tools, or processes are becoming less relevant or outdated? Where should we consider reducing emphasis to make room for higher-impact learning?

4. PARTNERSHIP DEVELOPMENT

- a. What other companies or organizations would you recommend we partner with for co-op placement?

Status Report:

1. HIRING & SKILL GAPS

- a. Dr. Mota inquired whether students would commence instruction and practice in passing instruments within the transfer zone as an essential skill during their sophomore year, and this was affirmed.
- b. Confidence and teamwork

2. TECHNICAL & PROFESSIONAL SKILLS

- a. Dr. Mota: discussed radiographs, open contact, bitewings needed
- b. Deborah, Dr. Mota, and Julie Breen suggested students show interest in the field, how they speak, present themselves, first appearance matters, being personable towards patients, being proactive, taking initiative, anticipating what Dr needs.

3. PROGRAM ALIGNMENT & STUDENT PREPARATION

- a. Deborah suggested confidence and teamwork for students. All participants agreed.

4. FUTURE-FOCUSED & PROGRAM PRIORITIZATION

- a. Dr. Mota suggested a front desk skills application at school.
- b. Learning about dental insurance, such as Delta Dental, was suggested.

5. PARTNERSHIP DEVELOPMENT

- a. Dental Lab visit was suggested J. Posada has called several times to the local lab facility in Lawrence and no one has answered.

Recommendations:

J. Posada recapped the discussion and noted recommendations for motions where applicable. Dr. Mota asked if students are taught and practiced instrument transfer in the transfer zone. It was confirmed they are taught beginning sophomore year. Confidence and teamwork were emphasized as key skills. Dr. Mota also highlighted the importance of radiographic accuracy, including open contacts and bitewings.

Deborah, Dr. Mota, and Julie Breen stressed professionalism, communication, presentation, and initiative, along with being personable and anticipating provider needs.

Deborah reinforced the need to build confidence and teamwork. Dr. Mota recommended adding front desk skills and increasing familiarity with dental insurance (e.g., Delta Dental). A dental lab visit was proposed; J. Posada reported unsuccessful attempts to reach a local facility in Lawrence.

Motion: Julie made a motion to implement soft skills training in the curriculum

2ND: Jamile Yapor

Vote: Unanimous

Agenda Item #8: Other:**Status Report:****Recommendations:**

Motion:

2nd Motion:

Vote:

ADJOURNMENT at 6:15pm

Recommendations: Julianna Posada made a motion to adjourn

Motion: Jamile Yapor

2ND: Kassandra Shakes

Vote: Unanimous 6:33pm

Next Meeting: October 2026

Respectfully Submitted: Julianna Posada, Sandy Cuzzupe, Lauralina Valdez