



**DISTRICT COMMITTEE
OPEN MEETING MINUTES
MEETING #1916
June 16, 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	
	Anne Marie Faris	Andover	
<u>Members Absent</u>	Edison Mercedes	Lawrence	
<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	

1. CALL TO ORDER

Chair Hatem called the meeting to order at 6:00PM Roll *Call by District Record: Ms. Faris (present), Ms. Disla (present), Mr. Jones (present), Mr. Mejia (via Zoom), Mr. Mercedes (absent), Mr. Tarbox (present), Mr. Hatem (present).*

1a. SkillsUSA NATIONALS

Ashley Santos, silver medal recipient – dental assistant.

Ms. Santos spoke about the competition that took place in Atlanta, GA describing the stations and competencies involved. Mr. Tarbox asked how many individuals she competed against? Ms. Santos responded 20 of the best in the country. Ms. Santos went on to say she wants to go to a 4-year college and to ultimately become an orthodontist. Three instructors accompanied her and spoke about their experiences with Ashley.

2. MINUTES

a. Minutes of May 19, 2026

MOTION: Mr. Jones moved to approve the minutes of May 19, 2026.

2ND: Ms. Faris

VOTE: Roll Call by District Recorder

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

#19197

MOTION: Mr. Jones motioned to move the student handbook from tabled matters to the agenda, 5a.

2nd: Mr. Mejia

VOTE: Roll Call by District Recorder

Mr. Mercedes Absent

Mr. Tarbox Yes

Ms. Faris Yes

Ms. Disla Yes

Mr. Jones Yes

Mr. Mejia Yes

Mr. Hatem Yes

#19198

3. FINANCE REPORT

a. Cash Balance Report

Mr. DiStefano read the cash balance reports for April and May.

MOTION: Ms. Faris moved to approve the Cash Balance Report of April 30, 2026, as presented.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

Mr. Mejia Yes

Mr. Mercedes Absent

Mr. Tarbox Yes

Ms. Faris Yes

Ms. Disla Yes

Mr. Jones Yes

Mr. Hatem Yes

#19199

MOTION: Mr. Jones moved to approve the Cash Balance Report of May 31, 2026, as presented.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

Mr. Jones Yes

Mr. Mejia Yes

Mr. Mercedes Absent

Mr. Tarbox Yes

Ms. Faris Yes

Ms. Disla Yes

Mr. Hatem Yes

#19200

b. Consolidated Cash Reconciliation Report

c. Revolving Fund Report

d. Budget Report

e. Budget Transfers

Ms. Martel presented the Budget Transfers.

Ms. Faris questioned what ‘tech other’ under administrative was to which Ms. Martel responded it’s at the District level. Mr. Jones questioned what the carpentry was for to which Supt. Lavoie responded it was for materials and supplies to begin the house project for next year.

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

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19201

4. COMMUNICATIONS

a. Donations

b. Articles

- Building the Next Generation: How Hands-On Workforce Development is Addressing Construction’s Labor Shortage, Atlantic Builders Supply Northeast

Supt. Lavoie stated they performed a lot of work putting in the foundation for the passive house, participating for two and a half months – historical event, new techniques and materials utilized.

- Former U.S. Ambassador to Denmark visits GLTS, The Eagle Tribune

Supt. Lavoie stated the former Ambassador met and communicated with students - exciting event for students and the staff. The Ambassador was very impressed with GLTS.

- Top of their class, Identical Twins Celebrate each other’s success, The Eagle Tribune.

Supt. Lavoie noted that it was very impressive to have two siblings supporting one another throughout their four years at GLTS.

c. Public Participation

5. REPORT OF THE SUPERINTENDENT-DIRECTOR

a. Student Handbook Update

Supt. Lavoie and Principal Jackson presented the changes to the Student Handbook. –

- specific handbook changes
- Detailed supporting information

Principal Jackson – reviewed changes to the Student Handbook. Yearly updates, add shop color logos to the dress code section of the handbook, food and classroom areas.

Asst. Supt. Richardson presented the responsible use policy – updated to be current and focus on the positive.

The language is much clearer. Principal Jackson reviewed slides, all the information of which was within District members packets. Ms. Athinelis reviewed GLTS evolving grading for accuracy. Ms. Foster reviewed principles of a standard aligned system. Principal Jackson reviewed a strategic phased rollout summary of the changes. Ms. Faris asked how is this was established, was it a committee? Was it composed of teachers or administrators? Principal Jackson responded it was developed by his team. Ms. Faris said, so no teachers? **Jill** indicated she mirrored the same protocol as the administrative team which was driven by the feedback obtained from teachers. Ms. Faris, indicated she’d heard there wasn’t a strong teacher presence with its development – is

that accurate? How was it received from the faculty? Is it doable with the faculty? Principal Jackson stated the team presented with 5 slides at a faculty meeting. He went on to say the intent is to correct something that is not best for the students and working it down through a process noting that the team took feedback from the faculty but this is our team leadership. Mr. Mejia said I've received feedback from individuals in the faculty that there was limited engagement in this process. Teachers are the ones that have to implement things in the classroom. It's a sign for the leadership team to consider having the faculty more engaged in these types of processes deeper engagement so their perspectives are taken into play. Also, in terms of the equitable grading policy that we voted on last year, is there anything from that point on as to whether that worked out or not? Ms. Foster said I've worked with different teachers, we've consistently received feedback and I've had numerous conversations with educators. Mr. Mejia questioned what are the highlights that worked well with the grading policy previously implemented? Principal Jackson this particular handbook is separate from what was voted on previously. Chair Hatem questioned if the student handbook is made up of students and teachers to which Principal Jackson responded yes. Ms. Athinelis stressed that receiving feedback from groups prior to implementing changes is something that is extremely important to us. We do consult the different groups and it does matters. They typically work fairly smoothly. Grading by nature is something that is going to be rocky – we're not going to get to a consensus. In the end, the decision is going to be with the leadership team and with something like this, everyone is not going to be happy. We really feel this will help but we know the teachers will need support with it. It's the opposite of watering down – it's can you perform at levels of proficiency at those standards. Ms. Faris questioned what would occur if a student in an English class, did not meet the standards. Ms. Athinelis responded that that's where the equitable standards previously voted on come in to play. Ms. Faris agreed with repeating things over but doesn't want teachers bogged down in that. Ms. Athinelis indicated it should simplify things – the amount of detail and time in grading of practices would be removed. Ms. Faris expressed her concern as to how much support teachers receive from their direct supervisors in a classroom. I don't hear about administrators going into classrooms and observing what's taking place – I need to know that this is working. Supt. Lavoie stated that this whole change in grading in policy began a few years ago. This policy we have now where a student receives a 40, what is entered in the teachers grading book – whatever standard they were able to accomplish or not accomplish will be recorded in their teachers grading book, we always know what they're capable of doing. It's the teacher's responsibility to put a plan in place to help a student. We have the best evaluation system in the Commonwealth. Ms. Faris agreed teachers are to help students learn and be proficient but feel administrators should provide support. Supt. Lavoie stated that they do. Principal Jackson stated we've done a lot of work to bring people together, we have to function collaboratively. We're going to go back and look at your feedback. We are focused on working together. Chair Hatem asked Principal Jackson if this is your best recommendation at this time to which he responded that it was. Mr. Mejia there is a time and place to be defensive and this is not that time. Sometimes tension drags through our meetings and I don't appreciate it, we need to be consistent and be mindful we're all here for the same reason. In acknowledging that he can become excited and frustrated Supt. Lavoie stated I'm not angry at anybody. I don't believe that people working very hard should be criticized. If we're being unjustly criticized, I will express myself.

MOTION: Mr. Jones moved to accept the Student Handbook Update as presented.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19202

b. Out of State Travel

- Nairi Melkonian, Athletic Trainer to travel to Philadelphia, PA for the National Athletic Trainers' Association (NATA) Conference on June 28-July 3, 2026, Total Cost is estimated at \$2,135.30.

MOTION: Mr. Jones moved to approve the Out of State Travel to Philadelphia, PA as presented.

2ND: Mr. Mejia

VOTE: Roll Call by District Recorder

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

#19203

- Brenda Richardson, Lindsay Gangi, Lauren Jones and Panagiota Athinelis to travel to New Orleans, LA to present to the Annual ACTE Visions Conference on December 2-December 5, 2026, Total estimated Cost is: \$8,990.00.

Supt. Lavoie explained that they've been asked to present their work at a national conference.

MOTION: Mr. Jones moved to approve the Out of State Travel to New Orleans, LA as presented.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19204

- Tony Sarkis, Dante Correa, Dave Berard and (5) Track Athletics to travel to Noble High School, North Berwick, Maine to attend New England Track Meet Championship on June 13, 2026, Total estimated cost: \$109.00.

Chair Hatem explained that he'd already signed off on this to enable them to travel in a timely manner.

MOTION: Mr. Jones moved to approve the Out of State Travel to North Berwick, ME as presented.

2ND: Mr. Mejia

VOTE: Roll Call by District Recorder

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

#19205

c. *Northern Essex Community College (NECC) Space Update*

Supt. Lavoie provided an update to the District Committee on the space at NECC for the expansion of our

Health Programs. Supt. Lavoie stated that we've been meeting with NECC for a partnership to use some of their space. This represents a great opportunity for our students. Pathway for GLTS nursing program – first of its kind in the state of Massachusetts. We do need more space and in lieu of having space now, this is a good opportunity to have to have that to prepare our students and take more students in our health program. We'll share resources and we'll have access to their state-of-the-art college labs. The cost is still being negotiated with NECC but our goal is to keep it minimal. Supt. Lavoie requested a vote to move forward to complete this project this summer.

MOTION: Mr. Tarbox moved to allow GLTS to work with NECC to prepare the space and program.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

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

#19206

Mr. Jones questioned if once the space is prepared, will our students be bused there to which Supt. Lavoie responded yes, they will be bused. Mr. Jones asked if GLTS teachers would be going there? Supt. Lavoie said that they will.

d. Admission Report

Asst. Supt. Richardson referenced District member packets reviewing the number of students accepted, how many declined, and the lottery for transfer students – report: dates of all the rounds of acceptances, last update was on June 5th at which time there were six spaces available. We'll continue to fill spaces - it will be close to 500 at the close of the summer. Mr. Jones total number of applications had dropped down to which Asst. Supt. Richardson responded, slightly.

e. Summer Projects

Supt. Lavoie updated the District Committee on the Summer Projects

Supt. Lavoie referenced a new list of summer projects in the District members packets. Chair Hatem questioned if all the projects would be completed when the students come back? Supt. Lavoie responded that is the goal but admitted that the completion of autobody would be a struggle.

f. District Committee's 2026-2027 Meeting Schedule

List of the dates in members packets, Chair Hatem – these are not written in stone, we can move things around as necessary.

g. New Teacher Stipend

Supt. Lavoie stated when we hire new teachers we require them to come in four days on their own time. I'm asking the District Committee to approve a \$1000 stipend for their time. Requiring them to take a new course. Chair Hatem asked if this is just for incoming teachers to which Supt. Lavoie said it was. Ms. Faris questioned what other schools do to which Supt. Lavoie indicated most provide stipends. Mr. Mejia asked if this in the teacher's agreement? Supt. Lavoie responded that it's not part of their contract. Mr. Mejia questioned if this will be binding for this year only? Supt. Lavoie indicated the District Committee you can vote on the year. Mr. Jones asked for the average number of new teachers? Supt. Lavoie indicated it's always different. Ms. Faris mentioned that new teachers have started and left within a few days in the past. Supt. Lavoie stated that language could be added that they're required to work a specific minimum amount of time to be eligible to receive the stipend.

MOTION: Mr. Jones moved to approve the New Teacher Stipend as presented.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19207

h. Facility Therapy Dog Policy

Asst. Supt. Richardson provided an update to the Facility Therapy Dog Policy.

Put together a therapy dog policy. No one seems to have a policy for a school, they're typically for one student and a dog.

Asst. Supt. Richardson pointed out on the second page, Section 3 – GLTS will be sending something out to all families - if for some reason a student doesn't want to be in the presence of the dog, we'll be aware of it and maintain a listing.

MOTION: Mr. Tarbox moved to approve the Facility Therapy Dog Policy as presented.

2ND: Mr. Mejia

VOTE: Roll Call by District Recorder

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

#19208

6. REPORTS OF THE COMMITTEE

7. OLD BUSINESS

a. District Committee Priorities

b. Policy

8. NEW BUSINESS

9. TABLED MATTERS

10. PERSONNEL CONSIDERATIONS/REPORT

a. Resignations

b. Leaves of Absence

c. Retirements

d. Appointments

e. Job Postings

- (2) Paraprofessionals for Daycare, Para Contract, SY2026-2027, New Positions

MOTION: Mr. Jones moved to approve (2) Paraprofessionals for Daycare.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19209

- Paraprofessional for NECC for Health & Medical Programs, Para Contract, SY2026-2027, New Position. (See Attached)

MOTION: Mr. Tarbox moved to approve Paraprofessional for NECC for Health & Medical Programs.

2ND: Mr. Jones

VOTE: Roll Call by District Recorder

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

#19210

- (1) Workforce Development Program Facilitator, Part-time hourly position, 15 hours per week, remotely or in-person, grant funded, non-rep. position, one-year contract, SY2026-2027, New Position. (See Attached)

Supt. Lavoie indicated the individual will work 15 hours per week. Ms. Disla how does the 15 hours work?

Supt. Lavoie said sometime they would work on site and sometimes they would work online under the direction of the Workforce Development Coordinator. Supt. Lavoie stated we're focused on finishing up the clean energy grant – to support work already started that needs to be completed. Ms. Disla questioned how working remotely was managed to which Supt. Lavoie responded it will be decided by the Workforce Development Coordinator. Ms. Disla questioned if many people worked remotely to which Supt. Lavoie responded it's not a common practice, but some do when necessary.

MOTION: Mr. Jones moved to approve (1) Workforce Development Program Facilitator, PT.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19211

- (1) Workforce Development Coordinator, MAPSA Contract, SY2026-2027, hours are 10:00AM-6:00PM, New Position. (See Attached)

Mr. Mejia is this a replacement to the submitted retirement? Supt. Lavoie indicated this had been part of their job. It will be a full-time administrative position. Mr. Mejia asked if the Director of Workforce Development will remain as the same position? Supt. Lavoie responded yes. Mr. Mejia questioned how many staff were performing workforce development to which Supt. Lavoie responded there were four other staff.

MOTION: Mr. Jones moved to approve (1) Workforce Development Coordinator.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19212

11. FUTURE AGENDA ITEMS

12. EXECUTIVE SESSION

MOTION: Mr. Jones moved to enter into Executive Session at 7:43PM.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

#19213

MOTION: Mr. Jones moved to approve a 2% merit increase and 3 ½% cost of living increase for those that have it stated within their contract.

2ND: Mr. Tarbox

VOTE: Roll Call by District Recorder

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

4, yes', 2 nos', 1 absent

Motion Passes

#19216

13. ADJOURNMENT

MOTION: Mr. Jones moved to adjourn at 8:40PM.

2ND: Mr. Mejia

VOTE: Unanimously Approved

#19217

Respectfully Submitted



Cheryl Dennis
District Recorder

Minutes Reviewed



John N. Lavoie
Superintendent-Director