



HCCPS Board of Trustees

Meeting Agenda

Wednesday March 11th, 2026 6:30pm

HCCPS, 1 Industrial Pkwy, Easthampton, MA 01027

Or Join Zoom Meeting

<https://us02web.zoom.us/j/84948181413?pwd=OO475dU8403OfbwMCEdidBM7z2IU9D.1>

The Hilltown Cooperative Charter Public School was founded in 1995 as a Massachusetts Public Charter School. Our mission is:

- *To engage students in a school that uses experiential, hands-on activities, the arts, and interdisciplinary studies to foster critical thinking skills and a joy of learning.*
- *To sustain a cooperative, intimate community of students, staff, families and local community members, which guides and supports the school and its educational program.*
- *To cultivate children’s individual voices and a shared respect for each other, our community, and the world around us.*

Prework: Climate Survey, LRP Proposal, other packet items

Facilitator: Lily Newman

Topic	Who	Action	Est. Start Time
Welcoming (read mission statement): (5 min) <ul style="list-style-type: none"> ● Announcements, appreciations, acknowledgements ● Agenda Check: Appoint timekeeper, list keeper, norm observer ● BOT visibility this month ● Approve minutes from Feb BoT mtg 	Lily Newman	Decision	6:30 pm
Public Comment (5 min)	Lily Newman		6:35
School Leader Updates (5 min) <ul style="list-style-type: none"> ● Staffing ● Initiatives and Events ● Key spring dates 	Chris Kusek, Rebecca Belcher-Timme, Meghan Carroll	Discussion	6:40
Climate Survey Summary and Report (15 mins) <ul style="list-style-type: none"> ● Summary of results ● Analysis and implications ● Discussion and next steps 	Meghan Carroll Rebecca Belcher-Timme	Discussion	6:45
Long Range Plan Report and Proposal (10 min) <ul style="list-style-type: none"> ● Context, then and now 	Lily Newman, Chris Kusek	Discussion & Decision	7:00



<ul style="list-style-type: none"> • Summary of progress • Proposed next steps 			
Personnel Committee (20 min) <ul style="list-style-type: none"> • Salary Scales - Teachers/TAs • Salary Scales - Admin Staff 	Tala Elia	Discussion & Decision	7:10
Head of School Compensation Proposal (15 min) <ul style="list-style-type: none"> • Review HOS compensation proposal 	Tala Elia	Discussion & Decision	7:30
FY27 Budget Impact Summary (10 min) <ul style="list-style-type: none"> • Review of draft budget impacts with salary scales included 	Chris Kusek	Discussion	7:45
GABS (10 mins) <ul style="list-style-type: none"> • Vote on new members • Approve bylaws ahead of Annual Meeting 	Emily Boddy	Discussion & Decision	7:55
General Updates & Reminders (5 min) <ul style="list-style-type: none"> • Feb BOT Office Hours Summary • Mar Annual Mtg - Agenda Overview, asks, needs • Reschedule BOT retreat to June 	Lily Newman	Discussion	8:05
Wrap Up (5 mins) <ul style="list-style-type: none"> • Norm review • Action items review • Minutes finalization, Newsletter blurb • Next steps/April meeting agenda items • Snacks and drinks for April 	Lily Newman	Decision	8:10
Adjournment	Lily Newman	Decision	8:15



Board Collaboration Norms - Working Draft

1. Assume Positive Intent and Honor Impact

We approach one another with trust, curiosity, and generosity. We acknowledge that our words and decisions have real impact and take responsibility for listening, clarifying, and adjusting when needed.

2. Shared Voice and Attentive Listening

We ensure one speaker at a time, with full presence and attention. We contribute thoughtfully, make space for all voices, and work to elevate perspectives from across our community.

3. Focus on Our Role and Work

We remain grounded in our role as a Board of Trustees: we hold the charter, the legal agreement with the state and are responsible for the oversight that ensures fidelity to our mission, organizational viability and student results. We support, collaborate with and ensure leadership has the resources and strategies to advance this work.

4. Commitment to Preparation, Process and Due Diligence

We honor the importance of our work and our limited time by consistently meeting our commitments, running efficient meetings, and coming prepared with materials reviewed and key questions considered in advance. We engage deeply to ensure sound, mission-centered decision-making. We follow OML and all BOT policies and bylaws in our processes.

5. Consensus Decision-Making

We commit to making all decisions by consensus, as is outlined in our bylaws.

6. Rigorous Dialogue with Respect and Care

We welcome healthy debate and examine ideas fully and collaboratively. We work diligently while maintaining respect and care for one another. Disagreement is a contribution, not a conflict.

7. Collective Well-Being and Sustainable Participation

We take care of ourselves and others. We acknowledge professional and personal demands—including the need for virtual participation at times—while committing to consistent engagement, follow-through, and presence.