

**Record of the Marblehead School Committee Meeting  
Thursday October 21, 2021  
7:00pm**

Zoom Recording ID 506 450 3898

<https://us06web.zoom.us/j/5064503898>

**Members Present:** Sarah Gold, Meagan Taylor, Emily Barron, David Harris

**Participated Remote:** Sarah Fox

**Also:** John J. Buckey, Superintendent  
Nan Murphy, Assistant Superintendent  
Paula Donnelly, Director of Student Services  
Michelle Cresta, Director of Finance

**I. Initial Business and Public Comment**

a. Call to Order

Ms. Gold called the meeting to order at 7:02pm.

b. Commendations

- Superintendent Buckey honored seniors Katie Kowalsky and Nicholas Thibodeau with the Massachusetts Association of School Superintendents award for excellence. The students were recognized for the various clubs and organizations they belonged to.
- Ms. Taylor commended the community for their support opening the Lucretia and Joseph Brown School to which Mr. Harris also agreed.

c. Student Representative-Yasen Colon

- Day 0 feedback was positive
- The math team won their first meet
- The PCO met on Oct 18th
- The freshmen class officers had their first meeting yesterday
- The first day of pool testing took place that same day
- The National Green School Society lead a cleanup at the Village School earlier that day
- The senior powder puff captains have been selected
- The All Sports Booster Scholarship Drive will be on Sunday from 12-3pm
- A sports update was provided

d. Public Comment

None

**II. Consent Action and Agenda Items**

a. Minutes- 4/15/2021 and 4/29/2021

Ms. Gold explained the 4/29 minutes were delivered late and mentioned they could be voted at the next meeting if the committee wanted more time to review them. Although no formal vote was taken, it was agreed that minutes would be voted at the only meeting scheduled for November, on the 18<sup>th</sup>.

**III. Superintendent Report**

a. Day 0 Update-High Principal Daniel Bauer

Principal Bauer explained that surveys were sent out for feedback about the day of service and results were overall positive. 78% of teachers reported that students were engaged. It was suggested that more choice regarding assignments be provided in the future. It was mentioned that 404 students took the PSAT test on the day of service and absences were excused for students visiting colleges for the day. Principal Bauer also shared ideas for improvements for the following school year to assist with the planning for the day of service.

b. Planning for Success PFS Teaching and Learning Update-Assistant Superintendent, Nan Murphy  
This agenda item was taken out of order and was discussed after the elementary scheduling update.

Assistant Superintendent, Nan Murphy shared that the first planning for success meeting with a focus on teaching and learning took place. It was shared that the working group was established in September and the group would begin to focus on establishing a pre-k to 12 curriculum map.

- c. Kindergarten-3rd Grade Scheduling Committee Update-Assistant Superintendent, Nan Murphy  
Assistant Superintendent Nan Murphy provided an update on the lower elementary scheduling adjustments sharing the priorities that guided the development of the new schedule. It was mentioned that common planning time and blocks focused on response to interventions were a primary focus to help better support staff and students. She further explained that the committee obtained feedback from stakeholders which helped to determine the strengths and challenges. Some recommended changes related to implementing an additional rotating allied arts block a week was mentioned. It was noted that not all teachers had reviewed the recommended scheduling changes so that it could be shared with the allied arts teachers first.

The committee asked clarifying questions pertaining to time adjustments, support staff availability and the impact on social emotional learning from the removal of a health block in place of an allied arts block. The recommended state framework for meeting time on learning was also discussed and it was noted that 5.25hrs of a 6 hour school day was allotted for academics.

- d. PreK Class Increase-Director of Student Services, Paula Donnelly  
Dr. Donnelly explained that due to a recent increase in requests for special education services in students aged 3-5 years old, the department would need to add an additional preschool classroom at the Lucretia and Joseph Brown School. A teacher along with two support staff would be required to accommodate the needs of the students.

Topics for discussion included the additional cost associated with the new positions, the anticipated number of students expected to be in the additional preschool class and space considerations if needs increase.

- e. Superintendent District Updates
  - i. Substitute Pay Increase  
Superintendent Buckley recommended increasing the on-call substitute daily pay rate from \$80/day to \$110/day. He informed the committee that recent survey results from surrounding area districts put Marblehead at the lowest end of the pay scale for substitutes. The increase would incentivize working for the district as it has been difficult to attract subs.

Ms. Gold made a motion to increase the substitute daily pay to \$110 a day. The notion was moved by Ms. Fox and seconded by Ms. Taylor. A roll call vote was taken and the motion passes, 5-0

Ms. Gold, Ms. Taylor, Ms. Fox, Mr. Harris and Ms. Barron-all yes

Recommendations to increase the para pay rate and to consider hiring additional permanent building substitutes were made.

#### IV. Finance and Organizational Support

- a. Schedules  
Ms. Gold made a motion to approve the schedule of bills totaling \$593,856.17 which was moved by Ms. Taylor and seconded by Ms. Barron. A roll call vote was taken and the motion passes, 5-0

Ms. Gold, Ms. Taylor, Ms. Fox, Mr. Harris and Ms. Barron-all yes

#### V. School Committee Communication and/or Discussion Items

- a. Diversity, Equity and Inclusion DEI Mission Statement Presentation-Office of Teaching and Learning  
Ms. Barron shared the new diversity, equity and inclusion mission statement and explained that the committee would have time to discuss the statement at the next school committee meeting.

*“Marblehead Public Schools is committed to sustaining an inclusive environment that fosters belonging and acceptance. We apply an equitable, culturally relevant lens to students' social, emotional, physical, and academic development. MPS sees the power of diversity. We support proactive allies. We respect and affirm the unique identities of all people across dis/ability, ethnicity, gender identity/expression, language, nationality, sexuality, socioeconomic status, race, and religion. Through holistic practices, we cultivate awareness and agency to grow conscience-minded, empathetic citizens. MPS is committed to an introspective process. We provide ongoing opportunities for learning, reflection, and sharing with all stakeholders.”*

b. Review of Policies

The policies were postponed until an upcoming meeting.

- i. IJNDD Social Networking Policy for Staff
- ii. IJOB Community Resource Persons/Speakers
- iii. IJOC School Volunteers

c. School Committee Goals and Evaluations Discussion

The goals and evaluations discussion was also postponed until a future meeting

d. New Business

Superintendent Buckey thanked the cross-country team for allowing him to join a recent practice and meant to commend the team during the commendations earlier in the meeting.

Mr. Harris provided an update on some final building related adjustments that would be taking place over the next few weeks.

e. Correspondence

None

Ms. Gold made a Motion to meet in executive session pursuant to Massachusetts General Laws Chapter 30A section 21(a) purpose (3) to discuss strategy with respect to litigation, specifically, Boyd-Perry v. Marblehead Public Schools, et al. MCAD 21BEM01943/EEOC 16C-2022-00020, because an open session may have a detrimental effect on the litigating position of the Committee and the Chair so declares with no intent to return to open session.

The motion was moved by Ms. Taylor and seconded by Ms. Barron. A roll call vote was taken and the motion passes, 5-0. Ms. Gold, Ms. Taylor, Mr. Harris, Ms. Barron and Ms. Fox-all yes.

### Executive Session

Meeting in Executive Session pursuant to Massachusetts General Laws Chapter 30A section 21(a) purpose (3) to discuss strategy with respect to litigation, specifically, Boyd-Perry v. Marblehead Public Schools, et al. MCAD 21BEM01943/EEOC 16C-2022-00020 with no intent to return to open session.

#### Materials Included:

Scheduling Committee and Planning for Success Presentation  
Pre-k Class Increase Memo  
Substitute Pay Increase Memo  
Schedule of Bills  
DEI Mission Statement

*Respectfully Submitted,  
Lisa Dimier, Secretary  
Marblehead School Committee*

*Approved March 3, 2022*