

LOWELL SCHOOL COMMITTEE

REGULAR MEETING MINUTES

Date: August 19, 2026

Time: 6:30PM

Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

Members of the public can view the meeting via LTC. Those wishing to speak about a specific agenda item must register in advance by emailing the Superintendent. Please include the agenda item, as well as your phone number and email address so we can provide a Zoom link for access. The email address is skeo@lowell.k12.ma.us. If you do not have access to email, you may contact us at 978-674-4324. All requests must be submitted by 2:00 p.m. on the day of the meeting.

1. SALUTE TO FLAG

2. ROLL CALL

On a call at 6:31 p.m., members present were, namely: Mr. Conway, Ms. Delrossi, Mayor Gitschier, Ms. Martin and Ms. McFadden. Mr. Lay arrived at 6:35 p.m. Mr. Bahou was absent.

3. SPECIAL ORDER OF BUSINESS

3.1. Introduction of New Principals:

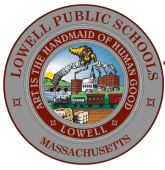
- a. Dr. Kerien Driscoll, Lincoln Elementary School
- b. Ms. Jennifer Lilley, Washington Elementary School

Dr. Kerien Driscoll, the new Principal of Lincoln Elementary School, introduced herself to the Committee and shared how excited she is to take on this new role. She expressed her enthusiasm for the opportunity to do this important work and looks forward to contributing to the district and working with the school community.

Ms. Jennifer Lilley, the new Principal of Washington Elementary School, introduced herself to the Committee and shared her excitement about taking on this new role. She spoke about her appreciation for and love of smaller school communities and expressed her enthusiasm for the opportunity to do this important work. She looks forward to contributing to the district and building strong connections within the school community.

3.2. Spotlight on Excellence - Summer School 2026

Ms. Duda, Extended Time Coordinator, shared with the Committee an overview of the 2026 Summer School Program. The Lowell Public Schools Explore & Expand Summer Program once again demonstrated that summer learning can be both academically meaningful and deeply engaging for students. The 2026 program transformed four weeks of summer into an enriching season of discovery,



creativity, and growth. From July 6th through July 31, 2026, the program served 1,556 students across 22 school sites. Designed around the youth outcomes identified by the Massachusetts Department of Elementary and Secondary Education (DESE) and the National Institute on Out-of-School Time (NIOST), each Explore & Expand program intentionally focused on four key student outcomes: engagement, critical thinking, communication, and positive relationships with peers. Programming was developed at each site to provide students with authentic, hands-on learning experiences that extended beyond the traditional classroom. Through project-based learning, literacy, STEM, environmental education, financial literacy, the arts, physical wellness, and strong community partnerships, students strengthened their academic skills while also building confidence, curiosity, creativity, and lasting friendships.

Mr. Conway moved to suspend the rules to take the AD HOC Subcommittee report out of order; the motion was seconded by Ms. McFadden. 5 yeas, 2 absent (Mr. Lay, Mr. Bahou).

4. MINUTES

4.1. The Approval of the Minutes of the Regularly Scheduled Lowell School Committee Meeting of July 15, 2026

Mr. Conway moved to accept and place on file the minutes of the Special and Regularly Scheduled School Committee meetings that were held on July 15, 2026 and August 4, 2026; the motion was seconded by Ms. Delrossi. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

4.2. The Approval of the Minutes of the Special Meeting of the Lowell School Committee of August 4, 2026

Mr. Conway moved to accept and place on file the minutes of the Special and Regularly Scheduled School Committee meetings that were held on July 15, 2026 and August 4, 2026; the motion was seconded by Ms. Delrossi. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

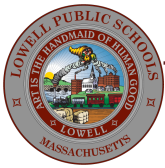
5. PERMISSION TO ENTER

5.1. Permission to Enter – August 19, 2026

Mr. Conway moved to send the contracts of Apple Inc. & Whalley Associates to a joint Technology & Finance Subcommittee; the motion was seconded by Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

Mr. Lay moved to approve the CTI contract on the Permission to Enter; the motion was seconded by Ms. McFadden. The motion passed with 5 yeas, 2 absent (Ms. Martin, Mr. Bahou).

Mr. Lay moved to remove Apple Inc., Whalley Associates and CTI and to approve the remaining contracts on the Permission to Enter; the motion was seconded by Ms. McFadden. The motion passed with 6 yeas, 1 absent (Mr. Bahou).



6. MOTIONS

6.1. [By Connie Martin]: Requesting that the Superintendent's Office poll the members of the Personnel Subcommittee to schedule a meeting to launch the Evaluation of the Superintendent's performance.

Ms. Martin stated that she would like to hold a Personnel subcommittee meeting to launch the evaluation of the Superintendent, provide materials to all members at the first meeting in September and provide the evaluation at the second meeting in September.

Ms. Martin moved to approve; the motion was seconded by Ms. McFadden. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

6.2. [By Danielle McFadden]: Request the Superintendent and/or their designee establish a process to provide written notification to all impacted Lowell Public Schools employees no later than June 1st of each year when the upcoming school calendar and payroll schedule will result in an affected employee not receiving a paycheck during a regularly scheduled biweekly pay cycle. The notification shall include the anticipated dates of the affected paychecks to provide employees sufficient advance notice to plan accordingly.

Ms. Maggio, Ms. Dyck, and Ms. Wallace addressed the Committee to express their frustration and concerns regarding the upcoming pay schedule for teachers returning to work. They shared that the revised schedule may create significant financial hardships for many educators and asked whether the administration could explore options to provide support or assistance during this transition.

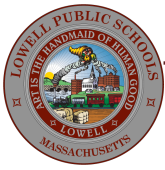
Committee members also expressed their concerns regarding the upcoming pay schedule and asked the administration to explore whether anything could be done to help alleviate the financial impact on employees. Members also emphasized the importance of ensuring that, moving forward, calendars and notifications regarding payroll schedules are communicated to employees in a timely and concise manner.

Ms. McFadden moved to approve; the motion was seconded by Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

7. SUBCOMMITTEES

7.1. The Approval of the Minutes of the Safety Subcommittee Meeting of August 11, 2026

Ms. Martin, Chairperson of the Safety Subcommittee, informed the Committee that the Subcommittee meeting was held on August 11, 2026. During the subcommittee meeting, Ms. Crocker-Roberge, Assistant Superintendent, and Ms. Breault-Guibicki, Safety Coordinator, presented a PowerPoint presentation outlining the work of the District-Wide Safety Committee and recent safety initiatives across the district. The District-Wide Safety Committee is comprised of representatives from Safety, Information Technology (IT), and Facilities. The Committee held its first meeting on October 29, 2025, and meets



monthly throughout the year. The Committee includes representatives from the Lowell Police Department (LPD), Lowell Fire Department (LFD), Emergency Operations Center (EOC), school administration, Health Department, Student Support Services, McKinney-Vento, Safety, IT, and Facilities. In addition, the Committee meets weekly on Wednesdays with Facilities staff and collaborates with Management Information Systems (MIS) on safety-related projects throughout the district. They also discussed enhanced safety planning and the potential use of portable weapon detection units. Based on a quote received the previous year, the estimated cost was approximately \$40,196.50 for two units and \$59,759.80 for three units. It was noted that pricing may change this year. If Lowell were to move forward with this, the district would initially conduct a trial with a small group of students and staff. She also noted that the units could be utilized during evening hours for school-sponsored events.

Ms. Martin moved to accept the report as a report of progress; the motion was seconded by Ms. McFadden. The motion passed with 5 yeas, 2 absent (Ms. Delrossi, Mr. Bahou).

7.2. Approval of the Minutes of the Naming AD HOC Subcommittee Meeting of August 11, 2026

Ms. Dailey, Mr. Heslin, Former Senator Panagiatikos, Mr. Opara and former Mayor and present City Councilor Rourke addressed the Committee to express their complete support of the honors to the late Senator Kennedy and Mr. Samaras.

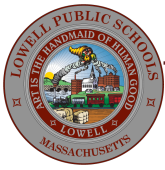
Mr. Lay, Chairperson of the Naming AD HOC Subcommittee, informed the Committee that the subcommittee met to discuss naming the new academic building at Lowell High School in honor of the late Senator Edward J. Kennedy and the Student Support Center at Lowell High School in honor of William J. Samaras.

Committee members spoke and expressed their complete support and approval.

Mr. Lay moved to approve naming the new academic building at Lowell High School after the late Senator Edward J. Kennedy; the motion was seconded by Ms. Martin. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

Ms. Martin moved to approve naming the Student Support Center at Lowell High School after the William J. Samaras; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

Ms. McFadden moved to accept the report as a report of progress; the motion was seconded by Ms. Delrossi. The motion passed with 6 yeas, 1 absent (Mr. Bahou).



8. REPORTS OF THE SUPERINTENDENT

8.1. Summer School Program SY26

Dr. Oneida Fox Roye, Assistant Superintendent of Curriculum & Instruction, proved a report to the Committee with an overview of the 2026 Summer School Program. The Lowell Public Schools Explore & Expand Summer Program once again demonstrated that summer learning can be both academically meaningful and deeply engaging for students. The 2026 program transformed four weeks of summer into an enriching season of discovery, creativity, and growth. From July 6th through July 31, 2026, the program served 1,556 students across 22 school sites. Designed around the youth outcomes identified by the Massachusetts Department of Elementary and Secondary Education (DESE) and the National Institute on Out-of-School Time (NIOST), each Explore & Expand program intentionally focused on four key student outcomes: engagement, critical thinking, communication, and positive relationships with peers. Programming was developed at each site to provide students with authentic, hands-on learning experiences that extended beyond the traditional classroom. Through project-based learning, literacy, STEM, environmental education, financial literacy, the arts, physical wellness, and strong community partnerships, students strengthened their academic skills while also building confidence, curiosity, creativity, and lasting friendships.

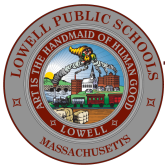
Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.2. School Reopening Update

Ms. Crocker-Roberge, Assistant Superintendent of School & Leadership, provided a report to the Committee that informed them that over the past several weeks, our school and district staff members have been readying for opening of the 2026-2027 school year across the district. The following summarizes the work done to date in the following five categories:

- Leadership Academy
- Recruitment & Hiring
- Facilities Preparation
- Student Registration & Enrollment
- Data Review & Goal Setting

In addition to several facilities projects that are outlined in a separate facilities have worked throughout the summer to deep clean each school, complete route maintenance projects, and support summer school programs with daily cleaning. The custodial staff will complete the interior cleaning and shift to ground preparation ahead of the return of students and staff. At this time, all cleaning is scheduled to be completed before staff and students return. Registration for the 2026-2027 school year opened on February 1, 2026. The Family Resource Center continues to work diligently to prepare for the upcoming 2026-2027 school year and to ensure that families experience a smooth, welcoming, and efficient enrollment process.



Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.3. Response to Motion (By Eileen DelRossi, 10/01/25) Regarding School Safety Protocol Update

Ms. Crocker-Roberge, Assistant Superintendent of School & Leadership, provided a report to the Committee that informed them that during the Safety Subcommittee meeting that took place on

Tuesday, August 11, 2026, a discussion ensued regarding the processes used by the Lowell Public Schools following any major incidents, such as the one described by the maker of the motion on September 3, 2025. The following is a summary of the information shared in the subcommittee meeting by Safety Coordinator Ms. Breault-Gulbicki. An after-action review was conducted two days after the September 3, 2025 incident involving the report of a person with a weapon seen near the South Campus of UMass Lowell. The review included representation from the Assistant Superintendent, the Lowell Police Department (LPD), the Safety Coordinator, Moody School personnel, and Transportation. The purpose of the after-action process is to provide the team with an opportunity to reflect on the response, identify what went well, and determine where gaps or areas for improvement exist. These reviews are conducted after significant incidents, including the incident last spring in the Centralville neighborhood, with multiple fires occurring throughout the city simultaneously. They evaluated the reviews, identify areas for improvement, and enhanced future coordination, communication, and preparedness.

Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.4. Response to Motion (By Eileen DelRossi, 06/17/26) Regarding Half Flags Ordered by Governor

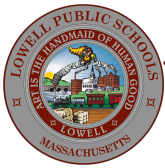
Dr. Hall, Assistant Superintendent of HR & Operations, provided a report that informed the Committee that the Facilities Department has enrolled in an automated notification system to receive alerts whenever flags are directed to be lowered by either the federal government or the Commonwealth of Massachusetts. This process ensures that all required flag-lowering directives are carried out promptly and in accordance with official guidance. Upon receipt of a notification, an email is distributed to all senior custodians with instructions to lower the flags at their respective schools. Senior custodians are also notified when flags are to be raised.

Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.5. Response To Motion (By Danielle McFadden, 07/15/26) Regarding Pest Control

Ms. Gendron registered and addressed the Committee around the pest control problem at our schools and the many issues that may be contributing to this.

Mr. Underwood, Facilities Director was also present for any questions.



Dr. Hall, Assistant Superintendent of HR & Operations, provided a report that informed the Committee that under our current pest control contract, which was awarded following the appropriate bidding and procurement requirements, the vendor, as called for in the contract, provides bi-monthly pest management services at all designated locations. These services include routine inspections of each site, monitoring and servicing of bait stations, and treatment of areas as needed. The scope of service includes, but is not limited to, entryways, restrooms, custodial closets, designated kitchens and cafeterias, classrooms, main offices, nurses' offices, guidance offices, and other designated areas throughout the facilities. In July, all senior custodians were directed to conduct a comprehensive inspection of their building exteriors to identify potential points of rodent entry, noting that a common house mouse can enter through openings as small as 1/4 inch in diameter. At the beginning of the school year, reminders will be issued to all schools regarding proper food storage practices, including the use of airtight containers and the prohibition of food storage in classrooms. In addition, all schools undergo facilities and safety audits twice per year. A pest control component has been incorporated into the audit process, which includes review of pest control logs, verification of proper food storage practices, identification of potential entry points, and documentation of any visible signs of pest activity. A request to increase service frequency (double treatments at all schools) is currently under review. A third quote is being obtained, as prior estimates exceeded \$10,000. The district is awaiting this additional quote in order to determine next steps regarding the expansion of services.

Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.6. Response To Motion (By Eileen DelRossi, 07/15/26) Regarding repair projects for each of the school's and status updates

Mr. Underwood, Facilities Director, provided a report outlining the repair projects for each school, along with a list of current high-priority projects that he would like to discuss with the Committee at an upcoming Facilities Subcommittee meeting. The Department of Public Works (DPW) has also completed painting and HVAC repairs at several schools.

Mayor Gitschier requested that the report be forwarded to the DPW Department.

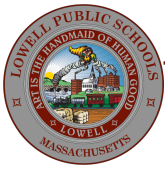
Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.7. Financial Literacy Update

Ms. McFadden moved to withdraw agenda item #8.7. Financial Literacy Update; the motion passed with Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.8. Personnel Report - August 2026

The Personnel Report officially informs the Committee of all retirements, resignations, promotions and new hires.



Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.9. Exit Interview Feedback Update

Dr. Hall, Assistant Superintendent of HR & Operations, provided a report informing the Committee that exit interviews are conducted by the Personnel Office. During the 2025–2026 school year, a total of 90 responses were received from employees who retired, resigned, or transferred to another school within the district. Feedback was collected through in-person and virtual interviews, as well as an exit survey administered through Google Forms. The majority of respondents reported leaving due to retirement, health-related reasons, or relocation that made commuting impractical. Personal circumstances and retirement accounted for the majority of exits that were considered unpreventable. Most respondents reported having very positive experiences at LPS, with many describing their school community as feeling like a family. A large majority indicated that they would recommend LPS as a place to work, and many expressed interest in returning to the district as tutors or day-to-day substitutes.

A small number of respondents indicated that additional support related to workload may have influenced their decision to leave. Others suggested the need for a better process for providing and receiving feedback within their schools. While many respondents felt adequately trained for their positions, some identified a need for additional equipment, support, and resources.

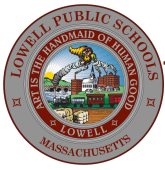
Ms. Delrossi moved to accept the following Reports of the Superintendent 8.1 through 8.9 (excluding 8.7) as reports of progress; the motion was seconded by Mr. Conway. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

8.10. Home Education

Superintendent Skinner recommended that the following parents/guardians be allowed to home educate their child:

Irene Nsibambi
Milagros Mojica
Desiree Perez
Briana Anaya
Paula Liano
Felipe Lpez
Kaneya Bazile
Samuel Merino
Jessica DaSilva
Luisa M. Batista

Mr. Conway moved to approve the Home Education; the motion was seconded by Ms. Martin. The motion passed with 6 yeas, 1 absent (Mr. Bahou).



9. NEW BUSINESS

9.1. Approval to Accept and Expend Allocated FY27 Awards

These grant funds have been secured by the Lowell Public Schools through the Massachusetts Department of Elementary and Secondary Education and Cummings Foundation.

Mr. Lay to approve, accept and expend the allocated FY27 awards; the motion was seconded by Ms. Delrossi. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

9.2. Budget Modification Request

Mr. Conway moved to approve the budget modification in the amount of \$7,522,102; the motion was seconded by Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

9.3. Request to Update Job Description Template

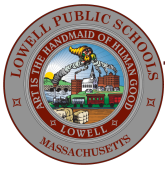
Dr. Hall, Assistant Superintendent of HR & Operations, provided a report informing the Committee that the Human Resources Department has been working to update its current job description template. Dr. Hall requested approval to revise the existing approved template and shared the proposed version with the Committee for review and approval, along with a sample of the current job description for comparison. The proposed updates are intended to help attract highly qualified candidates by tailoring each job posting to the specific school or location, grade level, and subject area. The revisions are also designed to provide candidates with a clearer understanding of the position and its specific responsibilities.

Ms. Delrossi moved to approve the update to the job description template; the motion was seconded by Ms. McFadden. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

9.4. Doctoral Research Proposal, Andrea Ricotta

Andrea Ricotta, a doctoral student at the University of Massachusetts Boston, is conducting a statewide mixed-methods research study on paraprofessional support in Massachusetts. As part of the study, she will administer a 20-minute statewide survey to principals in October 2026. The study is designed to provide a broad, statewide perspective on the support provided to the paraprofessional workforce in Massachusetts from the perspective of school leadership, while also centering the voices and experiences of paraprofessionals themselves. The survey will be distributed as a statewide census to all 1,802 Massachusetts public school principals. All data will be analyzed and reported only in aggregate at the statewide level. No findings will be broken out, reported, or otherwise identified by individual district or school, including Lowell, should any Lowell principals choose to participate.

Ms. McFadden moved to approve the Doctoral Research Proposal for Andrea Ricotta; the motion was seconded by Ms. Delrossi. The motion passed with 6 yeas, 1 absent (Mr. Bahou).



9.5. Declaration of Technology Equipment as Surplus and Request for Disposal

Mr. Limperis, Technology Director, provided a report requesting that the Committee declare the items listed in the report as surplus property. The Technology Department is also seeking approval to proceed with the disposal of these items. The equipment is obsolete, broken, or no longer meets the operational needs of the district. Disposing of the equipment will free up valuable storage space while ensuring that items are handled and recycled appropriately in accordance with environmental guidelines, where applicable. Mr. Vaughn, Chief Procurement Officer for the City of Lowell, has reviewed the request and approved the items for recycling.

Ms. Martin moved to approve the disposing of the surplus technology equipment; the motion was seconded by Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

10. CONVENTION/CONFERENCE REQUESTS

10.1. Out of State Overnight Request - Education Policy Fellowship Program Washington, DC

Ms. McFadden moved to approve the convention/conference request; the motion was seconded by Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

11. COMMUNICATIONS

11.1. LHS Summer Graduation Program

Mr. Conway moved to accept the communication and to place it on file; the motion was seconded by Mr. Lay. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

12. PROFESSIONAL PERSONNEL

12.1. The Members of the United Teachers of Lowell Hereby Donate six [6] Sick Leave Days to Mirtha Henriguez McAuliffe School Paraprofessional.

Ms. McFadden moved to approve the professional personnel; the motion was seconded by Ms. Martin. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

13. ADJOURNMENT

Mr. Conway moved to adjourn at 8:39 p.m.; the motion was seconded by Ms. Delrossi. The motion passed with 6 yeas, 1 absent (Mr. Bahou).

Respectfully submitted,

**Liam Skinner, Superintendent and
Secretary to the Lowell School Committee**

LS/mes