

2025 APR - 1 AM 10: 34

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DATE POSTED:
Town Clerk Use Only



MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School – Library at 2 Humphrey St. Marblehead MA 01945

OR

Zoom Conference: [https://marbleheadschoo-
org.zoom.us/j/97886762817?pwd=5hT6kswajlCtbJVAc2uYOnlpdv7fE.1](https://marbleheadschoo-
org.zoom.us/j/97886762817?pwd=5hT6kswajlCtbJVAc2uYOnlpdv7fE.1)
Meeting ID: 978 8676 2817
Password: 610612
Dial in Phone: +1 646 931 3860

Thursday	April	3 rd	2025	5:00PM
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

- I. Initial Business
 - a) Call to order
 - o Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A, section 21(a) for the following purpose: Section 21(a)(3),
 - o "Purpose 3", to discuss the Marblehead Education Association's ("MEA") correspondence dated March 19, 2025 regarding the current Draft Policy IMDB, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares.

Chair's Statement following roll call vote on the motion:

- o The Committee will now be meeting in executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the purpose 3, to discuss the Marblehead Education Association's ("MEA") correspondence dated March 19, 2025 regarding the current Draft Policy IMDB, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares with the intent to return to open session not before 5:30PM.
- II. Executive Session: Strategy discussion with respect to discuss the Marblehead Education Association's ("MEA") correspondence dated March 19, 2025 regarding the current Draft Policy IMDB, as an open

meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares.

- III. Return to Open Session (not prior to 5:30PM): Opening Business
 - a) Pledge of Allegiance
 - b) Student Representative
 - c) Commendations
 - d) Public Comment
- IV. School Spotlight: Marblehead Veterans Middle School
- V. District Updates: Supt. John Robidoux
- VI. Consent Action and Agenda Items (vote)
 - a) Schedule of Bills
 - b) Meeting minutes
- VII. School Committee Communication and Discussion Items
 - a) Request for use of MHS for polling location (vote)
 - b) Draft surveys for Superintendent Evaluation (Fox, Ota)
 - c) Draft Flag Policy IMDB: 1st reading
 - d) School Choice for School Year 2025-26 (vote)
 - e) Supt. Presentation: Academic Discoveries Special Ed Review
 - f) Supt. Presentation: Kuker Paget report on antisemitism investigation
 - g) Request for overnight trip: 6th grade Bournedale, MA (vote)
 - h) Correspondence

Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Jennifer Schaeffner
Posted by: Jennifer Schaeffner
Date: 4.1/25



Marblehead Public Schools

9 Widger Road
Marblehead, Massachusetts 01945
Phone: (781) 639-3140

John Robidoux
Interim Superintendent of Schools

Julia Ferreira
*Assistant Superintendent of
Teaching & Learning*

LisaMarie Ippolito
*Assistant Superintendent of
Student Services*

Michael Pfifferling
*Assistant Superintendent of
Finance & Operations*

MEMORANDUM

TO: Marblehead School Committee
FROM: Michael Pfifferling, Assistant Superintendent of Finance and Operations
DATE: April 1, 2025
RE: Schedule of Bills for Approval

Included in this packet are the following Schedules of Bills for your consideration. The schedules and invoices have been uploaded to the shared drive.

Schedule	Amount
26383	\$12,276.23
26384	\$14,651.45
26387	\$81,861.85
26388	\$5,663.86
26410	\$33,457.00
26411	\$12,882.11
26414	\$16,266.60
26417	\$19,573.51
Total	\$196,632.61

Suggested Motion:

Motion to approve the identified schedules of bills totaling \$196,632.61



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*Assistant Superintendent of
Finance & Operations*

MEMORANDUM

TO: Marblehead School Committee
FROM: Michael Pfifferling, Assistant Superintendent for Finance & Operations
DATE: April 1, 2025
RE: FY25 Financial Reports as of March 31, 2025

Attached please find a year-to-date expenditure report through March 31, 2025. YTD, we have expended \$27,910,193 and encumbered \$16,136,324 of the FY25 budget. This represents 94.2% of our annual budget as being committed. There is a current unexpended balance of \$2.7M in the School Department's General Fund Budget. The difference between available funds from February 28 to March 31 is \$173,322.

Please make note of the following.

- Payroll
 - The data continues to indicate the manual process of encumbering salaries is working as intended. After 3 reporting periods, the salary lines are holding close to the encumbered amounts. We will continue to review this monthly.
- FY25 End of Year Projections
 - At this time, the School Administration projects that there will be a surplus in the FY25 Budget to again allow for the pre-payment of Out of District Special Education Tuitions in the approximate amount of \$900,000 (which is the same as FY24). It is our intention to review this budget surplus monthly and present this option to the School Committee for approval at the 2nd School Committee meeting in May.
- FY26 Budget
 - On March 20, 2025 the Marblehead School Committee unanimously approved the Superintendent's FY26 proposed budget of \$49,120,285.
 - On March 31, 2025, the Town of Marblehead Finance Committee unanimously approved the same budget.
 - The Superintendent and School Leadership Team have been asked to attend the

Town of Marblehead Warrant Article Hearing on April 7, 2025

- o The Marblehead Town Meeting is scheduled for May 5, 2025

Respectfully submitted,



Staff input for Interim Superintendent's Mid Cycle Review

Thank you for taking the time to take this anonymous survey. If there is anything beyond what is asked that you feel will be helpful in evaluating the Interim Superintendent, please reach out to a School Committee member of your choice.

1. Do you feel the Interim Superintendent is appropriately involved with the curriculum plans for this school year and next?

Mark only one oval.

- Yes
- No
- Maybe

2. Has the Interim Superintendent clearly communicated his objectives for the school year?

Mark only one oval.

- 1 2 3 4 5
-
- no very well

3. Are you given time to work with your colleagues to ensure the curriculum implementation is consistent across the PLCs and schools?

Mark only one oval.

- 1 2 3 4 5
-
- no given ample time

4. Does the Interim Superintendent follow the chain of command when dealing with parent concerns? Please explain.

5. Has the Interim Superintendent improved district culture?

Mark only one oval.

1 2 3 4 5

little significant progress

6. Has the Interim Superintendent improved oversight and implementation of support for students with disabilities? Please explain.

7. Do you feel the Interim Superintendent provides consistent and timely communication with staff, administrators, parents, and the public?

Mark only one oval.

- Yes
- No
- Maybe

8. Has the Interim Superintendent provided improved opportunities for professional development?

Mark only one oval.

1 2 3 4 5

little improved considerably

9. Do you feel the budget process used this year was effective and inclusive? Please explain.

10. Do you feel the Interim Superintendent is a good fit long term for the Marblehead Public Schools? Please explain.

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Community input for Interim Superintendent's Mid Cycle Review

Thank you for taking the time to take this anonymous survey. If there is anything beyond what is asked that you feel will be helpful in evaluating the Interim Superintendent, please reach out to a School Committee member of your choice.

- 1. Do you feel the Interim Superintendent provides consistent and timely communication with parents and the public?

Mark only one oval.

- Yes
- No
- Maybe

- 2. Do you feel the Interim Superintendent welcomes community input?

Mark only one oval.

1 2 3 4 5

little very welcoming

- 3. Has the Interim Superintendent improved oversight and implementation of support for students with disabilities?

Mark only one oval.

1 2 3 4 5

little vastly improved

4. How has support for students with disabilities improved?

5. Do you feel the budget process used this year was effective and inclusive? Please explain.

6. Has the Interim Superintendent improved district culture?

Mark only one oval.

1 2 3 4 5

little significant progress

7. Do you feel the Interim Superintendent is a good fit long term for the Marblehead Public Schools? Please explain.

Administrators input for Interim Superintendent's Mid Cycle Review

Thank you for taking the time to take this anonymous survey. If there is anything beyond what is asked that you feel will be helpful in evaluating the Interim Superintendent, please reach out to a School Committee member of your choice.

1. Do you feel the Interim Superintendent is appropriately involved with the curriculum plans for this school year and next?

Mark only one oval.

- Yes
- No
- Unknown

2. Do you feel the Interim Superintendent values your input as part of the Administrative team? Please explain.

3. Are you given time to work with your colleagues to ensure the curriculum implementation is consistent across the PLCs and schools?

Mark only one oval.

- 1 2 3 4 5
-
- no given ample time

- 4. Has the Interim Superintendent improved oversight and implementation of support for students with disabilities?

Mark only one oval.

1 2 3 4 5

little vastly improved

- 5. How has support for students with disabilities improved?

- 6. Has the Interim Superintendent improved district culture?

Mark only one oval.

1 2 3 4 5

little significant progress

- 7. Is the process for hiring new staff clear and are you a part of the process appropriately? Please explain.

8. Does the Interim Superintendent follow the chain of command when dealing with parent concerns? Please explain.

Four horizontal lines for text entry.

9. Do you feel the Interim Superintendent provides consistent and timely communication with staff, administrators, parents, and the public?

Mark only one oval.

- Yes
- No
- Maybe

10. Has the Interim Superintendent provided improved opportunities for professional development?

Mark only one oval.

1 2 3 4 5

no improved considerably

11. If you raise issues with the Interim Superintendent, do you feel supported and coached when necessary?

Mark only one oval.

1 2 3 4 5

no very supported

12. Do you feel the budget process used this year was effective and inclusive? Please explain.

13. Do you feel the Interim Superintendent is a good fit long term for the Marblehead Public Schools? Please explain.

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IMDB – Policy Regarding Display of Flags, Banners, and Symbolic Displays

The Marblehead School Committee will not accept any third party requests. The Marblehead School Committee, as the governing and policy-making body of the Marblehead Public Schools, has the sole authority to determine that flags, banners, and similar symbolic displays on school district property reflect the mission, vision, and values of the school district and constitute the school district's government speech. The Committee has therefore adopted this Policy which is subject to the following rules.

1. Flags that have official legal status – the United States flag, the Massachusetts State flag, and the POW/MIA flag – shall be displayed on school district property;
2. In addition, flags, banners, and similar symbolic displays that reflect the school district's mission, vision, and values shall be displayed at such times and locations on school district property as determined by the School Committee. **The Superintendent, acting in their sole discretion and pursuant to their responsibility for the day to day operations of the district and its schools, may recommend to the Committee that it adopt a flag/banner/display as the school district's government speech.**

Approved 2025



To:	John Roubidoux, Marblehead Public Schools, Interim Superintendent
From:	Allyson Kurker, External Investigator, Kurker Paget LLC
Re:	Executive Summary of Investigative Findings
Date:	April 1, 2025

I. Background and Process

This investigation concerns allegations of antisemitism, discrimination, and egregiously unprofessional conduct brought by one current, and three former, Marblehead Public Schools teachers (the “Parties”). The complaints include allegations that various teachers and District administrators (“District Personnel”) violated the District’s Non-Discrimination and Harassment policy (“NDHP”), the Civil Rights Grievance Procedure (“Grievance Procedure”) and the Staff Conduct policy. They also allege that certain District administrators violated their right to free expression, as guaranteed by the First Amendment of the U.S. Constitution.

In late June 2024, after allegations of antisemitism in the District were publicly aired, the School Committee voted to retain an independent investigator to review those and other allegations, which I have been doing since October 2024. I developed the scope of the investigation (i.e., the issues that I would investigate) in consultation with the attorneys advising three Parties. I invited the fourth Party to provide feedback and suggestions on the scope of the investigation, but she did not have any comments other than to refer me to her complaint, which I did when developing the scope. The scope also permitted me to consider other policy violation allegations that presented during the course of the investigation.

While I am a lawyer by training, when conducting this investigation, I acted as a neutral. I do not represent the legal interests of the District, or any Party or witness to this case.

My review was limited to the allegations set forth in the scope, meaning the District did not retain me to conduct an antisemitism climate survey. Therefore, the findings that follow should not be read as findings that antisemitism does or does not exist in Marblehead.

I conducted this investigation by interviewing 26 individuals, several more than once. Interviews were conducted with the Parties; current and former District Personnel; a former School Committee member; a parent; and friends and family members of the Parties who were deemed to have information relevant to specific allegations. I contacted three individuals who I deemed to have relevant information, but they either said they did not want to speak with me, or they did not return multiple email requests to interview them.

I also reviewed and analyzed nearly 450 pages of documents. The documents I reviewed included business records related to two District investigations of antisemitism from fall 2023 and spring 2024; letters of support written on behalf of a Party; correspondence between Parties and District Personnel; PowerPoint slides from a June 2024 antisemitism webinar; a forensic audit of IT records; and numerous newspaper articles.

In March 2025, I submitted to the Interim Superintendent a 38-page report, which made detailed factual and policy violation findings.

II. Applicable Policies

A. Non-Discrimination and Harassment Policy

The [Non-Discrimination and Harassment Policy](#) (“NDHP”) provides, in relevant part:

The Marblehead Public Schools does not tolerate discrimination against students, parents, employees, or the general public on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, homelessness, religion, age, pregnancy or pregnancy status, or any other category protected by state or federal law. The Marblehead Public Schools is also committed to maintaining a school environment free of harassment based on race, color, national origin, sex, sexual orientation, gender identity, disability, homelessness, religion, age, pregnancy or pregnancy status, immigration status, or any other category protected by state or federal law. In addition, the District provides equal access to all designated youth groups.

B. Civil Rights Grievance Procedure

The [Civil Rights Grievance Procedure](#) (the “Grievance Procedure”) sets forth the process by which the District investigates and adjudicates allegations of a violation of the NDHP. The Procedure also prohibits “[r]etaliation against any individual who has brought harassment or discrimination to the attention of school officials or who has cooperated in an investigation of a complaint under this Procedure.”

C. Staff Conduct Policy

The [Staff Conduct](#) policy provides, in relevant part: “In the area of personal conduct, the Committee expects that Teacher 1 and others will conduct themselves in a manner that not only reflects credit to the school system but also sets forth a model worthy of emulation by students.” Ex. C. This policy is vague and could be read to include conduct that falls outside the spirit of the policy, such as any ordinary form of unprofessionalism, like being late to a class or slow to return student work. If a mere act of unprofessionalism were the standard, however, there would potentially be hundreds of policy violations every year. For the purposes of this report, I consider a violation of the Staff Conduct policy to be conduct that is egregiously unprofessional—in other words, conduct that discredits the school system and is unworthy of emulation by students.

III. Defining Anti-Semitism

Marblehead Public Schools prohibits discrimination on the basis of race, religion, ethnicity and national origin, as well as other protected characteristics. It does not, however, define antisemitism. In reaching my findings, I analyzed the NDHP, as well as the federal law colloquially known as Title VII, and the state law known as M.G.L. Ch. 151B, both of which prohibit workplace harassment, including antisemitic harassment and discrimination.

In this case, three Parties urged me to employ the definition of antisemitism set forth by the [International Holocaust Remembrance Alliance](#) (“IHRA”). The IHRA was founded by the former Swedish Prime Minister Göran Persson, with the aim of addressing issues related to the Holocaust. This intergovernmental organization is comprised of 35 Member Countries, including the United States, and 8 Observer Countries.

In 2016, the IHRA adopted a non-legally binding working [definition](#) of antisemitism: “Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

The IHRA illustrations of the definition include:

Manifestations [of antisemitism] might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar to that leveled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, considering the overall context, include, but are not limited to:

- *Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.*
- *Making mendacious, dehumanizing, demonizing, or stereotypical allegations about Jews as such or the power of Jews as collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.*
- *Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non- Jews.*
- *Denying the fact, scope, mechanisms (e.g., gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during WWII (the Holocaust).*
- *Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.*
- *Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.*
- *Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.*
- *Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.*
- *Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterize Israel or Israelis.*
- *Drawing comparisons of contemporary Israeli policy to that of the Nazis.*
- *Holding Jews collectively responsible for actions of the state of Israel.*

The [U.S. Department of State](#) employs this definition. [The Select Board of the Town of Sharon](#) adopted the IHRA definition in 2021. The [Louis D. Brandeis Center for Human Rights Under Law](#),

which aims to advance the civil and human rights of the Jewish people, has [urged](#) federal, state, and local governments, as well as universities and other organizations, to adopt the definition. Recently, [Harvard University](#) adopted the IHRA definition.

Free speech advocacy groups, such as the [American Civil Liberties Union](#), have called for the rejection of the IHRA definition on the ground that it would restrict protected criticism of Israel and its policies. Numerous civil rights organizations, including [Human Rights Watch](#), have criticized the definition on the basis that it conflates anti-Zionism and antisemitism, and would stifle criticism of Israel's handling of its ongoing conflict with Palestine.

With regard to the legal standard: the Equal Employment Opportunity Commission, which enforces Title VII, has not adopted the IHRA definition.¹ Nor, to my knowledge, has any Massachusetts court.

While not dispositive, it is worth mentioning that Title VI of the Civil Rights Act of 1964, which protects students from discrimination on the basis of race, color, or national origin, does not contain a definition of antisemitism, and has not adopted outright the IHRA definition, despite advocacy that it do so. See, e.g. [Bochra v. U.S. Department of Education](#), 2022 WL 4182405 (N.D. Illinois, Sept. 12, 2022), in which a federal judge rejected the plaintiff's argument that the Department of Education had adopted the IHRA definition and noted that the non-binding definition was not a legislative rule; the court further accepted the Department's position that it had not adopted the definition.

I take no position with respect to whether the District should adopt a specific definition of antisemitism, including the IHRA definition. It would be overreaching, however, for an external investigator to adopt a non-legally binding definition of antisemitism that has not been recognized by the town or District, or the federal or state agencies that enforce workplace discrimination laws. As was true for the Town of Sharon, Harvard University, and other localities and institutions, the decision about whether and how to further define antisemitism is rightfully left to the Marblehead community and its leaders.

IV. The Preponderance of the Evidence Standard and Credibility

In a matter like this, the fact finder must determine whether it is more likely than not that the person against whom the complaint was made, the respondent, violated a District policy. This is known as the "preponderance of the evidence" standard. Under this standard, one can only conclude that a violation occurred if the greater weight of evidence tends to show this. If, however, the weight of evidence is equally balanced on both sides, then one cannot conclude, by a preponderance, that the respondent violated a rule or policy.

When the fact-finding process results in conflicting versions of relevant events, as is often the case, I must assess each witness's credibility. The [Equal Employment Opportunity Commission](#) instructs investigators to consider the following factors:

- **Inherent plausibility:** Is the testimony believable on its face? Does it make sense?
- **Demeanor:** Did the person seem to be telling the truth or lying?

¹ As the [Brandeis Center](#) acknowledges.

- **Motive to falsify:** Did the person have a reason to lie?
- **Corroboration:** Is there witness testimony (such as testimony by eye-witnesses, people who saw the person soon after the alleged incidents, or people who discussed the incidents with him or her at around the time that they occurred) or physical evidence (such as written documentation) that corroborates the party's testimony?
- **Past record:** Did the alleged harasser have a history of similar behavior in the past?

The consistency of an interviewee's account is another principal factor to consider when assessing credibility. While minor deviations in a witness's account are not necessarily red flags, a material change in an account (i.e., a lack of consistency), without an adequate explanation, raises questions about the witness's credibility.

In reaching a finding, I weigh all credible information gathered during the course of the investigation and apply the facts to the policies. That there is insufficient information to credit an allegation does not necessarily mean that the Party fabricated the allegation.

V. Summary of Allegations

I considered 39 separate allegations of antisemitic discrimination and egregious unprofessionalism, potentially in violation of the NDHP and Staff Conduct policy. This conduct included, but is not limited to, allegations that District Personnel:

- Made disparaging, stereotypical and insensitive comments about Jewish people; made disparaging comments about, and mistreated, the Israeli flag; targeted Jewish teachers; and made disparaging and unfounded comments about Israel's conduct of its war in Gaza.
- Held Jewish teachers responsible for the actions of the state of Israel.

There also were allegations that District Personnel violated the Grievance Procedure and Staff Conduct policy by retaliating against:

- Teachers who complained about antisemitism and who supported Israel.
- A teacher who objected to accusations that she engaged in antisemitic conduct.

There also were allegations that District administrators failed to follow the Grievance policy by:

- Not notifying a Party of the results of an investigation and her right to appeal.
- Not providing adequate interim measures following the conduct of an investigation.
- Not notifying a Party of the results of an investigation and her right to appeal.
- Acting with indifference to complaints about antisemitism and efforts to combat it.
- Not conducting a fair and adequate investigation into allegations of antisemitism.

Finally, Parties allege that the District interfered with their right to free expression, as guaranteed by the First Amendment of the U.S. Constitution.

VI. Findings and Analysis

Most allegations could not be corroborated. It bears repeating that this does not necessarily mean that a Party was being deceptive when asserting the claim—but it does mean that the allegation could not be substantiated when employing the preponderance standard.

Some of the reasons this standard could not be established include:

- The allegation was not corroborated by witnesses who allegedly observed the reported conduct.
- The allegation was not corroborated by witnesses who allegedly were told about the reported conduct.
- The Party contradicted herself by making materially inconsistent statements in interviews.
- The allegation was belied by credible documentary evidence, including emails and forensic evidence.
- District business records were materially inconsistent.
- The allegation was not plausible based on the presented facts.
- Allegations related to District Personnel's motivations were speculative.
- Allegations were corroborated, but they did not rise to the level of a violation of the NDHP, Staff Conduct policy or Grievance Procedure.

Two allegations were corroborated:

- Written evidence corroborated that a party knowingly or negligently misrepresented facts, in violation of the Staff Conduct policy.
- The District violated the Grievance Procedure in the conduct of an investigation into allegations of antisemitism in fall 2023, where the investigation was not conducted in an adequate, fair or neutral manner.

VII. Conclusion

There is insufficient information to find, by a preponderance of the evidence, that:

- Any Party was subjected to discrimination or harassment, including antisemitism.
- District Personnel retaliated against Parties who raised concerns about antisemitism or unprofessionalism.
- District administrators ignored or were indifferent to claims of antisemitism.
- District administrators favored Israel over other nations.
- District Personnel held Parties responsible for the actions of the state of Israel.

- District administrators interfered with the Parties' right to free expression.

Regarding allegations that District Personnel engaged in unprofessional conduct, I found that only one Party's conduct violated the Staff Conduct policy.

I also found sufficient information to conclude that the District violated the Grievance Procedure and Staff Conduct policy by conducting an investigation in 2023 that fell short of being neutral, thorough, fair, and adequate.

As noted earlier, the findings made in Section VI are not intended to suggest that Marblehead is free of antisemitism, but rather that the specific incidents and events that I was asked to investigate did not return sufficient information to support an inference of a violation of the NDHP.



Marblehead Public Schools

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Marblehead, Massachusetts 01945
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Village Xperience

For over 40 years, Bournedale has been a cherished tradition for 6th-grade students, providing a unique and immersive experience that blends education with personal growth. The Village Xperience, a four-day, three-night trip to Camp Bournedale in Plymouth, MA, engages students in various classes designed to complement the school's science, social studies, SEL (social-emotional learning), and ELA (English language arts) curriculum. Through hands-on activities, students gain a deeper understanding of the subjects they study while developing practical skills and fostering a sense of responsibility. The camp environment offers the perfect setting for both academic and personal exploration, creating lasting memories and meaningful connections with peers and teachers.

In addition to the overnight trip, Village School offers a mirror program for students who prefer not to participate in the camp's overnight aspect. This alternative experience is created in collaboration with local agencies, ensuring that every student has an engaging and enriching experience, whether they attend the trip or not. The program emphasizes social-emotional learning and academic enrichment through local field trips and activities designed to mirror the camp's educational benefits.

The Village Xperience, whether in Plymouth or through the Village program, is designed to nurture students' intellectual, social, and emotional growth, making it a memorable milestone in their educational journey.

Name: _____ Team: _____

theVillageXperience Important Dates

Due Friday, February 14, 2025

- Scan the QR Code to register online or visit <https://bit.ly/theVillageXperience>

Online Registration Includes:

- Student Information Form
- Student Profile
- Request Financial Assistance (if needed)
- Early Dismissal Permission Form
- (If Applicable) Request to Chaperone



IMPORTANT

The total cost for each program **WILL BE SET** once we have an accurate number of students attending the Bournedale or Village Program.

It is critical that ALL families register their child ONLINE on or before Friday, Feb. 14, 2025 in order for us to revise the cost of both programs. Thank you for your cooperation and support.

Due Friday, March 7, 2025

- Pay in Full Bournedale and Village Programs ONLINE through My School Bucks (*payment link to be emailed to all families*)
- Completed Medical Form with most current physical and immunizations due
- CONSENT and RELEASE OF LIABILITY Form due

Due Friday, March 28, 2025

- CORI/Finger printing completed for ALL Chaperones

PLEASE NOTE: All forms and payments must be submitted by the due dates.

Any outstanding forms and/or payments will result in your child being placed from the Bournedale Program into the Village Program. All fees will be adjusted accordingly.

Due Monday, April 28, 2025

- Medications due to the Village Health Office

May 20-23-2025

- theVillageXperience



Marblehead Public Schools
9 Widger Road, Marblehead, Massachusetts 01945
781.639.3140 fax: 781.639.3149

CONSENT and RELEASE OF LIABILITY

Legal Document – Please read carefully before signing

The field trip for which this Consent and Release of Liability is being submitted is:

theVillageXperience at Camp Bournedale

to Take Place [Date(s)] May 20, 2025-May 23, 2025 (hereinafter "the activity")

I, _____, the parent/guardian of _____
 (print parent/guardian's name) (print your child's name)

(hereinafter referred to as "my child"), do hereby consent to my child's participation in the activity identified above under the terms and conditions listed below. I understand that my child's participation in this activity is voluntary, and that my child and I are free to choose not to participate in the activity.

I understand and consent to my child being transported by a bus or other vehicle as part of the activity. I also understand that sometimes the bus or other vehicle that is used to transport my child as part of the activity may not have safety belts. Unless the box below * is checked, I consent to my child being transported by a motor vehicle that is not equipped with safety belts.

This trip has bus/es equipped: ___ with seatbelts ___ without seatbelts **combinations of buses with & without seatbelts.**

I represent that, consistent with Marblehead Public Schools Policy EEAG, a prerequisite for my child's participation in the activity is that my child will travel to and from the location of the activity in a motor vehicle furnished by Marblehead Public Schools and that the sole exception to this requirement is that I may transport my child from the location of the activity.

I will will not transport my child from the location of the activity

In consideration for my child's participation in the activity, I agree to release and hold harmless the Town of Marblehead, the Marblehead Public Schools, and the Marblehead School Committee, and all of their employees, agents, board members and volunteers who participate in and/or assist with the activity from any and all claims, rights of action and causes of action for accidental property damage and/or accidental personal injury to myself and/or to my child arising out of my child's participation in the activity.

By signing this Consent and Release of Liability form, I affirm that I have read, understand and freely agree to be bound by the terms and conditions stated above.

Parent/ Guardian's Signature: _____

Date: _____

* The check off box below only applies if a bus with seatbelts is available.

If box to the left is checked, permission is contingent on my child riding on a vehicle with seatbelts.

Note: Field trips are voluntary activities. Therefore, this form must be accepted in its entirety without modification, complete with parent/guardian signature where indicated in order for student to participate in field trip activity.



the Village Xperience 2025 Medical Form



Does the health form need to be signed by a physician?

If your child takes medications on a regular basis, either prescription or over the counter, you **NEED** to have the physician's signature along with the name of the medication, the dose and the time to be given.

The health form must be signed by a physician **ONLY IF OVER-THE-COUNTER** and/or **PRESCRIPTION MEDICATIONS** are to be administered at Camp Bournedale.

Over-the-counter medications include:
allergy medications, decongestants, cold medications, analgesics including but not limited to Tylenol and Advil, etc.

PLEASE NOTE: Without a physician's signature the nurse at Bournedale **CANNOT** administer any medication, prescription or over-the-counter.

Please check below and return to your child's class room teacher with the completed medical form ON or BEFORE Friday March 7, 2025

Student Name: _____ Team: _____

I have attached a copy of my child's most recent physical form.

I have attached a copy of my child's most recent immunization form.

I understand that my child **CANNOT** receive **ANY** medications without a physician's signature AND I am returning the medical form **WITHOUT** the physician's signature in section 10 of the grayed area of the medical form.

My child's physician has **completed and signed** the medication section of the Bournedale medical form. The name of the medication(s) and the dose(s) have been listed on the medical form.

Parent/Guardian's Signature: _____ Date: _____



110 Valley Road
Plymouth, MA 02360
(508)888-2634

OUTDOOR EDUCATION HEALTH FORM

Name: _____ D.O.B.: _____ Age: _____ M/F: _____ Grade: _____
Home address: _____ School name: _____

Parent/Guardian with LEGAL custody to be contacted In Case of Emergency

Name: _____ Relationship to Student: _____
Preferred Phone #'s: 1. _____ 2. _____ Email: _____

Second Parent/Guardian or other Emergency Contact

Name: _____ Relationship to Student: _____
Preferred Phone #'s: 1. _____ 2. _____ Email: _____

Additional Emergency Contact in the event parent/guardian cannot be reached

Name: _____ Relationship to Student: _____
Preferred Phone #'s: 1. _____ 2. _____ Email: _____

Family Physician: _____ Address: _____

Does your child have any dietary restrictions or food allergies? (Please describe below what the allergy and/or restriction is as well as the reaction seen).

Does your child have any allergies to medicines, bee stings or environmental? Please describe:

Will your child be under medical treatment for ANY condition(s) during this program? NO _____ YES _____

If yes, please explain: _____

Does your child have any chronic illnesses? NO _____ YES _____ If yes, please explain: _____

Should there be any restrictions on your child's activities? NO _____ YES _____ Please explain: _____

Please note any additional information or suggestions regarding your child which may be helpful:

Emotional Stability: _____

Maturity: _____

Any personal problems: _____

Any behavioral problems: _____

Any learning problems: _____

Has your child had Chicken Pox? NO _____ YES _____

Has your child had the Varicella Vaccine (Chicken Pox Vaccine)? NO _____ YES _____

Has your child had the Covid Vaccine? NO _____ YES _____ Dates of Vaccine (s): _____

Date of last Tetanus Vaccine: _____

****Please attach your child's most recent IMMUNIZATION and history/physical form SIGNED (can be electronically signed) by your child's physician** (This must be attached for students to be allowed onto campus).**

****Please list any medications your child will need at camp. Prescribed medication must be in original container bearing a pharmacy label that shows the prescription number, date filled, physician name, medication name and directions for use. ****

****Non-prescriptions must be in their original containers with directions for use. All medication whether prescription or non-prescription must have physician's signature to be administered. ****

Medications	Amount	Time Given
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

PHYSICIAN'S SIGNATURE: _____ **Date:** _____

I understand every effort will be made to contact me; however, IN CASE OF EMERGENCY, I hereby give permission to the physician selected by the camps personnel to hospitalize, secure proper treatment for an order of injection, anesthesia or surgery for my child. I give permission to the camps nurse and staff members to supervise my child while taking the above medication(s) and to administer first aid if needed. I also give permission to the camp nursing staff to provide basic care in case of sudden illness (I.E.: sore throat, fever, cold symptoms) and dispense over the counter medications as needed.

The following is a list of stocked non-prescription medications. **Please check those your child could have on an AS NEEDED BASIS to manage illness and injury.**

Acetaminophen (Tylenol) _____	Calamine Lotion _____
Ibuprofen _____	Antibiotic Cream _____
Benadryl _____	Aloe _____
Cough Drops _____	Tums _____
Sore Throat Drops _____	

Parent/Guardian Signature: _____ **Date:** _____

Insurance Company

Policy/Group Number

Name of Insured

****Should you have any questions please call the Bournedale Camp Nurse at (617)680-5168****