

FRANKLIN REGIONAL RETIREMENT SYSTEM
REGULAR BOARD MEETING MINUTES
October 29, 2025

A meeting of the Franklin Regional Retirement Board, duly posted to be held via remote participation on the above date, was called to order at 8:30 AM by Board Chair Sandra Hanks, also present were Co-Chair Paul Mokrzecki with Board Members Angel Bragdon, Paula Light, and Gabriele Voelker. Present in the Board office located at 101 Munson Street, Suite 108, Greenfield MA were Member Services Accountants Diane Wright and Rebecca Bannasch; and Executive Director Kristine Mathis; and Assistant Director Ashley Manley. Data Maintenance Clerk Patricia Hume joined via Zoom.

Review and Acceptance of Meeting Minutes

On a motion made by Angel Bragdon and seconded by Gabriele Voelker, the Board voted to approve the following minutes. All ayes

August 20, 2025, Executive Session

On a motion made by Angel Bragdon and seconded by Paula Light, the Board voted to approve the following minutes. All ayes

September 24, 2025, regular minutes

Payroll, Refunds, Transfers and Bills Warrants

A motion was made by Paul Mokrzecki to approve the following warrant totals. Paula Light seconded the motion. All ayes

Retirees		\$1,411,573.66
Refunds		\$110,765.14
Transfers		\$94,495.62
Invoices	2025	<u>\$112,996.39</u>
For a total		\$1,729,830.81

Cash Transfer between Investments and Bank

On a motion made by Angel Bragdon and seconded by Paula Light, the Board voted unanimously to transfer \$800,000 from Next Century and \$400,000 from O'Shaughnessy to cover November warrants.

Visitors

None

Membership (new members, new positions, additional positions)

A motion was made by Gabriele Voelker and seconded by Paula Light to accept the following new members, new positions, and additional positions. All ayes

<u>New Memberships</u>	<u>HIRE DATE</u>	<u>C.S. %</u>	<u>New %</u>	<u>UNIT</u>	<u>POSITION</u>
Anthony, Mekai	8/25/2025	100%	-	DER	Instructional Assistant
Bagshaw, Devin	8/25/2025	100%	-	NSW	Paraprofessional
Bailey, Aiden	9/29/2025	100%	-	ERV	DPW Equipment Operator
Bessette, Kyle	9/8/2025	100%	-	DER	Assistant Superintendent
Boice, Ren	8/25/2025	80%	-	FRN	Educational Assistant
Brennan, Maureen	9/8/2025	100%	-	MOH	Health/Wellness/Culinary - long term sub
Bull, Maria	8/25/2025	100%	-	OGE	General Cafeteria Worker
Catlin, Robert	9/12/2025	100%	-	MOH	IA/Paraprofessional
Dean, Pauline	9/8/2025	100%	-	MOH	Inclusion Specialist - long term sub
Drury, Nicole	8/25/2025	100%	-	DER	Instructional Assistant
Ekstein, Jennie	9/19/2025	80%	-	FRN	Instructional Assistant
Finkel, Valerie	9/9/2025	70%	-	COL	Library Director
Henry, Amber	8/25/2025	100%	-	MOH	Paraprofessional
Hoyt, Caitlin	8/25/2025	100%	-	DER	Instructional Assistant
Johnson, Paul	8/25/2025	80%	-	FRN	Instructional Assistant
Ladeau, Kirsten	8/25/2025	70%	-	MOH	Paraprofessional
Lennox, Marie	8/28/2025	80%	-	DER	Cafeteria Assistant
Mason, Sean	9/15/2025	100%	-	PNR	Cafeteria Staff
McKenna, Melissa	8/25/2025	50%	-	FRN	Cafeteria Assistant
Miranda Brasil, Augusto	8/25/2025	80%	-	FRN	FTAP IA
Moczydlowski, Stephanie	8/25/2025	100%	-	DER	Instructional Assistant
Noska, Jolanta	8/25/2025	100%	-	DER	Instructional Assistant
Prasterkun, Patcharin	9/10/2025	60%	-	FRN	Cafeteria Assistant
Pratt, Lauri	8/25/2025	60%	-	DER	Café Worker
Presterio, Daphne	8/25/2025	100%	-	NSW	Paraprofessional
Snow, Jennifer	8/25/2025	100%	-	DER	Instructional Assistant
Thatcher, Theresa	8/25/2025	80%	-	MOH	Cafeteria Manager
Vautour, Jazmyn	8/25/2025	100%	-	MHR	Paraprofessional
Watson, Joshua	9/29/2025	100%	-	MOH	Paraprofessional
Wells-Robinson, Rebecca	9/29/2025	50%	-	SHB	Police Administrative Assistant
Williams, Katie	9/2/2025	100%	-	PNR	Café Helper

<u>New Positions</u>			-		
Bachini, Michael	9/2/2025	100%	-	NTD	Building and Grounds Maintenance
Canaday, Kendra	8/25/2025	100%	20%	MOH	Paraprofessional
Drumgool, Timothy	8/23/2025	100%		NTD	Paramedic
Gancarz, McKenzie	8/25/2025	100%		MOH	ABA 1:1 Para
Hager, Rylee	8/25/2025	50%		MOH	Afterschool Program Staff
Hughes, Jacob	9/22/2025	100%	80%	FRN	Instructional Assistant
McConnell, Erin	8/25/2025	100%		DER	Instructional Assistant
Merrill, Jessica	8/25/2025	90%	80%	FRN	Instructional Assistant
Mizula, Leanne	8/25/2025	100%		MOH	Paraprofessional
Paszko, Joel	9/2/2025	100%		ROW	Heavy Equipment Operator
Reagan, Jennifer	8/25/2025	100%		PNR	Admin Assistant to Superintendent
Solomon-Frye, Max	8/4/2025	60%	100%	FCH	RAFT Administrator
Sumrall, Diane	9/29/2025	90%	100%	ERV	Principal Assessor
Thompson, Tami	9/19/2025	100%	80%	DER	Cafeteria Assistant
Worden, Derek	9/8/2025	100%		ERV	Police Officer
<u>Additional Positions</u>					
Bancroft, Jill	9/16/2025	50%	70%	STB	Police Officer
Braziel, Ann	8/25/2025	70%	100%	MOH	Paraprofessional
Brow, Kathryn	8/12/2025	100%		MOH	Climate Team Task Force Stipend
Burton, Lisa	8/12/2025	100%		MOH	Climate Team Task Force Stipend
Cerone, Elizabeth	4/15/2025	20%		SFF	Assessor
Donahue, Cynthia	9/28/2025	100%		HLT	Before School Care Coordinatory
Fisher, Ashley	8/25/2025	100%		MOH	Afterschool Program Staff
Hamilton, Jamie	9/2/2025	100%		WTY	Out of School Time Staff
Jefferson, Jamie	8/12/2025	100%		MOH	Climate Team Task Force Stipend
Jones, Katie	7/7/2025	100%		OGE	Summer Cafeteria Worker
Kingsbury, Julie	8/25/2025	100%		MOH	Para Mentor Stipend
McCrory, Lisa	8/25/2025	100%		MOH	Afterschool Program Staff
Thrower, Emma	9/10/2025	50%		HLT	Afterschool Program Staff
Tuttman, Ethan	8/25/2025	100%		MOH	Community Driving School Support
Weissman, Marika	8/25/2025	90%	100%	MOH	Paraprofessional
Willard, Dawn	7/7/2025	90%	-	MHR	Summer Cafeteria Worker
Wrisley, Nicole	8/25/2025	100%	-	MOH	Afterschool Program Assistant

Disability Retirement: None

Accept Liability for Buybacks and Makeups: None

New Retirees:

A motion was made by Paula Light to accept the new retirees. Angel Bragdon seconded the motion. All ayes

Antes, Brenda – The retirement packet has been submitted to PERAC to retire Brenda Antes for a Superannuation, Option A retirement allowance. Her last day of work was July 31, 2025, and her retirement benefit will begin on August 1, 2025. Mrs. Antes was a group 1 member working as a union bookkeeper and assistant treasurer for the Frontier Regional School District, accruing 31 years, 5 months of creditable service.

Antonellis, Suzanne – The retirement packet has been submitted to PERAC to retire Suzanne Antonellis for a Superannuation, Option B retirement allowance. Her last day of work was August 31, 2025, and her retirement benefit will begin on September 1, 2025. Mrs. Antonellis was a group 1 member working as a recreation director for the Town of Deerfield, accruing 25 years of creditable service.

Baker, Cheryl – The retirement packet has been submitted to PERAC to retire Cheryl Baker for a Superannuation, Option B retirement allowance. Her last day of work was August 27, 2025, her retirement date is August 31, 2025, and her retirement benefit will begin on September 1, 2025. Mrs. Baker was a group 1 member working as an administrative assistant for the Pioneer Valley Regional School District, accruing 20 years of creditable service.

Bardwell, Keith – The retirement packet has been submitted to PERAC to retire Keith Bardwell for a Superannuation, Option A retirement allowance. His last day of work was July 4, 2025, and his retirement benefit will begin on July 5, 2025. Mr. Bardwell was a group 1 member working as the Superintendent of the Highway Department for the Town of Whately, accruing 40 years, 1 month, 21 days of creditable service.

Betters, Paula – The retirement packet has been submitted to PERAC to retire Paula Betters for a Superannuation, Option B retirement allowance. Her last day of work was July 18, 2025, and her retirement benefit will begin on July 19, 2025. Ms. Betters was a group 1 member working as the Senior Center Coordinator for the Town of Erving, accruing 10 years of creditable service.

Costa, Toni – The retirement packet has been submitted to PERAC to retire Toni Costa for a Superannuation, Option A retirement allowance. Her last day of work was 10/28/2013 and her retirement benefit will begin on 8/2/2025. Ms. Costa was

a group 1 member working as a Secretary for the Shutesbury Elementary School, accruing 11 years and 6 months of creditable service.

Giannakakos, Lisa – The retirement packet has been submitted to PERAC to retire Lisa Giannakakos for a Superannuation, Option B retirement allowance. Her last day of work was June 30, 2025, her retirement date is August 25, 2025, and her retirement benefit will begin on August 26, 2025. Mrs. Giannakakos was a group 1 member working as a paraprofessional for the Orange Public Schools, accruing 21 years, 1 month of creditable service.

Holloway, Mary – The retirement packet has been submitted to PERAC to retire Mary Holloway for a Superannuation, Option B retirement allowance. Her last day of work was June 30, 2025, her retirement date is August 25, 2025, and her retirement benefit will begin on August 26, 2025. Mrs. Holloway was a group 1 member working as a paraprofessional for the Mohawk Trail Regional School District, accruing 12 years of creditable service.

Jouannet, Bruce – The retirement packet has been submitted to PERAC to retire Bruce Jouannet for a Superannuation, Option C retirement allowance. His last day of work was July 30, 2025, his retirement date is August 1, 2025, and his retirement benefit will begin on August 2, 2025. Mr. Jouannet was a group 1 member working as a school custodian for the Conway Grammar School, accruing 24 years of creditable service.

Lemelin, Alice – The retirement packet has been submitted to PERAC to retire Alice Lemelin for a Superannuation, Option A retirement allowance. Her last day of work was 8/22/2025 and her retirement benefit will begin on 8/23/2025. Ms. Lemelin was a group 1 member working as a SPED Instructional Aide/Paraprofessional and substitute for the Mohawk Trail Regional School, accruing 28 years of creditable service.

Plante, Paul – The retirement packet has been submitted to PERAC to retire Paul Plante for a Superannuation, Option C retirement allowance. His last day of work was August 21, 2025, and his retirement benefit will begin on August 22, 2025. Mr. Plante was a group 1 member working as a laborer for the Town of Rowe, accruing 10 years of creditable service.

Prest, Paul – The retirement packet has been submitted to PERAC to retire Paul Prest for a Superannuation, Option A retirement allowance. His last day of work was 6/13/2014 and his retirement date is 7/30/2025. His retirement benefits will begin on 7/31/2025. Mr. Prest was a group 1 member working as a Director of Public Works for the Town of Erving, accruing 28 years and 7 months of creditable service.

Purington, Donald – The retirement packet has been submitted to PERAC to retire Donald Purington for a Superannuation, Option C retirement allowance. His last day of work was July 31, 2021, his retirement date is August 4, 2025, and his retirement benefit will begin on August 5, 2025. Mr. Purington was a group 1

member working as a library director for the Town of Heath, accruing 17 years, 11 months of creditable service.

Smead, Veronica – The retirement packet has been submitted to PERAC to retire Veronica Smead for a Superannuation, Option A retirement allowance. Her last day of work was 7/7/2025 and her retirement benefit will begin on 7/8/2025. Ms. Smead was a group 1 member working as a SPED Aide/Paraprofessional and substitute for the Mohawk trail Regional School District, accruing 17 years, 1 month, 14 days of creditable service.

Young, James David – The retirement packet has been submitted to PERAC to retire James David Young for a Superannuation, Option A retirement allowance. His last day of work was 7/1/2025 and his retirement benefit will begin on 7/2/2025. Mr. Young was a group 1 member working as Town Coordinator for the Town of Warwick, accruing 21 years, 6 months, and 23 days of creditable service.

Deaths

Noyes, Pamela – Inactive member whose deductions stopped in 2024. She was a paraprofessional with the Mohawk Regional School District. DOD 09/24/2025 at the age of 51. Sent letter to beneficiary on file.

Jarvis, Mark – Inactive member whose deductions stopped in 2013. He was a Highway Laborer for the Town of Buckland. DOD 09/27/2025 at the age of 61. Sent letter to beneficiary on file.

Arabia, Maralyn – Option B retiree since 8/31/1995. Ms. Arabia was a cafeteria worker at the Mohawk Trail Regional School District, accruing 21 years, 10 months of creditable service. DOD was 10/27/2025 at the age of 85. No annuity balance remains.

Bickford, Paul – Option A retiree since 1/1/2003. Mr. Bickford was the Manager of Recycling Center for the Town of Orange, accruing 32 years of creditable service. DOD was 9/21/2025 at the age of 73.

Burnap, David – died on 10/5/2025 at the age of 86. David was the Option C survivor of Anne Burnap, who retired from Mohawk Trail Regional School District on 6/30/2006, accruing 25.5 years creditable service. Anne died on 5/26/2007, at the age of 63. Sent letter to Beneficiary on file.

Shearer, Roxanne – Died on 10/14/2025, at age 62, Option C Retiree since 6/30/2021. Roxanne retired as cafeteria worker for the Mohawk Regional School District, accruing 19 years, 5 months of credible service. Roxanne's Option C survivor is her spouse, James R. Shearer.

Symanski, Frances – Option A retiree since 3/9/1991. Ms. Symanski worked as an Assistant in the Whately School cafeteria, accruing 15 years, 3 months of creditable service. DOD was 10/3/2025 at the age of 98.

Temple, Eric – Option B retiree since 9/5/2001. Mr. Temple was the Head Custodian at the Mohawk Trail Regional School District and the Fire Chief at the Shelburne Falls Fire Dept., accruing 16 years, 10 months of creditable service. DOD was 10/25/2025 at the age of 89. No annuity balance remains.

General Business

1. Fourth Board Member Election Update

Congratulations were expressed as Incumbent Gabriele Voelker was the only candidate who submitted nomination papers for the 4th Board Member Seat. The nomination papers will be presented at the Advisory Council meeting on November 5, 2025, for certification.

2. Salary Survey Results

At the September Board meeting, a suggestion was made to look into other Western Massachusetts systems to get a retirement system wage survey. Also, a suggestion was made by Paula Light to look into how a COLA and Longevity Chart would work in lieu of a COLA and merit raise. Salary results were made available to the Board from several other retirement boards. Also, a spreadsheet calculating projected longevity payments, to possibly be implemented, was presented by Executive Director Kristine Mathis and Assistant Director Ashley Manley for FY 2027, if the Board decides to change the current COLA and merit rate salary increases to the longevity payments system. After discussion, *Gabriele Voelker made a motion that we keep what we voted on the FY2026 Budget that includes a maximum of a 3.5% merit increase and that we look at changing our system for FY2027. Angel Bragdon seconded the motion. All ayes*

3. Buyback/Makeup Policy Update

We received a denial letter again from PERAC regarding our updated Buyback/Makeup Policy. There is only one section that they are requesting that we update:

Any non-membership creditable service, including service credited as per M.G.L. 32 §4(2)(b), will be categorized with group 1 service when calculating a retirement allowance consisting of pro-rated benefits as prescribed by M.G.L. 32 §5(2)(a).

As per Board Legal Counsel Attorney Michael Sacco, the following changes were made:

Any non-membership creditable service awarded, with the exception of service purchased pursuant to M.G.L. 32, §4(2)(b) which was rendered as a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter, shall be categorized as Group 1 service. Creditable service awarded for service rendered as a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter, shall be considered Group 4 service. The Board will also classify any military service purchased or awarded pursuant to M.G.L. c. 32, § 4(1)(h) in the same group classification the member held at the time of the purchase, or if on a leave to serve in the military, in the same group when said leave was granted.

A motion was made by Paul Mokrzecki to amend our buyback policy, as recommended by PERAC, with the adjustments. Angel Bragdon seconded the motion. All ayes

New Business

No new business

Adjournment

On a motion made by Angel Bragdon and seconded by Paul Mokrzecki, the Board voted unanimously to adjourn the meeting at 9:07 AM. All ayes

Respectfully submitted,

THESE MINUTES WERE APPROVED AT THE WEDNESDAY, NOVEMBER 19, 2025, REGULAR BOARD MEETING

Patricia Hume, Data Maintenance Clerk

Sandra A. Hanks, Chair and Treasurer

Paul J. Mokrzecki, Vice Chair

Angel J. Bragdon, Council Member

Gabriele H. Voelker, Board Member

Paula Light, Board Member
