



DATE POSTED:

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2025 JUL 30 11:56

AMENDED AGENDA

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: Lucretia and Joseph Brown School – Library at 42 Baldwin Rd. Marblehead MA 01945

OR

Zoom Conference: <https://marbleheadschoools-org.zoom.us/j/97886762817?pwd=5hT6kswajICtbJVVaC2uYOn1pdiv7fE.1>

Meeting ID: 978 8676 2817

Password: 610612

Dial in Phone +1 646 931 3860 US

Thursday	July	31st	2025	6:00 pm
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
- b. Pledge of Allegiance
- c. School Committee Reorganization (Al Williams) – Secretary Position
- d. Commendations (All)
- e. Public Comment
- f. Student Representative

II. District Updates- Supt. John Robidoux

- a. Updates
- b. Anti-Discrimination Committee Update
- c. Dr. Miri Bar-Halpern Presentation

III. Consent Action and Agenda Items

- a. Schedule of Bills
- b. Meeting minutes: DRAFT meeting minutes: 2/27/25, 3/6/25, 3/20/25,4/3/25,4/17/25,5/1/25, 5/15/25, 6/5/25 (Vote)

IV. School Committee Communication and Discussion Items

- a. Federal and State Funding Issues/Update: John Robidoux
- b. MHS Roof project Update; Mike Pfifflering
- c. Policy Updates: ILD: Student Submission to Educational Surveys and Research (Vote)
Policy opt in/out surveys

- d. Friends of Marblehead Public School Donation
- e. School Committee meeting dates for FY26 (Kate)
- f. Subcommittee and Liaison Assignments (All)

(Vote)

Sub-Committee Guidelines

Complete:

Facilities: Henry/Jenn
Policy: Kate/Jenn
Metco: Al
SEPAC: Brian
Safety Advisory: Brian

To Be Determined:

Budget: Jenn/Open
Communication: Brian/Al
Marblehead Master Plan Committee
Health/Wellness Advisory

Not to be filled at this Time:

Curriculum and Collective Bargaining
Proposal for Roof Project Advisory Committee

V. Closing Business

- a. New Business- School Committee Announcements and Requests
- b. Correspondence

VI. Motion and vote to meet in executive session for the following reasons:

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss litigation, Marblehead School Committee and Marblehead Teachers Association, MUPL-24-10570, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss strategy with respect to collective bargaining with Unit A of the Marblehead Teachers Association, as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares without intent to return to open session.

Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss threatened litigation by former administrator K. Ferretti, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

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

VII. The Committee will now be meeting in executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss litigation, Marblehead School Committee and Marblehead Teachers Association, MUPL-24-10570, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

We will also be meeting in Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss strategy with respect to collective bargaining with Unit A of the Marblehead Teachers Association, as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares without intent to return to open session.

We will also be meeting in Executive session pursuant to Chapter 30A, Section 21(a)(3), "Purpose 3", to discuss threatened litigation by former administrator K. Ferretti, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares without intent to return to open session.

Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 42 Baldwin Road, 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:	<u>Al Williams</u>
Posted by:	<u>Lisa Manning</u>
Date:	<u>7/28/2025</u>

Dr. Miri Bar-Halpern is the Director of Trauma Training and Services at Parents for Peace and a Lecturer in Psychology at Harvard Medical School, where she supervises psychology interns and psychiatry residents. With two decades of experience across clinical, academic, tech startup, and policy settings, she has developed global training programs and public health initiatives focused on resilience, healing, and recovery—especially in the face of extremism, identity-based violence, and chronic stress.

Dr. Bar-Halpern is a nationally recognized trauma expert and a leading researcher on *traumatic invalidation*—a phenomenon she explores in both clinical practice and academic work. She has authored treatment manuals, led therapy groups, and presented widely on trauma, radicalization, and the psychological toll of societal exclusion. Her publications include peer-reviewed chapters and articles on trauma and emotion regulation, as well as the children's book *Becoming a Superhero: A Book for Children Who Have Been Exposed to Trauma*. She also advises digital health companies and develops trauma-informed trainings that integrate strategies to recognize and repair traumatic invalidation across clinical, educational, and organizational settings.

Since the October 7 Hamas attack and the rise in antisemitism and extremism, Dr. Bar-Halpern has led coordinated mental health efforts to support affected individuals and communities—organizing consultations, therapy groups, campus outreach, and educational webinars. She regularly speaks on the intersection of antisemitism, trauma, and radicalization, offering a trauma-informed lens on complex sociopolitical dynamics.

She provides supervision and consultation on burnout, vicarious trauma, post-traumatic growth, and culturally responsive, trauma-informed care. Dr. Bar-Halpern is also the co-host of the podcast *Our Stories Matter*, produced by the Trauma Informed Learning Alliance.



MIRI BAR-HALPERN, PSYD Phone: [REDACTED] | Email: [REDACTED]@gmail.com

EDUCATION

University of Hartford, West Hartford, CT

- *Doctorate in Clinical Psychology (Child/Adolescent Proficiency Track)*, Summa Cum Laude, 8/2008–9/2013
 - Dissertation: *"Becoming a Superhero: The Development of a Book for Children Exposed to Terrorist Attacks"*
 - Recipient of Regent's Honor Award
- *Master of Arts in Clinical Psychology*, Summa Cum Laude, September 2010

Tel Aviv University, Tel Aviv, Israel

- *Bachelor of Arts in Psychology and Theatre Arts (dual concentration)*, Honors Dean's List, 10/2004–07/2007

TEACHING/SUPERVISION EXPERIENCE

Harvard Medical School/McLean Hospital

- Lecturer in Psychology, Department of Psychiatry
- Weekly supervision Psychology interns
- Teaching in seminars

Harvard Medical School/Brigham and Women's Hospital

- Lecturer in Psychology, Department of Psychiatry
- Weekly supervision Psychology interns
- Teaching in seminars

Harvard Medical School/McLean Hospital Trauma-Informed Treatment, Consultation, and Outreach for the Division of Depression and Anxiety Disorders.

- Instructor in Psychology, Department of Psychiatry
- Co-facilitating training workshops
- Research Assistant

Harvard Medical School/McLean Hospital Adolescent Acute Residential Treatment

- Instructor in Psychology, Department of Psychiatry
- Developed and led professional development seminar for clinical post docs.

University of Massachusetts Boston, College of Education and Human Development

- Instructor at the Department of Counseling and School Psychology
- Practicum in Mental Health Counseling Summer 2016

Miri Bar-Halpern, PsyD

CLINICAL EXPERIENCE

Parents For Peace (11/2024–Present)

Director of Trauma Services and Training

- Develop trauma-informed training and curriculum.
- Develop and facilitate training workshops for staff and clinicians.
- Oversee program evaluation to ensure the application of evidence-based practices. Consult with community organizations and deliver public speaking engagements.

Boston Child Study Center (8/2018-6/2025)

Director of Intensive Outpatient Program (IOP)

- Provide therapy (individual, family, and parent).
- Oversee program development, staff training, curriculum design, and community consultation.
- Supervise interns and postdocs.

CoBe Labs (12/2021–11/2023)

Chief Clinical Officer

- Developed clinical products leveraging artificial intelligence to support adolescents.
- Oversaw clinical strategic planning, supervision, and content development.

SequelCare (3/2021–Present)

Advisory Board Member

- Collaborated on product development and clinical trials.
- Provided strategic planning and consultation for mental health initiatives.

InStride Health (9/2021–12/2021)

Director of Therapy

- Developed telehealth evidence-based programs for anxiety and OCD.
- Supervised clinical staff and contributed to strategic planning.

Harvard Medical School / McLean Hospital – Adolescent Acute Residential Treatment (9/2014–7/2018)

Staff Psychologist / Clinical Case Manager

- Delivered therapy (individual, family, and group) and developed trauma-informed care training seminars.
- Supervised postdocs and contributed to program development.

Harvard Medical School / McLean Hospital – Mastery Anxiety Program (1/2017–7/2017)

Covering Clinician

- Provided therapy (CBT and ERP-based) for individuals and families.
- Supervised psychology interns.

Harvard Medical School/McLean Hospital Adolescent Acute Residential Treatment (9/2013- 9/2014)

Post-Doc Fellow. Supervisor: Lindsay Henderson, PsyD

- Provided individual, family and group therapy
- Co-facilitated CBT training seminar and supervision for clinical educators

Miri Bar-Halpern, PsyD

South Shore Mental Health, APA Accredited Doctoral Internship (7/2/2012- 7/1/2013)

Primary rotation at Bayview Associates. Supervisor Peter Erines, Ph.D

- Provided Individual, family and group therapy
- Participated in Trauma Focused CBT training and supervision group

Harvard Medical School/McLean Hospital Adolescent Acute Residential Treatment (7/2/2012- 7/1/2013)

Secondary rotation. Supervisor Mark Picciotto, PhD

- Provided individual, family and group therapy
- Administered psychological and neuropsychological assessments

Harvard Medical School/ Cambridge Health Alliance Hospital (9/2011- 6/2012)

Practicum Psychology Intern. Supervisor: Christopher Pagano, Ph.D.

- Provided case management, therapeutic assessment, brief family therapy and group therapy
- Developed research projects in the field of child aggression and family therapy

Boston Behavioral Medicine (9/2011- 6/2012)

Practicum Psychology Intern. Supervisors: Amaro Laria, Ph.D.; Carla Bernardes, Ph.D.

- Trained and provided therapy in hypnosis, biofeedback, and emotionally focused therapy
- Developed and co-facilitated mindfulness stress management group

Riverview Hospital, DCF Psychiatric Hospital (8/2010- 6/2011)

Practicum Psychology Intern. Supervisors: Mark Kaplan, Ph.D.; Jessica Meyer, Ph.D.

- Developed and led emotional regulation group for traumatized children ages 5-12
- Provided individual, family and group therapy and administered neuropsychological assessments

Connecticut Children's Place (CCP), DCF Residential Facility (9/2009 - 7/2010)

Practicum Psychology Intern. Supervisors: Timothy L. Hope Ph.D.; Charles Rehmer, LCSW

- Long term residential facility for adolescents with severe mental and medical illness
- Developed and co-facilitated psycho-education substance abuse group
- Provided individual and family therapy according to the DBT model
- Co-facilitated group therapy (Voices- group therapy for teenage girls)
- Administered psychological and neuropsychological assessments

Hartford Trauma Center, UCONN School of Medicine (5/2010 - 8/2010)

Summer Practicum Psychology Intern. Supervisor: Julian Ford, Ph.D.

- Provided case management, intakes and individual trauma-focused CBT therapy (TARGET intervention and TF-CBT)
- Research assistant

Hartford Psychological Services, LLC., Hartford, CT (10/2009 - 5/2010)

Practicum Psychology Intern. Supervisor: Rafael Mora de Jesus, Ph.D.

- Provided individual therapy and administered psychological evaluations
- Participated in ABA training program for children with autism

Jumoke Academy, Bloomfield, CT (9/2008 - 12/2008)

Pre-Practicum Psychology Intern. Supervisor: Nichelle G. Roberts, MSW

- Developed intervention for students and parents focusing on social skills and anger management
- Provided individual and group therapy

Miri Bar-Halpern, PsyD

Schneider Children's Medical Center, Petach-Tikva, Israel (10/2006 - 8/2008)

Intern, Parent Counseling Clinic. Supervisors: Chaim Omer, Ph.D.; Idan Amiel, M.A.

- Provided parent- guidance for parents of children based on the Non Violent Resistance Protocol
- Research Assistant

Ichilov Hospital, Tel Aviv, Israel (10/2006 - 7/2007)

Volunteer, Mother-Child Clinic. Supervisor: Dafna Krener, MSW

- Observed, monitored and analyzed family interactions; studied different dyadic patterns
- Provided parent guidance focused on child's development and parental support

Geha Mental Health Center, Petach-Tikva, Israel (10/2006-10/2007)

Volunteer at Psychiatry Kindergarten. Supervisor: Sarah Shpitzer, Ph.D.

- Assisted children with daily activities
- Reinforced emotion regulation skills to improve impulse control

Volunteer at the Inpatient unit. Supervisor: Marina Vekslerchik, Ph.D.

- Group therapy
- Clinical mentor

PROFESSIONAL PRESENTATIONS

- **Bar-Halpern, M.** (April, 2025) *Unheard Cries: Feminism, Silence and October 7*. Women's Research and Resource Center. California State University Northridge, Los Angeles, CA
- **Bar-Halpern, M.** (April, 2025) *Traumatic Invalidation and antisemitism; Fostering Resilience and Creating a Trauma Informed College*. University of Southern California Department of Psychology, Los Angeles, CA
- **Bar-Halpern, M.** (March, 2025) *Fostering Mental Health and Resilience in Educational Settings Amid Rising Antisemitism*. Racial, Justice and Equity Talk Series. College of Education and Human Development, University of Minnesota.
- Colb, S., **Bar-Halpern, M.** (March, 2025). *Navigating Antisemitism in Our Communities: Support and Respond*. Shir Tikva, Wayland, MA.
- **Bar-Halpern, M.** (March, 2025) *Trauma and Antisemitism: Fostering Resilience and Creating a Trauma-Informed College*. Department of Psychology, Vassar College
- Churchill, M., Michaelis, A., Shaikh, M., **Bar-Halpern, M.** (March, 2025) *Recognize and Respond to Radicalization and Traumatic Invalidation on Campus*. Rise Up Conference, Combat Antisemitism Movement, New York City, NY.
- **Bar-Halpern, M.** (March, 2025) *The intersection of antisemitism and trauma: secondary trauma, intergenerational trauma, and traumatic invalidation*. Campus Allies for Mental Health Convening, Ruderman Foundation, Live Zoom Webinar.
- **Bar-Halpern, M.** (January, 2025). *Trauma-Focused Cognitive Behavioral Therapy*. Didactic Series, Department of Psychiatry, Brigham & Women's Hospital. Live Zoom Webinar
- **Bar-Halpern, M.** (January, 2025) *Antisemitism in K-12: Recommendations for Policies*. Special Commission to Combatting Antisemitism. State House, Boston MA
- **Bar-Halpern, M.** (January, 2025) *Addressing the Trauma of Antisemitism: A Journey of Healing*. Academic Engagement Network, Miami, FL.
- **Bar-Halpern, M.**, and Mubin Shaikh (December 10th, 2024) *The Power of Purpose: Meaning Making as a Protective Factor Post October 7th*. Association of Jewish Psychologists, Zoom Webinar
- Tara E. Liberman and **Bar-Halpern M.** (December 5th ,2024) *Opening The Dialogue: Helping Young People Navigate Antisemitism*. ADL, NY, Zoom Webinar
- **Bar-Halpern, M.** (Sep 24th, 2024) *Managing Stress and Developing Coping Skills Around Antisemitism*. Lappin Foundation, The Teens Antisemitism Task Force, MA, Zoom webinar.
- **Bar-Halpern, M.** and Wolfman, J. (May, 2024). *Traumatic Invalidation In The Jewish Community After October 7th* [conference presentation]. Israeli DBT Association Annual Conference. Israel

- **Bar-Halpern, M.** Gross, O., Legrand, M.A., Segal, T. (May, 2024) *Antisemitism on College Campuses*, Expert Panel, Touro University, Live Zoom webinar.
- **Bar-Halpern, M.**, (April, 2024). *Trauma-Informed DBT: From Theory to Practice*. Resident Seminar. BWH Department of Psychiatry
- Clancy, S., **Bar-Halpern, M.**, Conti, Chaves, D., A., Hiyam, N., McCree, P., Lovasco. L., Whalen, K. (April, 2024) *Healthcare Innovation: Reimagining How We Partner With Families Using the Ether Dome Challenge Program*. Pediatric Grand Rounds MGH
- **Bar-Halpern, M.**, & Hess Susan (March 2024) *Trauma-Informed Mindfulness*. Geha Mental Health Center/Tel Aviv University, Israel
- **Bar-Halpern, M.** (March 2024) From Resilience to Post Traumatic Growth. Expert Panel. Dani's Resilience Farm, Israel
- **Bar-Halpern M.** (February, 2024). *Understanding Women's Trauma*. Impact 51. Live Zoom webinar, Israel.
- **Bar-Halpern, M.** (November, 2023). "Mindfulness: Building Coping Skills to Manage Stress Arising from War and Trauma" Workshop. Azrieli Fellow Program. Zoom webinar
- **Bar-Halpern, M.** (November, 2023) *Talking With Children about War, Trauma and Antisemitism*. Schechter School, Zoom conference, Boston.
- **Bar-Halpern, M.**, Pelcovitz, D. (October, 2023) *Addressing Parenting Challenges at Times of War*. Gateway and Prizmah/CJP, Live zoom webinar.
- Biel, M., **Bar-Halpern, M.**, Koplewicz, H., Hoover, S. (October, 2023) *Helping Children Cope with Anxiety and Trauma during war*, Expert Panel, Fort Health and Child Mental Health Institute, Live Zoom webinar.
- **Bar-Halpern, M.** (September, 2023) Demystifying Culturally Sensitive Care. Psychology Seminar. McLean Hospital, Belmont, MA
- **Bar-Halpern, M.**, Litt, M., Pant, V., Monterrosa, A., Friedman, M., Roots, M. (April, 2023). *Improving Access and Engagement with Mental Healthcare Services for Youth*, Expert Panel. Future of Mental Health Summit, Boston, MA.
- **Bar-Halpern, M.** (March, 2023). *Dialectical Emotion Therapy: A Transdiagnostic Treatment for Emotional Disorders*. International Conference on Addiction and Psychiatry, Paris.
- **Bar-Halpern, M.** (March, 2023). *Managing Stress and Burnout in the Workplace*. iAngels. Israel
- **Bar-Halpern, M.** (March, 2023). *Evidence Based Therapy for Emotion Regulation for Teens*. Marom Golan, 20 hours workshop, Israel.
- **Bar-Halpern, M.** (March, 2023). *Evidence Based Therapy for Emotion Regulation*. The CBT Religious school. 18 hours workshop, Israel.
- **Bar-Halpern, M.** (January, 2023). *Evidence Based Trauma Therapy*. The Psagot Institute. 5 hours Zoom workshop, Israel.
- **Bar-Halpern, M.** Whalen, K., Taddei, S., Del Valle, R. (May, 2022). *Trauma and Healing During COVID- 19*. Grand Round Presentation. Mass General Hospital, Boston.
- **Bar-Halpern, M.**, Chriki, L. (March, 2022). *The Importance of Chain Analysis*. Core Skills in DBT Conference. The Israeli Society for DBT. Zoom Conference, Israel
- **Bar-Halpern, M.** (January, 2022). *Trauma Focused Cognitive Behavioral Therapy*. The Psagot Institute. 5 hours Zoom workshop, Israel.
- Madigan, R., **Bar-Halpern, M.** (July, 2021). *Dialectical Behavior Therapy for PTSD for Children and Adolescents in Outpatient and Intensive Outpatient Levels of Care*. CE Workshop, Zoom webinar.
- **Bar-Halpern, M.** (June, 2021). *Dialectical Behavioral Therapy and Trauma Treatment*. Geha Mental Health Center/Tel Aviv University, Israel CE Workshop 8 hours
- **Bar-Halpern, M.** (June, 2021). *Understanding Trauma: From surviving to thriving*. Gateways webinar; our daughters, our future: an educational series. Zoom webinar, USA
- **Bar-Halpern, M.**, Marom-Tal, R. (February, 2021). *The Dialectic Family: DBT Workshop*. The Annual Conference of the Israeli Association of Behavioral and Cognitive Therapy. Zoom Conference, Israel

- **Bar-Halpern, M** (January, 2021) *A New Look Into the Trauma: Understanding and Providing Trauma Informed Care*. Trauma and Emotion Regulation, Center of Emotion Regulation Israel, Zoom Conference, Israel
- **Bar-Halpern, M.** (January, 2021) *Trauma Informed Care: Parental Support at the PICU*. Mass General Hospital/ Harvard Medical School, Boston, MA.
- **Bar-Halpern, M. (keynote speaker)**, Madigan, R. (November, 2020) *The Trauma of the Hidden Victim: Impact of Trauma on Children of Incarcerated Parents*. Ohio Grandparent-Kinship Care Coalition
- **Bar-Halpern, M.** (September, 2020) *Understanding Self- Harm Behaviors and Treatment*. Graduate level, pre-internship class University of Massachusetts Dartmouth, MA
- **Bar-Halpern, M, Johnson, D.,** (January, 2019) *DBT informed care and Evidence Based Treatment for adults 5 days Workshop*. Geha Mental Health Center/Tel Aviv University, Israel
- **Bar-Halpern, M.** (December, 2019) *Professional Development; Life after Internship*. South Shore Mental Health, Quincy, MA.
- **Bar-Halpern, M.** (October, 2019) *Mental Health in a Glance; Trauma and Self-Harm*. Write Boston, Boston, MA.
- **Bar-Halpern, M.** (October, 2018) *Interventions for Treating Self-Harm Behaviors*. 31st ECNP Congress of Applied and Translational Neuroscience, Barcelona, Spain.
- **Bar-Halpern, M, Johnson, D.,** (July, 2018) *DBT informed care and Evidence Based Treatment for adolescents 5 days Workshop*. Geha Mental Health Center/Tel Aviv University, Israel
- **Bar-Halpern, M.** (May, 2018) *Trauma Informed care in Residential Therapy*. McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M.** (April, 2018) *Intensive Skills Training Therapy with Adolescents: DBT Informed Care*. Geha Mental Health Center/Tel Aviv University, Israel
- **Bar-Halpern, M., Bloom, J.** (February, 2018) *The Use of Interceptive Exposure in Milieu treatment*. McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M.** (January 2018) *Childhood Trauma: Healing the Wounds*. Response Peer Counseling, Harvard Medical School, Cambridge MA.
- **Bar-Halpern, M., Mujica, C., M., Sandler, E.B., Pinder-Amaker, S.** (December, 2017) *Don't Treat a Book by its Cover: Hidden Identities, Micro-Aggression and Delivering Compassionate Care*. Schwartz Center Rounds, McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M.** (November 2017) *Working with Survivors of Terrorist Attacks: Cultural Considerations*. 3East Intensive Unit; McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M., Pedalino, C., Quackenbush, J., Stoklosa, J.** (August, 2017) *Launching Your Career Series: Clinical Career Panel*. McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M.** (May, 2017) *Evidence Based Treatments for Trauma*. Brown Bag presentation, McLean Anxiety Mastery Program; McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M.** (March, 2016) *Trauma Informed Care*. Grand Rounds Presentation, Albert J. Solnit Children's Center, Middletown, CT
- **Bar-Halpern, M., Giacona, A.** (October, 2016) *Trauma and Attachment in a Residential Setting*; McLean Hospital/Harvard Medical School, Belmont, MA.
- **Bar-Halpern, M.** (February, 2015). *Trauma Informed Care*. Residential Staff Training ART; McLean Hospital/Harvard Medical School, Belmont, MA.
- Pagano, C., and **Bar-Halpern, M.** (December, 2014). *Violence at Work and Its Impact on Family Life: The Things We Carry*. Workshop Series Hosted by Cambridge Health Alliance and the Cambridge Police Department. Cambridge, MA.
- **Bar-Halpern, M.** (July, 2013). *Resilience and Growth Symposium: Becoming a Superhero: Building resiliency through bibliotherapy*. The 4th International Conference on Traumatized Children, The Hebrew University, Jerusalem, Israel
- Pat-Horenczyk, R., **Bar-Halpern, M.** (July, 2013). *BEAR: Building Emotional and Affect Regulation*. The 4th International Conference on Traumatized Children, The Hebrew University, Jerusalem, Israel

- **Bar-Halpern, M.** (February, 2013). *Terrorism and Trauma: From Surviving to Thriving*. South Shore Mental Health, Boston, MA
- **Bar-Halpern, M.** (February, 2011). *The Trauma of Terror*. Boston Behavioral Medicine, Boston, MA
- **Bar-Halpern, M.** (September, 2011). *Becoming a Superhero: The Development of a Book for Children about Terror*. Poster presented at the 16th International Conference on Violence, Abuse, and Trauma, San Diego, CA
- **Bar-Halpern, M., Carroll, L. E., Dale, L. P.** (April, 2011). *After the Trauma: Laotian and Holocaust Refugees Confront the Past*. Symposium Presenter and Panel Member at the Maurice Greenberg Center, University of Hartford, Hartford, CT
- **Bar-Halpern, M.** (March, 2011) *Terror and Trauma- Living in an Uncertain World and Its Impact Across Generations*. Grand Rounds Presentation, Riverview Hospital, Middletown, CT

PUBLICATION

- **Bar-Halpern, M., & Wolfman, J.** (2025). Traumatic invalidation in the Jewish community after October 7. *Journal of Human Behavior in the Social Environment*, 1–28. <https://doi.org/10.1080/10911359.2025.2503441>
- Mangus, A., Webb, K., **Bar-Halpern, M.**, Ravichandran, C., Ressler, K., Moreland- Capuia, A. (2023) Training for Lasting Change: Trauma-Informed Training Results in Improved and Sustained Individual and Organizational Knowledge, Attitudes, and Policies. *Journal of Clinical Psychology* DOI: 10.4088/JCP.23m14904
- **Bar-Halpern, M.**, Rutt, C., Madigan, J.R. (2022) Telehealth Adaptations in Day Treatment Program. In *Handbook of Evidence-Based Day Treatment Programs for Children and Adolescents*. Jarrod M. Leffler, Elisabeth A. Frazier. Springer Cham. <https://doi.org/10.1007/978-3-031-14567-4>
- Amshalom, G., **Bar-Halpern, M.**, Lev-Ran, T., Lahav-Meir, D., Tronick, E. (2020). Understanding the messiness and *repairs* of relationships between parents and young children during COVID-19: A case study. *Perspectives in Infant Mental Health*. Geneva, Switzerland
- **Bar-Halpern, M.** (2019). Healing Emotion and Regulation Treatment (HEART). *Treatment Manual* Unpublished Manuscript
- **Bar-Halpern, M.** (2017). *Becoming a Superhero: A Book for Children Who Have Experienced Trauma*. Childs Works Child's Play Publishing Company, USA.
- Macias-Konstantopoulos W, **Bar-Halpern M.** Commercially Sexually Exploited and Trafficked Minors: Our Hidden and Forgotten Children. In: *Stigma and Prejudice: Touchstones in Understanding Diversity in Healthcare*. Current Clinical Psychiatry Series. Parekh R, Childs EW (Eds.). Switzerland: Springer International. 2016.
- R. Pat-Horenczyk., C. Sim Wei Shi., S. Schramm-Yavin., **M. Bar-Halpern.**, L. J. Tan. Building Emotion and Affect Regulation (BEAR): Preliminary Evidence from an Open Trial in Children's Residential Group Homes in Singapore (2014) *Child Youth and Care Forum*, Springer 10.1007/s10566-014-9276-8
- **Bar-Halpern, M.** (2012). *Becoming a Superhero: A Book For Children Who Have Been Exposed to Terrorist Attacks (Hebrew Version)* Family Care Publications, Israel.
- Pat-Horenczyk, R., Asulin, L., Aчитuv, M., Miron, T., **Bar-Halpern, M.**, Erez, D., Baum, N., and Brom, D. (2012). Building Emotional and Affect Regulation (BEAR) From a Strength Perspective. *Treatment Protocol for young children*. Unpublished Manuscript
- Pidano, A., Honigfeld, L., **Bar-Halpern, M.**, Vivian, J.E. (2013) Pediatric Primary Care Providers' Relationships with Mental Health Care Providers: Survey Results. *Child Youth and Care Forum*, Springer DOI 10.1007/s10566-013-9229-7.
- **Bar-Halpern, M.** (2011). *Becoming a Superhero: The Development of a Book For Children Who Have Been Exposed to Terrorist Attacks*, *ProQuest Dissertation and Theses*, publication number 3494462, 1-214

RESEARCH EXPERIENCE

Miri Bar-Halpern, PsyD

- **Research Assistant- UCONN School of Medicine/Boston Trauma Center JRI** 3/2010- 1/2012
Supervisor: Julian Ford, Ph.D.
- **Research Assistant – University of Hartford** 8/2009 - 2/2011
Supervisor: Anne E. Pidano, Ph.D.
- **Research Assistant – Infant Mental Health Clinic, Israel** 1/2006 - 8/2008
Supervisor: Ruth Feldman, Ph.D., Director of Child Clinic, Bar-Ilan University

AWARDS/ HONORS

- 2022- Award Winner, The Ether Dome Challenge, Patient and Family Advisory Council, Mass. General Hospital
- 2017- Recipient of Partners in Excellence Individual Award for Leadership and Innovation
- 2011 - *Regents' Honor Award* for Graduate Students; highest achievement award given to a graduate student by the University of Hartford
- 2011- *Graduate Professional Travel Fund Award*, University of Hartford
- 2011- *Director's Award for Sustained Superior Performance*, University of Hartford, Nominee
- 2009, 2011 - *A. Richard Brayer Award*, University of Hartford- Graduate Professional Travel and Research Fund award
- 2007 - *Dean's List* for Excellence in Psychology, Tel-Aviv University
- 2007, 2006 - *Certificate of Excellence* in Theatre Arts, Tel-Aviv University

LEADERSHIP

- Developed and organized “*Beychad*”, an initiative to provide mental health support for Israeli immigrants in MA following the October 7th terrorist attack (2023)
- Co-Chair Pediatric Family Advisory Council (PFAC), MGH/Harvard Medical School (2020-current)
- Friends of Alut, Board member (2023-current)
- Patient and Family Advisory Council (PFAC), McLean Hospital/Harvard Medical School (2016-2018)
- Schwartz Rounds Committee, McLean Hospital/Harvard Medical School (2016-2018)
- McLean Hospital-Developed and led professional development seminar for postdoc (2016-2019)
- University of Hartford, *Graduate Student Regent/University Board of Regents* (2010)
- Connecticut Psychological Association- *Student Representative* (2010)
- University of Hartford, *Pre-Practicum Peer Supervisor* (2010)
- University of Hartford- *Graduate Student Admissions* (2009, 2010)
- University of Hartford- *Student mentor* (2009, 2010)
- Israel- *Tutor*: Prepared high-school students for their final exam in Theater. (Included psychodrama, and character building through psychological motivations) (2004-2006)



Marblehead Public Schools

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

John Robidoux
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: July 29, 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
26762	\$15,003.31
26808	\$735,937.01
26824	\$489,948.46
26861	\$23,722.62
A26-3	\$3,725.00
A26-3 Facilities	\$11,354.69
Total	\$1,279,691.09

Suggested Motion:

Motion to approve the identified schedules of bills totaling \$1,279,691.09

Record of the Marblehead School Committee Meeting

Thursday February 27, 2025

Marblehead High School Library

Members Present: Jennifer Schaeffner, Sarah Fox, Brian Ota, Alison Taylor, Al Williams

Facility Naming Request Discussion (00:00:00–00:06:00)

a. Joan Rosenthal of 40 Bartlett Street supported naming recognition for Mr. Kulovich, crediting his state and local government class 25 years ago with inspiring her civic involvement and school committee candidacy through principles of community, responsibility, and privilege

b. Committee chair outlined Policy FF governing facility naming:

- Any resident or Superintendent may submit written naming requests to school committee chairperson
- Requests must specify intent and reasons why name fits facility
- Policy requires public comment period before committee deliberation and voting
- Vote proposed for next meeting with community input invited via email/phone
- Lettering and plaque design samples to be available for review and press distribution

Budget Hearing and Public Comment (00:06:00–00:46:00)

a. Motion by Sarah Fox, seconded by Alison Taylor to open public hearing for budget passed 5–0, with votes in favor: Sarah Fox, Al Williams, Jenn Shaeffner, Alison Taylor, Brian Ota. Motion by Sarah Fox, seconded by Alison Taylor to close public hearing passed 5–0, with votes in favor: Sarah Fox, Al Williams, Jenn Shaeffner, Alison Taylor, Brian Ota

b. Superintendent Robidoux presented FY26 proposed budget of \$49,120,285 (5.05% increase)

- Budget includes salary increases per collective bargaining agreements, 2% COLA for non-represented employees, 2% increase in supplies/contracted services, 4% utilities increase, \$200,000 curriculum investment
- Town committed to provide requested funding increase of \$2,361,174
- FY27-28 challenges: 3% and 3.5% contractual salary increases may require staff reductions or Proposition 2½ override

c. Public comments addressed facility naming support, Glover School playground replacement, enhanced dyslexia programming, and Eveleth School feasibility study funding. Student Services Director reported six staff beginning Orton Gillingham training, parent open houses planned, and efforts to return out-of-district special education students to in-district programs

General Business and Administrative Updates (00:46:00–01:04:00)

a. Administrative updates:

- Pre-K enrollment currently lower than previous years
- MSBA visits scheduled to evaluate all district buildings and conduct post-occupancy evaluation at Brown School
- Special education and anti-Semitism investigation reports may be delayed beyond next meeting

b. Public comment urged approval of naming athletic complex after Alex Kulovich, citing his 30-year teaching career and positive character influence

Consent Agenda Items Approval (01:04:00–01:10:00)

a. Consent agenda items included scheduled bills and meeting minutes from January 9, 2025 and January 23, 2025

b. Motion by Sarah Fox, seconded by Al Williams to approve the consent action and agenda items. Motion passed 5–0, with votes in favor: Al Williams, Brian Ota, Sarah Fox, Alison Taylor, Jenn Shaeffner

Academic Program and Calendar Planning (01:10:00–01:22:00)

a. Dr. Kelsey presented the Marblehead High School program of studies for school year 2025-2026

- New graduation requirement for financial literacy added for incoming freshman class (class of 2029) as one-semester course
- Three existing courses will meet requirement: Banking and Personal Finance, Entrepreneurship, and Real World Skills
- Essex Tech After Dark program removed due to budget cuts
- Grammar and nature writing courses removed from English electives due to lack of enrollment
- CP2 level courses for Algebra 1 and Physics General Education eliminated
- Committee emphasized importance of teaching practical financial skills including credit, debt, student loans, budgeting, and financial scams

- A motion was made by [Name] and seconded by Alison Taylor to approve the Marblehead High School program of studies for school year 2025-2026. The motion passed 5–0, with votes in favor: Sarah Fox, Al Williams, Jenn Shaeffner, Alison Taylor, Brian Ota

c. Superintendent Robidoux presented 2025-2026 school year calendar proposing start date before Labor Day

- Administrative benefits include better professional development scheduling and "soft start" for transitioning students
- Committee expressed mixed views on starting before Labor Day
- A motion was made by [Name] and seconded by [Name] to approve the 2025-2026 school year calendar. The motion passed 3–2, with votes in favor: Al Williams, Brian Ota, Jennifer Schaeffner and votes against: Sarah Fox, Alison Taylor

FY26 Budget Timeline Planning (01:22:00–01:27:00)

a. Budget voting timeline established:

- School committee must vote before Finance Committee's March 31st vote
- Committee agreed to target March 20th vote to allow time for additional input from FINCOM liaisons meeting and public response
- Contingency meeting planned for March 26th or 27th if March 20th cancelled due to weather

b. Superintendent evaluation planning discussed:

- Committee to conduct formative assessment in spring for permanent status consideration
- Workshop with Massachusetts Association of School Committees representative being planned to facilitate assessment

Superintendent Evaluation Planning Workshop Scheduling (01:27:00–01:38:00)

a. Workshop planning and evaluation scope

- Committee proposed 2-hour workshop for superintendent's formative assessment, separate from regular meetings
- Process will follow previous method: individual assessments completed first, then collective line-by-line review
- Evaluation will serve as performance review to help determine permanent position offer
- Plans include soliciting feedback from educators, students, and community members

b. Scheduling discussion focused on March availability

- Potential dates narrowed to March 11th or March 14th after discussing member conflicts
- Committee preferred all members attend in person rather than via Zoom
- Final decision deferred pending facilitator availability confirmation
- Committee chair to follow up with Massachusetts Association of School Committees representative within 1-2 days

Committee Updates and New Business (01:38:00–01:53:00)

a. Document management and communications updates

- Dropbox formatting issues discussed; committee chair and Al Williams worked on recent versions
- January newsletter reached ~1,100 viewers; February newsletter distributed previous day
- Website corrections needed for outdated subcommittee references and member titles
- Operating Protocols document formatting issues to be addressed by converting from PDF

b. Mission statement and upcoming events

- Committee questioned need for separate school committee mission vs. district mission; superintendent noted previous committee voted to unify missions
- Issue to be revisited after budget completion
- Metco Advocacy Day 2025 scheduled March 20th at State House, 9:00 AM-1:30 PM
- Student councils from all five schools to present in March
- Policy forum held previous evening; follow-up meeting planned to review protocols and draft flag policy

c. I-Ready assessment presentation requested for future agenda

- Comprehensive review of results at each school level needed
- ~50% of students reportedly one grade level or more below expectations
- Presentation to include special education and general education collaboration strategies
- Discussion of assessment data use for curriculum planning and student improvement

Meeting adjourned at 8:13 PM

Record of the Marblehead School Committee Meeting

Thursday March 6, 2025

Marblehead High School Library

Members Present: Sarah Fox, Brian Ota, Jennifer Schaeffner(remote)

Opening and Pledge of Allegiance (00:00:00–00:01:00)

- a. Meeting opened with Pledge of Allegiance
- b. Chair acknowledged Glover students present and indicated they would present later in the meeting

Public Comment (00:01:00–00:03:00)

- a. Mr. Cantor raised concerns about \$947,000 federal funding line items in fiscal years 2026-2027 and potential impact from federal-level turmoil, requesting committee thoughts on emergency planning if federal funding disappears
- b. Mr. Cantor suggested committee create own Facebook group for posting agenda materials and information, noting current posting in private groups and acknowledging monthly newsletter commitment
- c. Chair noted upcoming financial and communications updates would address both questions

Student Representative Report (00:03:00–00:05:00)

- a. School activities and achievements
 - School play "The Sleepwalker" attended Massachusetts Educational Theater Guild drama festival
 - Student original work written and directed by Benji Boyd
 - Awards given to Benji Boyd, Anya Kane, and Sam Jen Drysik for acting and directing
- b. Athletics and academic updates
 - Boys hockey playoff game against Nauset (number one seed) scheduled that afternoon
 - Spring sports begin March 17
 - Seniors attended scholarship meeting; results announced at spring scholarship night
 - Underclassmen received class recommendations and began creating next year's schedules

- Class of 2026 conducting class auction seeking donations
- Seniors receiving regular round college decisions

Student Spotlight - Glover School Neurographic Art Presentation (00:05:00–00:13:00)

- Glover School featured as first of five weekly school spotlights; art teacher Maggie Dobbin and students Maya, Rowan, and Nico presented neurographic art integration with curriculum connected to district's Wayfinder program
- Students led committee through hands-on neurographic art lesson demonstrating stress-relief technique involving flowing lines and smoothed intersections; two-session structure includes brain science videos and color addition with students reporting improved emotional state after activity
- Committee received certificates for participating students, slide deck of student artwork, and article about classroom art benefits

District Updates (00:13:00–00:15:00)

- Upcoming activities: School spotlights continuing at future meetings, principals presenting school improvement plans and handbook changes, fall materials ready
- Learning walks (instructional rounds) implementation:
 - Part of principals' shared evaluation goals to shift school culture and ensure instructional consistency
 - Principals gain understanding of practices outside their buildings, celebrate colleague instruction
 - Well-received by administrators, will continue with identified focus areas
- Hockey team tied 1-1 with Nauset during ongoing playoff game; goal progress discussion scheduled later in meeting

Athletic Complex Naming Discussion and Vote (00:15:00–00:30:00)

- Motion made by Brian Ota and seconded by Jennifer Schaeffner to name the Marblehead High School athletic complex the Alexander W. Kulovich Jr. Athletic Complex
 - Committee received numerous positive testimonials from former students, colleagues, parents, and rival team athletes
 - Motion passed 3–0, with votes in favor: Brian Ota, Jennifer Schaeffner, Sarah Fox
- Mr. Kulovich thanked the committee and emphasized teamwork from coaches, parents, and student athletes for success
 - His son Joe expressed family's gratitude for the honor and community support

- Committee arranged commemorative photographs

Financial Update (00:30:00–00:38:00)

a. February financial status:

- District expended \$23.9 million with \$20 million encumbered (primarily salaries)
- Unexpended balance of \$2.89 million (\$51,000 difference from January)
- Projected \$900,000 prepayment for out-of-district tuitions (requires April/May committee approval)

b. Budget tracking and system updates:

- Major categories (salaries, special education, utilities) tracking as expected
- Gas expenses \$208,000 with \$262,000 remaining; electricity \$528,000 with \$628,000 remaining
- MUNIS conversion on track: July 1st for accounts payable/general ledger, January 1st for payroll/HR

c. Budget variances and relief measures:

- Special education aide wages increased 30-40% under new contract (para to tutor elevation)
- Out-of-district tuitions exceeded budget due to prior year placement commitments
- District applying for extraordinary relief through circuit breaker program for faster special education cost reimbursement

Superintendent Goals Update (00:38:00–00:56:00)

a. Superintendent provided first formal progress update on three evaluation goals (October to October cycle)

- Shared hard copy summary with committee, committed to emailing all members
- Update prepared for formative evaluation scheduled for April

b. Progress on professional practice goal: establishing consistent district-wide culture and staffing patterns

- Communication established through district updates, superintendent messages, newsletters, and stakeholder meetings
- Working with administrators and student services on programming efficiencies for next school year

c. District improvement goal: creating comprehensive plan to replace current district plan for success

- Current plan ends 2026; new plan to begin by end of school year, likely approved in October
 - Plan expanding from 3-4 pages to 16-17 pages with six goal areas: curriculum/instruction/evaluation, teacher quality/professional development, human resource management, student support programs/services, leadership/governance/communication, and financial asset management
 - Multi-step process: assistant superintendent feedback completed, then principal feedback, staff Google surveys, parent input (expecting 1,500-2,000 responses per group), final committee approval
 - New plan follows three-year cycle versus current five-year plan
- d. Student learning goal progress: ensuring student voice in teaching and learning
- All principals have evaluation goals for implementing student voice in schools
 - Met with Boston-based students and anti-discrimination committee members
 - Plans to meet with individual school leadership teams and identify additional student input opportunities

Subcommittee and Liaison Updates (00:56:00–01:04:00)

- a. Finance liaison and communications subcommittee updates
- Finance liaisons met with FINCOM; another meeting scheduled in approximately a week and a half to discuss revolving funds and grants
 - Communications subcommittee developing survey to assess school committee newsletter reception and ideas to increase public interactions
 - Safety Advisory Committee and CPAC meetings scheduled later in the month
- b. Facebook page creation and federal funding concerns addressed
- School committee Facebook page successfully established with Steve Quiteek's assistance after initial difficulties
 - Plans include working with Brian Ota and Al Williams on content guidelines and operational procedures
 - Federal funding concerns remain monitored; DESE expected to provide guidance; no funding currently withheld
- c. Upcoming meetings scheduled
- Policy subcommittee meeting next day at 11:30 AM for flag policy discussion
 - March 11th posted meeting with MASC representative Alicia Mallon to develop superintendent evaluation process and discuss updating operating protocols

Closing Business and Adjournment (01:04:00–01:05:00)

a. Committee received positive correspondence; boys hockey team lost playoff game against Nauset but was congratulated on their performance

Meeting adjourned at 7:05PM

DRAFT

Record of the Marblehead School Committee Meeting

Thursday March 20, 2025

Marblehead High School Library

Members Present: Sarah Fox, Brian Ota, Al Williams, Jennifer Schaeffner

Meeting Opening and Pledge of Allegiance (00:01:00–00:03:00)

- a. Meeting called to order at 6:04 PM, Pledge of Allegiance recited
- b. Student representative absent due to performance; agenda taken out of order for accommodations

Commendations and Student Leadership Council Presentation (00:03:00–00:22:00)

- a. Committee commended track coaches and athletes for purchasing bike for alumnus whose bike broke; motion made by Sarah Fox and seconded by [Name] to send gratitude note passed 5–0, with votes in favor: Alison Taylor, Jennifer Schaeffner, Brian Ota, Sarah Fox, Al Williams
- b. Brown School third-grade Leadership Council presented their program:
 - Students elected by peers after giving speeches to classes
 - Goals include improving school through role modeling, teamwork, and listening
 - Conduct weekly community meetings where grades share learning
 - Created kindness and justice wall and advocated for new stage seating for third graders
- c. Students reported program benefits including improved public speaking, confidence, and problem-solving skills; committee praised presentation and awarded certificates to participants: Harrison, [Name], Maggie, Matthew, Mila, Ruby, and Zara

Meeting Recess and Technical Setup (00:22:00–00:30:00)

- a. Committee recessed for photos with student presenters; meeting resumed at 6:32 PM for public comment
 - Technical issues addressed regarding virtual platform screen sharing and co-host permissions
 - Public comment opened for online and in-person attendees using hand-raising recognition

Public Comment on Flag Policy (00:30:00–01:12:00)

a. Motion made by [Name] and seconded by [Name] to extend public comment beyond the standard 15-minute limit. The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Al Williams, Sarah Fox, Brian Ota, and Alison Taylor noted as having dropped off the meeting.

b. Public opposition to proposed flag policy included:

- Kira Kay questioned why policy unchanged despite community opposition, student demonstrations, and newspaper endorsement of alternatives; cited State Commissioner statement on supporting marginalized students; questioned committee qualifications versus trained educators
- Liv (MHS junior) argued flags serve as symbols of identity and culture; presented survey showing 103 of 109 students believe they should have voice in policy; noted students created alternative policy proposal reviewed by legal advocates
- Margaret Clark questioned legal necessity, noting no lawsuits in hundreds of years until one outsider incident; requested transparency on specific legal language and enforcement procedures

c. Legal and constitutional concerns raised:

- Attorney Brett Steen argued policy based on First Amendment misunderstanding and could expose town to litigation
- Renee Ramirez emphasized clinical importance of symbols for children's development
- Angus warned policy politically motivated and could violate First Amendment petition rights
- Additional speakers (Kathleen Zedegren, Jeannie Lamkin, Henry Glassman, Megan Kaplan) opposed policy citing student leadership, educational freedom, and curriculum interference concerns

District Updates and Antisemitism Investigation (01:12:00–01:31:00)

a. District updates:

- Hadestown performances April 11th–13th
- Nate Assa finished 6th nationwide in 5000 meter race at New Balance National Indoor Track and Field competition
- Aoife Sullivan's documentary "Making Magic and Marble" selected for Salem Film Festival screening
- Nine AP students submitted letters on school start times, three-day weekends, mental health days, and attendance policy

b. METCO program status reported with director Keisha Johnson representing Marblehead at State House advisory day:

- No immediate concerns despite current climate, though potential funding issues may arise
- Main challenge is leadership transition with president and CEO resignations
- Program well-established across 32 communities

c. Antisemitism investigation and committee formation:

- Superintendent participated in Hadassah webinar with ~100 attendees on curriculum review processes
- Anti-discrimination committee created with parents, administrators, teachers, and students focusing on antisemitism
- Committee utilizing resources from local Jewish organizations and rabbis for curriculum review
- Investigation originated from faculty disagreements over flags following October 2023 events, resulting in harsh interactions and teacher departures
- Investigation focused on personnel issues rather than determining if schools were antisemitic
- Superintendent apologized for delays in providing antisemitic situations executive summary and 349-page Academic Discoveries report, noting most identified issues already addressed by current administration

Consent Agenda and Budget Approval (01:31:00–01:37:00)

- a. Meeting minutes postponed (not available for approval); motion by Chair, seconded by Al Williams to approve scheduled bills totaling \$973,745.11 passed 4–0 (votes in favor: Jennifer Schaeffner, Brian Ota, Al Williams, Sarah Fox)
- b. Motion by Brian Ota, seconded by Jennifer Schaeffner to approve FY26 budget of \$49,120,285
- Revenue projections changed significantly in January, allowing level services budget after expected difficulties in fall/winter
 - Budget developed by administrators with superintendent and assistant superintendent of finance, not school committee
 - Motion passed 4–0 (votes in favor: Jennifer Schaeffner, Brian Ota, Al Williams, Sarah Fox)
- c. Remaining timeline: Finance Committee vote March 31st, warrant hearing first week of April, town meeting first Monday/Tuesday of May

DECA Career Development Conference Trip Approval (01:37:00–01:41:00)

- a. Business teacher requested approval for overnight Disney World trip for DECA Career Development Conference

- Five nights for three qualified female students
- Fundraising and grant reduced student costs to airfare and meals only
- Registration fees and lodging covered by fundraising

b. Supervision arrangements confirmed

- Hotel accommodations with two beds and available cots
- Partnership with another school (three male attendees) for shared supervision
- Additional supervision by female DECA advisor from Beverly High School
- Students joining with Father Gabriel Richard High School (two students)

c. A motion was made by Brian Ota and seconded by Jennifer Schaeffner to approve the proposed overnight field trip to DECA Career Development Conference from April 25, 2025 to April 30, 2025. The chair amended the motion to reflect that April 30th would be a travel day, with the conference running through April 29th. The motion passed 4-0, with votes in favor: Jennifer Schaeffner, Brian Ota, Al Williams, Sarah Fox

Flags and Banners Policy First Reading (01:41:00-02:22:00)

a. Policy subcommittee met March 7 to review attorney John Foskett's legal brief and recommended policy

- Additional legal consultation needed before finalizing policy
- Policy based on current Supreme Court law and other Massachusetts districts' approaches

b. Committee member positions and concerns:

- Williams opposed current draft, advocating for student input process and high school administration proposals subject to committee approval
- Ota supported restrictive three-flag limit, citing silent community support and concerns about controversial nature
- Fox referenced 2022 Shurtleff case requiring districts to choose between government speech or allowing all flags, expressed concerns about potential offensive displays
- Interim Superintendent Robidoux supported educational flags with curriculum alignment, emphasized student voice as input not decision-making authority

c. Motion by Sarah Fox, seconded by Brian Ota, to send matter back to subcommittee for attorney clarification on superintendent's role and to consider Williams' suggestions. Motion passed 4-0, with votes in favor: Jennifer Schaeffner, Brian Ota, Al Williams, Sarah Fox.

Superintendent Evaluation Timeline (02:22:00-02:32:00)

a. Timeline discrepancies discussed between chair's recollection and Jennifer Schaeffner's notes

- Chair recalled May 8th workshop date, May 15th vote date
- Schaeffner's notes showed survey deadline May 12th-13th, workshop May 15th, business meeting May 22nd

b. Final agreed timeline established

- May 1st: regular business meeting
- May 8th: off-cycle workshop to develop composite evaluation
- May 15th: regular business meeting to discuss and potentially vote on evaluation
- May 22nd: potential meeting to vote on new contract
- Survey to go out mid-April for 7-10 days to staff, administrators, parents, and community

c. Sarah Fox and Brian Ota (survey subcommittee) will present completed survey compilation at first April meeting for review before release

Subcommittee Updates and Closing Business (02:32:00–02:41:00)

a. Communications subcommittee completed March newsletter and plans survey after three months to evaluate program

- Over 1,000 readers accessed January and February newsletters vs. typical 30 meeting attendees
- Exploring informal meetings with two committee members and community members, potential town hall meetings

b. Finance liaisons met with Finance Committee on revolving funds as budget balancing strategy

- Reviewed fund balances to avoid staff/service reductions
- Assistant Superintendent Pfifferling explained legal restrictions on fund usage

c. Policy subcommittee progressed on operating protocols with input from Alicia Mallon; CPAC secured Unsung Heroes program funding for special education recognition; police chief requested crossing guard recruitment (\$21.33/hour, up to 10 hours)

Meeting adjourned at 8:43 PM

Record of the Marblehead School Committee Meeting

Thursday April 3, 2025

Marblehead High School Library

Members Present: Jennifer Schaeffner, Sarah Fox, Brian Ota, Alison Taylor, Al Williams

Meeting Opening and Pledge of Allegiance (00:00:00–00:02:00)

a. Meeting opened with Pledge of Allegiance and agenda reordered to accommodate student representatives who would present first then leave

Student Presentations from Veterans Middle School (00:02:00–00:19:00)

a. Seventh-grade science students presented gummy bear diffusion lab results

- Students demonstrated cell membrane concepts by measuring gummy bear mass changes (3.3g to 8.2g after water soaking)
- Extra credit experiments using Diet Coke showed 2.17cm additional growth compared to water
- Students used laboratory equipment and developed hypothesis formation and measurement skills

b. Eighth-grade students presented sonnets from "Windows and Mirrors" reading assignment

- Students wrote 14-line sonnets in iambic pentameter based on books reflecting their experiences or different cultures
- June Crawford presented "Labels and Prints" and Chloe Steiner presented "The Other Side"

c. Letters About Literature program achievements recognized

- Veterans Middle School had 10 semifinalists and 3 finalists statewide
- Melissa Baller earned first place statewide for letter to poet Naomi Shihab Nye about how "Kindness" inspired her to interview strangers and develop empathy
- School receives personalized responses from authors including Jacqueline Woodson, Hillary Clinton, and Julia Alvarez

School Committee Commendations and Student Representative Report (00:19:00–00:22:00)

- a. Committee commended Veterans Middle School's cross-curricular academic excellence
- Eighth-grade student ranked first in state for letter writing
 - School achieved top state rankings in eighth-grade scores over recent years
 - Recognition given to teaching team and staff
- b. Student representative reported on high school activities and events
- AP exams scheduled approximately one month away in digital or hybrid format
 - Senior project work begins after third quarter ends March 15th
 - Senior prom permission slips distributed; ticket sales start week of April 28th for State Room Boston event
 - National Art Honor Society Chipotle fundraiser Tuesday 4-8 PM
 - Culture Feast tickets on sale during lunch with music performances
 - School musical "Hadestown" performances April 11th-13th, tickets available online
 - All Springs concert scheduled that evening at 7 PM
 - Spring sports seasons began with girls lacrosse first game previous week

Public Comment Period (00:22:00–01:22:00)

- a. Committee recognized Mary Maxfield for organizing science fair, performing arts teachers for recent concerts, and Sports Shop for uniform partnerships; extended public comment period to accommodate 13 speakers
- b. Flag policy opposition and support:
- Jeannie Lampkin urged committee to reconsider being "gatekeepers of culture" and slow policy development
 - Margaret Clark and Karen Clark criticized broad "symbolic displays" language as unimplementable and violating First Amendment rights
 - Sharon Rich supported limiting to only U.S. and Massachusetts flags to avoid conflicts
 - Emily DeJoy advocated for flags representing all students to maintain inclusive environment
- c. Antisemitism concerns and investigation:
- Sarah Palladian expressed dissatisfaction with investigation findings and described personal antisemitic incidents affecting her family
 - Yael Magen criticized investigation for not adopting IHRA definition of antisemitism and announced intention to run for school committee

- Karen Traeger noted Israeli flag removal from high school cafeteria

d. Teacher concerns about policy impact:

- Diane Gora (30+ year teacher) opposed policy as undermining teacher rights and classroom environments
- Kristin Anzaro warned policy could lead to broader classroom censorship
- Brent Speed (attorney) warned of legal risks from broad language and selective enforcement

e. Additional perspectives:

- Andy Harrison criticized policy as poorly drafted and unconstitutional
- John DiPiano supported policy as necessary for inclusive environment
- Frank Kashner suggested conflict resolution strategies instead of restricting expression
- Shauna King defended teacher accused of antisemitic behavior
- Mary McCarriston announced Jewish flag delivery to school administration

District Updates from Superintendent (01:22:99--01:32:00)

a. Spring activities and key dates:

- MCAS testing, report cards, sports, concerts, and field trips underway
- April 23-25 confirmed as school days requiring parental notification for absences
- Last day of school June 25th (half day students, full day staff) contingent on no weather issues

b. Budget and upcoming events:

- FY26 budget received unanimous Finance Committee recommendation for approval
- Kindergarten orientation April 10th 6:00-7:00 PM at Glover and Brown schools
- Third grade parent night April 15th 6:00 PM at Village School
- High school musical "Hadestown" April 11-13th with showtimes at 7:00 PM, 2:00 PM, and 2:00 PM

c. Professional development and community activities:

- Project Reboot tech-healthy households training funded by PTOs/PCOs with parent workshop April 10th 7:00-8:30 PM at Veterans Middle School
- Author visits: James Riley at Village April 12th, Jarrett Lerner at Brown April 20th
- Documentary on October 7th experiences showing May 9-11 with various times

d. Facility improvements and personnel updates:

- Village School shed replaced and track repairs scheduled for April 21st week
- Rick Lemieux retired after 23 years as Village School custodian
- Frank Kowalski appointed as full principal at Glover School following successful interim role

Consent Agenda and Scheduled Bills (01:32:00–01:33:00)

- a. Meeting minutes still unavailable in draft form; alternative preparation process being considered for resolution before next meeting
- b. Motion by Alison Taylor to approve scheduled bills totaling \$196,632.70 for the month; seconded by Brian Ota; motion passed 4–0, with votes in favor: Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota
- c. Transitioned to school committee communications; next item involves request for use of Marblehead High School field house as polling station for June local elections

Polling Station Request Discussion (01:33:00–01:40:00)

- a. Fire Chief Jason Gillen requested use of High School field house as polling station for town elections due to current location's infrastructure problems (elevator overheating, stalling, lighting issues) and need for centralized, ADA-accessible location in 4.4 square mile town
- b. Implementation considerations discussed:
- Safety protocols would prevent voters from accessing other school areas
 - Floor coverings needed to protect gymnasium floor
 - Parking consolidation required for teacher and voter spaces
 - Coordination needed with athletic director, PE teachers, and administrators
 - Gym unavailable during setup/breakdown periods
- c. A motion was made by Alison Taylor to approve the request to use the Marblehead High School field house as a town-wide polling station for the June 10, 2025 elections with plans to discuss permanency going forward
- The motion was seconded by Al Williams
 - The motion passed 4–0, with votes in favor: Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota

Superintendent Evaluation Survey Development (01:40:00–02:23:00)

a. Survey development and structure

- Three separate surveys created for administrators, staff, and community members with role-specific questions
- Administrative and staff surveys will be anonymous; community survey non-anonymous to prevent duplicate responses
- High school students included as respondents using community survey format
- Demographic identifier added requiring selection of student, parent, or community member status

b. Survey revisions and timeline

- First community question changed from yes/no to 1-5 scale rating
- Question four revised to ask how support for students with disabilities changed under superintendent's direction
- District culture improvement question added with rating and explanation components
- Surveys distributed week of April 7th, closing around April 16th
- Next meeting scheduled April 17th to review results before conducting evaluation

c. Data collection and analysis process

- Raw survey data provided to all committee members for individual evaluation use
- One member will create summary analysis by April 17th while preserving detailed response access
- Committee must post notice for next meeting to approve final survey versions before distribution

Flag Policy Discussion (02:23:00–03:00:00)

a. Committee reviewed draft flag policy (IMDb) from school counsel establishing school committee's sole authority over flags, banners, and symbolic displays as government speech

- Required flags: United States, Massachusetts state, POW MIA
- Additional displays reflecting district mission/values determined by committee
- Superintendent may recommend displays at committee's discretion

b. Committee discussed policy revisions and implementation concerns

- Suggested striking "similar symbolic displays" and adding "affixed to school district property" for clarity
- Superintendent expressed concerns about personal views influencing recommendations
- Debated timing of recommendations (annual August vs. flexible scheduling)
- Clarified superintendent would only recommend items aligned with district mission/values
- Discussed excluding student achievements, sports banners, and personal items from restrictions

c. Motion by Sarah Fox, seconded by [Name] to enable chair to work with legal counsel to draft reply to MEA demand letter for cease and desist

- Passed 5–0: Al Williams, Brian Ota, Sarah Fox, Alison Taylor, Jennifer Schaeffner
- First reading of flag policy; two additional readings required before final vote

Special Education Academic Discovery Report Presentation (03:00:00–04:08:00)

a. External vendor conducted comprehensive special education review through administrator meetings, document reviews, focus groups, classroom observations in 11 classrooms, and surveys examining program organization, student identification, service delivery, instructional practice, staff development, and stakeholder engagement

b. Key findings:

- 28.5% of K-12 students have disabilities (state average: 20.2%)
- Students with disabilities show higher absenteeism, dropout rates, lower advanced course completion
- MCAS performance better than state average but below district peers
- Higher discipline suspension rates for students with disabilities

c. Areas of promise include strong staff collaboration, effective data use, compliance protocol establishment, specialized program training (Orton Gillingham, LIPS, Project Reed, RABO), and effective early intervention collaboration

d. Growth areas identified: professional development needs in co-teaching, inclusion strategies, MTSS, de-escalation; caseload analysis required; service delivery inconsistencies across schools; communication improvements needed with parents

e. Significant compliance progress reported: restraints reduced from 72 to 49 to 5 incidents; all BCBA's new with safety care training; monthly staff training sessions implemented

f. Stakeholder feedback shows improvement: 59% of parents, 78% of staff rate services as moderately to extremely effective; 85% of staff feel supported by administration

Independent Investigation Report on Anti-Semitism Allegations (04:08:00–04:26:00)

a. Investigation scope and methodology:

- Independent investigator examined allegations of anti-Semitism, discrimination, harassment, and unprofessional conduct against personnel
- 26 individuals interviewed; 450 pages of documents reviewed including business records, correspondence, IT audits, and newspaper articles
- Applied federal Title VII and state MGL Chapter 11B legal framework with preponderance of evidence standard
- Examined 39 separate allegations; investigation limited to personnel matters

b. Only two allegations substantiated:

- One party knowingly or neglectfully misrepresented facts in violation of staff conduct policy
- District violated grievance policy in fall 2023 investigation that was not conducted adequately or fairly
- Most allegations could not be corroborated due to lack of witness corroboration, inconsistent statements, contradictory documentary evidence, or implausible claims
- Insufficient evidence found for discrimination, harassment, retaliation, administrative indifference, or interference with free expression rights

c. Committee member questioned interviewing former school committee member given legal prohibition on personnel involvement; anti-discrimination committee will continue addressing incidents, reviewing curriculum bias, conducting climate surveys, and developing professional development

Sixth Grade Overnight Trip Approval (04:26:00–04:35:00)

a. Bourndale program overview and educational components

- Decades-long interdisciplinary program culminating students' first years in district
- Six core classes: Adventure (team building), marine science with dogfish dissection, engineering design with rocket building, pond studies of freshwater ecosystems
- Afternoon programs: reptiles presentations, lobster studies, recreational fishing
- Family-style meals to teach cooperation and sharing

b. Staffing and program logistics

- 60-70 chaperones accompany trip (overnight and day participants)
- Cross-grade teaching opportunities when teachers unavailable
- Village Experience program for ~12 students remaining at school includes Crane Beach visits, Great Estate activities, Spur gardens, Taste Buds Kitchen, Boston Balance programming
- Program continues despite facility ownership changes with same director

c. A motion was made by Sarah Fox to approve the overnight trip to Bourndale and seconded by Alison Taylor

- The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota

Meeting adjourned at 10:35PM

Record of the Marblehead School Committee Meeting

Thursday April 17, 2025

Marblehead High School Library

Members Present: Jennifer Schaeffner, Sarah Fox, Brian Ota, Alison Taylor

Opening and Introductions (00:00:00–00:02:00)

a. Meeting called to order at 6:05 PM with Chair Jennifer Schaeffner, members Alison Taylor (via Zoom), Sarah Fox, and Brian Ota present; Al Williams absent

b. Student representative updates

- Quarter three ended, senior projects began with spring presentation planned
- Recent events: "Hadestown" musical and All Jazz concert completed
- Spring sports records as of April 11 reported
- AP exams begin in 2.5 weeks

Committee Commendations (00:02:00–00:04:00)

a. Steve Kwiatek, Director of Technology, commended for exceptional service in professional development sessions and going above and beyond expectations without seeking credit

b. Katie Freegon from Village School commended for coordinating the Treble Chorus program

- Coordinates annual select choral program for grades 4-6 students performing in Northeast Treble concert
- Praised for creating amazing experience and handling logistics including signups and transportation

c. Eric Williamson recognized as director of Northeast Treble concert for phenomenally coordinating approximately 200 students from multiple locations with exceptional performance quality

Public Comment (00:04:00–00:20:00)

a. Student Kira opposed proposed flag/banner policy

- Removing displays would "dehumanize" art and make hallways bland
 - Student artwork in hallways provides recognition and pride
 - Removing supportive banners from classrooms would harm student education and morale
 - Requested student and parent polls for broader input
- b. Margaret Clark criticized policy timeline and scope
- Timeline too rushed with insufficient community notification
 - Language creates "insurmountable roadblock" to displaying anything
 - Concerns about impact on required workplace posters and instructional materials
 - Urged focus on acceptance rather than cultural erasure and broader community surveys
- c. Naila (remote) requested viewpoint neutrality clause addition
- Community spent 18 months debating pride flags, BLM banners, Israeli flags
 - Symbolic displays are subjective—same symbols viewed as inclusive or exclusive by different community members
 - Proposed framework with three criteria: values-based (district mission alignment), curriculum-based (educational integration), viewpoint neutral (universal message interpretation)
 - Framework would provide clear decision-making metrics while allowing reconsideration
- d. Flag policy public comments raised constitutional and implementation concerns:
- Angus McClure questioned retention of symbolic display language, argued petition prohibition was unconstitutional, and asked how committee would handle teacher non-compliance
 - Aaron Alberman argued committee lacked First Amendment understanding and recommended no policy, stating existing management was adequate
 - Additional speakers urged tabling the proposal, questioned removing enforcement from administration, and requested implementation procedures before voting

Public Hearing for School Choice (00:20:00–00:48:00)

- Superintendent explained districts automatically participate unless opting out annually by June 1st
- School choice students generate \$5,000 versus \$18,000 for resident students
- Chair noted Marblehead has never participated and expressed concerns about fiscal and operational impacts despite potential diversity benefits

- Motion by Chair, seconded by Alison Taylor, that Marblehead Public Schools not participate in school choice program for 2025-2026 school year
- Motion passed 4-0 (votes in favor: Jennifer Schaeffner, Alison Taylor, Sarah Fox, Brian Ota; Al Williams absent)

Student Donation Presentation (00:48:00–00:53:00)

a. Jared Kaplowich, Senior class president, presented Class of 2025 donation proposal totaling \$6,969.44

- New graduation banner (\$875)
- vinyl with wind slits to replace Class of 2017 indoor banner
- Three water bottle filling stations (\$6,094.44) replacing outdated Class of 2013 units at cafeteria and A wing locations

b. Class of 2025 will order banner through Final Graphic Works; facilities department will order/install water fillers with class reimbursement

c. Motion by Sarah Fox, seconded by [Name], to approve the donation in the amount of \$6,969.44. Motion passed 4-0, with votes in favor: Alison Taylor, Brian Ota, Sarah Fox, Jennifer Schaeffner, and Al Williams was absent from the meeting

District Updates (00:53:00–01:03:00)

a. Administrative changes and recent programs

- Matt Fox, longtime middle school principal, named finalist for Principal at West Middle School in Andover; district working on replacement procedures
- Julia Ferreira and PTO brought Project Reboot to district focusing on safe technology usage with presentations for parents and students
- High school musical "Hadestown Teen Edition" performed successfully as final show for seniors

b. Athletic and school activities

- Unified Track completed three meets; superintendent praised inclusivity of Unified sports program
- Superintendent judged Kelly Delaney's Culinary Arts Chopped Challenge where student teams created dishes from secret ingredients
- Seventh graders performed original poetry at "Holmes at the Pack" event

- Village School planning Earth Day service project to clean school areas and neighborhoods

c. Kindergarten orientations and elementary events

- Kindergarten orientations held at Brown School and Glover School for class of 2038
- Over 100 kindergartners performed outside at Brown School coordinated by music teacher Eileen Demore
- Third grade parents welcomed to Village School to learn about transition to fourth grade
- Chair expressed interest in expanding Unified Games; superintendent explained Unified Sports pairs differently abled students with typically developing students and requires meeting Special Olympics criteria

Schedule Bills Approval (01:03:00–01:04:00)

a. Sarah Fox moved to approve schedule bills for \$958,360.52, seconded by [Name]

- Motion passed 4–0 (Alison Taylor, Brian Ota, Sarah Fox, Jennifer Schaeffner in favor; Al Williams absent)

b. Meeting proceeded to school committee communication items

- Technical issue addressed with Megan before continuing

Gender Violence and Sexual Assault Awareness Initiatives (01:04:00–01:24:00)

a. Megan Sweeney (Power Up founder) presented on sexual assault awareness initiatives

- Described organization's work since October 2023 with faith leaders, activists, survivors, and law enforcement
- Shared personal survivor experience and emphasized cellular-level impact of assault
- Argued that pretending communities are immune to gender violence perpetuates harm
- Noted Select Board and Board of Health already approved proclamations for April Sexual Assault Awareness Month
- Secured support from Representative Armini, Senator Crichton, Essex County Commission, and district attorney's office

b. Proposed expanding current school programs beyond existing menstrual equity and senior year YWCA consent education

- Recommended expanding YWCA programming to earlier grades since survivors were assaulted before senior year

- Suggested student accountability pledge events, gender awareness professional development workshops, and feminist student organization sponsorship
- Committee supported being proactive and including all genders in programming

c. Motion by Sarah Fox, seconded by [Name] to approve Sexual Assault Awareness Month proclamation for April 2025

- Motion passed 4–0: Brian Ota, Sarah Fox, Alison Taylor, Jennifer Schaeffner in favor; Al Williams absent
- Proclamation acknowledged national statistics (1 in 3 women, 1 in 6 men experience sexual violence) and recognized organizations like HAWC
- Chair committed to signing proclamation, sharing with press, and following up on implementation

Flag Policy Second Reading and Discussion (01:24:00–01:49:00)

a. Chair announced sexual assault awareness resources in district newsletter and conducted second reading of flag policy IMDB

- Policy read with "similar symbolic displays" language removed per previous vote
- Policy applies only to flags and banners permanently affixed to walls, not student artwork or rotating displays

b. Committee member proposed three policy additions for clarity

- Explicit exemptions for sports banners, graduation banners, student artwork, personal attire, locker decorations, and personal items
- Positive affirmations language clarifying welcoming messages and basic signage would not be removed
- Heritage month recognition language allowing banners during African American History Month, Women's History Month, Asian Pacific American Heritage Month, LGBTQ Pride Month, Hispanic Heritage Month, and Native American Heritage Month

c. Chair committed to incorporating suggested modifications and seeking legal counsel review before third reading

- Requested written versions of proposed additions from committee members
- Draft will be sent to legal counsel for review before next meeting

English Language Learner Curriculum Approval (01:49:00–02:01:00)

a. DESE monitoring found district did not consistently support ESL curriculum for all English proficiency levels in high school, prompting curriculum review process

- Office of Teaching and Learning inherited English learner program in January 2024
- Selected Houghton Mifflin Harcourt's English 3D curriculum after review process
- Curriculum reflects linguistically and culturally sustainable pedagogies

b. Implementation details for grades 7-12 starting next school year in separate ESL classes

- Professional development already begun with positive student response from piloted lessons
- District serves 17 English learner students
- K-6 uses integrated Wit and Wisdom lessons; grades 7-12 needed differentiated curriculum
- Program receives Title III federal funding for Parent Advisory Council, professional development, tutoring, and coordinator stipend

c. Motion by Sarah Fox, seconded by [Name], to approve English 3D curriculum as new English learner education curriculum for grades 7-12 in Marblehead Public Schools. Motion passed 4-0, with votes in favor: Brian Ota, Sarah Fox, Alison Taylor, Jennifer Schaeffner, and Al Williams was absent from the meeting.

Superintendent Evaluation Workshop Scheduling (02:01:00–02:06:00)

a. Scheduling coordination using Google survey due to member conflicts (Al Williams unavailable until May 3rd)

b. Evaluation timeline established:

- April 28th deadline for committee members to complete individual evaluation forms
- Alison Taylor assigned to summarize stakeholder survey results
- Sarah Fox to assist with locating and distributing evaluation forms
- May 8th workshop date confirmed
- Evaluation presentation and vote scheduled for May 15th meeting

c. Executive session for contract negotiation planned for day after May 15th meeting rather than extending regular meeting

Recreation and Parks Memorandum of Understanding (02:06:00–02:13:00)

a. MOU approval and facility arrangements

- Current MOU required only date changes, proposed to run April 15, 2025 to August 31, 2026
- Parks and Recreation will use Glover School during inclement weather instead of transporting children
- Former library space at Glover School identified as potential indoor space for rainy days

b. Former library space cleanup and current status

- Superintendent to work with maintenance and Parks/Recreation to clear remaining materials
- Metal shelving disposal via free dumpsters with scrap revenue to disposal company
- Non-metal items disposal costs billed back to library
- Two classrooms used for town scanning equipment storage, one for school storage
- Chair expressed frustration that library should complete cleanup rather than leaving items behind

c. A motion was made by Sarah Fox and seconded by Brian Ota to approve the memorandum of understanding with the Recreation and Parks Department for the period from April 17, 2025 through August 31, 2026

- The motion passed 4–0, with votes in favor: Alison Taylor, Sarah Fox, Brian Ota, Jenn Schaeffner

School Committee Subcommittee and Liaison Updates (02:13:00–02:28:00)

a. Communication Subcommittee transitioned from coffee meetings to office hours format

- New monthly office hours with two school committee members (not from same subcommittee) for one hour with public Q&A
- Committee supported starting in April/May with advance notice through district newsletter
- Proposed school-based meetings at individual buildings for following school year to increase parent participation

b. Facebook page development addressed commenting policy concerns

- Mixed opinions on allowing comments versus following MASC guidelines prohibiting comments to avoid open meeting law violations
- Three-tier communication strategy: static website for permanent information, monthly newsletter for events, Facebook for immediate announcements

- Committee agreed to seek updated MASC and legal counsel guidance before finalizing approach

c. Budget forums proposed to address community misinformation and Finance subcommittee updates provided

- Alison Taylor suggested May budget forum with one-page process explanation after town meeting
- Chair supported quarterly forums on different subjects for transparency
- Finance Committee unanimously recommended town budget and override article for HVAC addition to roof project
- Capital requests for Glover School playground equipment and Peck auditorium seat reupholstering recommended for approval
- Roof project ceiling sealant test patch completed at vendor expense with two-week review period

Meeting adjourned at 8:31 pm

Record of the Marblehead School Committee Meeting

Thursday May 1, 2025

Marblehead High School Library

Members Present:

Meeting Opening and Commendations (00:01:00–00:03:00)

- a. Commendations given to custodial and maintenance staff for recent exterior building cleanup work completed within the past week
- b. Public comment period opened with instructions to use sign-up sheet and provide name and address when speaking

Public Comment (00:03:00–00:40:00)

- a. Technical setup and procedures: Committee addressed audio issues with remote participants and established three-minute per speaker, 15-minute total time limits for public comment period
- b. Flag policy concerns and community impact:
 - Ms. Clark argued Pride and Black Lives Matter flags are educational, not political, while American flag has been politicized; advocated for maintaining diverse flags as educational opportunities showing all students are welcome
 - Angus McQuilken criticized committee's approach, arguing censorship amplifies voices and no policy was needed; questioned exclusion of Greek American, Jewish American, and Arab American heritage months and lack of Juneteenth recognition
 - Chris Bruell stated he and his wife were offended by previous committee statements about religious traditional family values, explaining their religion includes accepting people for who they are
- c. Policy implementation questions:
 - Renee Keaney questioned definition of "viewpoint neutral position" and whether neutrality is possible
 - Cindy Tower Lowen asked whether committee consulted METCO headquarters, Boston students/families, or other METCO districts about policy impact
 - Mary McCarriston inquired about book policies, recess scheduling, grading systems and expressed concerns about legal challenges

- Jeannie Lamkin analyzed policy language, presented research on 40 additional heritage months beyond six mentioned, noted welcome mat gifted to committee contains symbols that could be considered politically active under proposed criteria, and requested replacement of deteriorated American flag outside building

Student Representative Report (00:40:00–00:42:00)

a. Recent and upcoming school events:

- Chalk-style cooking competition held April 11th with 15 teams
- Fall cheerleading tryouts June 9th, 11th, and 12th from 5:00-7:30 PM
- Senior College Signing Day Thursday, May 29th
- AP exams starting following week
- A cappella spring concert "Okapalooza" Friday, May 9th at Veterans Middle School PAC at 7:00 PM
- Junior prom Friday, May 16th

b. Committee member asked about accessibility of \$25 senior lawn signs for families unable to afford fee; staff confirmed any senior wanting a sign will receive one regardless of ability to pay

Superintendent's Report and Schedule of Bills (00:41:33–00:45:05)

a. Recent activities and visits

- International student trips to Ireland and Greece completed successfully
- Earth Day activities on April 22nd included mulching and planting at Glover and Brown schools
- Superintendent visited Village School sixth-grade Passion Book Project Gallery
- Mock town meeting held with students debating sustainability warrant article, moderated by Jack Harridge

b. Upcoming events: Culture Feast on May 30th at 5:00 PM at high school

Schedule of Bills and Meeting Minutes (00:43:00–00:47:00)

a. Motion made by Sarah Fox and seconded by Brian Ota to approve the schedule of bills for \$595,088.79

- Motion passed 5-0 with votes in favor: Alison Taylor, Brian Ota, Sarah Fox, Al Williams, and Jenn Schaeffner

b. Meeting minutes completion challenges and solutions discussed

- Committee member cited 16+ hours of weekly school committee work preventing timely review

- Plan established for committee member and Caitlyn to batch-complete minutes over coming weeks
 - Committee considered posting draft minutes with watermarks for quicker public access
 - Secretary offered assistance; executive session minutes handled separately by Caitlin
- c. Superintendent reminded to coordinate with Town clerk for seventh-grade students attending town meeting as homework assignment following mock town meeting participation

Senior Project Spotlight (00:48:00–01:05:00)

- a. Senior project program overview for 165 participating seniors:
- Fourth quarter program requiring minimum GPA, good discipline/attendance records, and secured mentor/supervisor
 - Students complete weekly check-ins and reflections, culminating in May 30th gallery walk presentation
- b. Eight seniors presented diverse project experiences:
- Ava Zelum: Essex Pediatric Neuropsychology
 - social media content and website templates
 - Jacob Hirschfield: Professional golf management at Kerwin Country Club, preparing for Methodist University program
 - Student: Boat detailing company across multiple marinas, learning estimates and work orders
 - Jeremy Sorkin: First high school intern at Metro Credit Union on teller line
 - Lyle Montgomery: Therapy dogs program, bringing trained dogs to Village School with planned expansion
 - Ava Hand: RN Law medical malpractice internship, observing depositions and client interactions
 - John Bender: Marblehead Current journalism, writing articles and planning State House visits
 - Student: Dementia programs including Memory Café and Opening Minds through Art with Chevelle McDonald
- c. Committee member praised therapy dog program's positive student impact and supported expanding to all schools; committee members will be invited to May 30th gallery walk presentation

Piper Field Usage Request (01:05:00–01:15:00)

a. John Robidoux requested relief from 2013 planning board decision on Piper Field light and PA system usage:

- Current approval: 12 nights per year for lights, PA system only for football games
- Proposed: 12 nights until 10:00 PM, other nights until 9:00 PM year-round, PA system for all athletic contests
- Would allow sub-varsity teams at Piper Field, freeing other town fields for youth and adult leagues

b. Committee discussed scope and community concerns:

- Application limited to lights and PA system only, not parking or other conditions
- PA system opposition expected due to sound carrying to neighborhoods from elevated field position
- Title IX equity concerns raised regarding football-only PA restriction
- New LED lights create less light pollution than pre-2013 system

c. A motion was made by [Name] and seconded by Alison Taylor to move forward with an application to the planning board for relief regarding Piper Field usage. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Shaeffner, Alison Taylor, Brian Ota. John Robidoux confirmed he had already begun working with legal counsel and town planners on draft application language.

School Improvement Plans (01:16:00–01:33:00)

a. **District Context:** All school improvement plans are developed annually with school counselors and aligned with district plan; district is revamping into comprehensive district improvement plan per superintendent's evaluation goals

b. **Marblehead High School Goals (Dr. Carlson):**

- Prepare for NEASC collaborative visit postponed to following year due to lost fall professional development days
- Update all course curriculum documents including scope and sequence for NEASC evaluation
- Offer professional learning for educator development, social emotional learning strategies, and expanded Wayfinder use
- Increase student voice opportunities through surveys, celebrating contributions, and student-faculty listening sessions

c. **Glover Elementary Goals (Frank Kowalski):**

- Teaching/learning: increase student achievement, develop accountability, arrange MTSS common planning time, implement Tier 1 instruction best practices, develop school-wide silent reading program
- Professional culture: engage staff in positive unified culture development, celebrate achievements, increase "Fun Fridays" community days
- Diversity/equity/inclusion: ensure inclusive environment, meet bi-weekly with METCO director for alignment

d. Resource Discussion:

- Committee emphasized volunteer teacher meetings must be compensated
- Need documentation of coverage resources for common planning time to support budget planning
- Instructional assistants can provide coverage for short meetings; staff culture supports mutual assistance
- Future plans should include facilities component for medium-level improvements between capital projects and routine maintenance Motion: [Name] moved and [Name] seconded to approve the school improvement plans for Marblehead High School and Glover Elementary School. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Shaeffner, Alison Taylor, Brian Ota.

Naming Request for Glover School Playground Structure (01:33:00–01:39:00)

a. Request Details:

- Superintendent presented request to name a playground structure at Glover School in memory of Brooke Yannow, a beloved kindergarten teacher who passed away
- Structure type, cost, and funding sources still being determined
- PTO donations will partially fund the project

b. Approval Process:

- Initial approval requested to allow planning work to proceed
- School will return for final approval once structure, cost, plaque design, and funding sources are determined
- More comprehensive presentation about Brookiana's legacy will be provided at final approval stage

c. Motion: Alison Taylor moved and Sarah Fox seconded to name a playground structure at the Glover School playground after Brooke Yannow in her memory. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Financial Update and Budget Discussion (01:39:00–01:52:00)

a. Administrative and financial updates

- American flag replacement in progress per public comment request
- District expended \$31.8M with \$12.5M encumbered, leaving \$2.46M balance (\$253K less than previous month)
- District in good financial position for end-of-year projects and special education tuition prepayments

b. Town financial impact on school capital requests

- Town's free cash reduced by ~\$2.5M, addressed through \$1.5M department cuts and \$1M capital reductions
- Town meeting May 5th at 6:00 PM for school budget vote
- Committee discussed using year-end surplus to offset capital cuts rather than returning funds to town
- Affected items: playground structures, Glover School HVAC, PAC improvements

c. Capital budget management procedures

- Administration to prioritize requests: PAC painting/seats, special education van, Glover playground, HVAC systems
- 6:45 PM committee meeting scheduled for town meeting night for procedural votes if needed
- Superintendent recommended maintaining original vote until final numbers confirmed

Flag and Banner Policy Third Reading (01:52:00–02:37:00)

a. Policy Overview: The committee chair read draft policy IMB establishing school committee sole authority over flags and banners on district property reflecting mission, vision, and values

- Excludes athletic banners, student artwork, office decorations, and personal items
- Allows positive affirmations promoting school values if not affiliated with political/activist organizations
- Requires viewpoint-neutral government speech without promoting political, religious, or ideological viewpoints

b. Opposition and Support Arguments:

- One member opposed the policy, arguing it creates legal uncertainty and enforcement confusion rather than solutions

- Chair defended policy citing \$38,000 spent on flag-related investigation and legal risks of "all means all" First Amendment approach requiring display of offensive symbols like Nazi flags

- Chair referenced Shurtleff Supreme Court case establishing government speech requires formal policy

c. Implementation Details: Committee discussed limiting requests to students and staff rather than community members, with Superintendent confirming priority for building occupants over outside requests

d. Motion: Alison Taylor moved and Sarah Fox seconded to approve draft policy IMB with amendment adding "staff" alongside "students" in personal items section. Motion passed 4-1, with votes in favor: Jenn Schaeffner, Sarah Fox, Alison Taylor, Brian Ota and votes against: Al Williams.

Intramural Hourly Rate Increase (02:37:00–02:40:00)

a. Codifying vote from executive session to increase intramural hourly rate per June 2022 stipend agreement:

- Agreement with Teachers Department Education Association provided automatic COLA increases for stipend positions
- Hourly intramural coaches/staff were mistakenly omitted from original agreement
- Change affects multiple staff, funded through user fees rather than district budget

b. A motion was made by Sarah Fox and seconded by Alison Taylor to increase the intramural hourly rate in accordance with the June 22nd stipend agreement. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Recess Policy First Reading (02:40:00–03:00:00)

a. Background and policy proposal:

- Elementary schools previously had two recesses until removed by former administration, causing community opposition
- Committee unanimously recommended restoring second recess but recommendation was never implemented
- Draft policy requires minimum two scheduled recess periods per school day totaling 35 minutes for grades K-6
- Morning and afternoon blocks of at least 15 minutes each, aligned with CDC and American Academy of Pediatrics recommendations
- Recess cannot be withheld as punishment and must be supervised by school staff

b. State compliance concerns and calculations:

- Committee member raised concerns about state time-on-learning requirements (900 hours)
- Current 20-minute recess schedule allows 925 hours, meeting requirements
- Two 15-minute recesses with 20-minute lunch would result in 892.6 hours, falling below requirement
- Adding five minutes to start time from teachers' contract would bring compliance back to 900 hours
- Superintendent clarified that supervised transition time does not count as learning time per state Department of Elementary and Secondary Education

c. Implementation planning:

- Teachers' contract contains existing elementary morning recess language
- Committee agreed to work offline with legal counsel and union representatives before second reading
- Superintendent will collaborate with policy subcommittee to determine viable options meeting both recess goals and state requirements
- Potential calendar amendments discussed to accommodate learning hour requirements

Operating Protocols and Code of Ethics Discussion (03:00:00–03:01:00)

a. Committee member requested postponing operating protocols and code of ethics item to next meeting

- Documents drafted by committee member and Alison Taylor need additional input and refinement
- Separate code of ethics document from MAS identified during research requires integration

b. Committee agreed to move discussion to May 15th meeting

- Allows time to incorporate feedback received from Alicia
- Committee member and Alison Taylor will combine documents into single streamlined version
- Additional time permits better preparation before committee review

Superintendent Evaluation Planning (03:01:00–03:03:00)

a. Committee confirmed May 6th at 10:00 AM at 9 Widger Road for superintendent evaluation compilation

- Fillable evaluation form distributed to committee members
 - Superintendent to provide backup documentation and survey results for evaluation process
- b. Superintendent will provide supporting materials by weekend/Monday
- Will create narrative for one category and attach evidence for other areas
 - Materials due before Tuesday compilation meeting for member review
- c. Two-step process established
- May 6th: compile evaluation based on member input and documentation
 - May 15th: present completed evaluation in open session business meeting

Subcommittee Updates and Office Hours Review (03:03:00–03:20:00)

- a. Coffee hours initiative review and future planning
- Duration debated: current two hours may be reduced to 1.5 hours based on participation
 - Future sessions will feature different committee member pairings and varying times to accommodate parent schedules
 - Next sessions will use different committee members; considering creative locations like playgrounds during good weather
- b. First coffee hours session report and community concerns addressed
- Session described as cordial with productive communication
 - Topics covered: school communication improvements, Google Classroom parent access, flag policy rationale, book removal clarification (not committee's purview), resource review policy process
 - Committee addressed transparency concerns; no specific examples provided when requested
 - Dr. Buckey separation clarified: agreement with non-disparagement/non-disclosure provisions, not termination
 - WIN block program implementation needs better coordination and standardization across grades
- c. Session management and information accuracy concerns
- Alison Taylor expressed disappointment about being accused of dishonesty despite positive feedback from other attendees
 - Discussed establishing ground rules for future sessions to prevent misunderstandings

- Acknowledged risks of free-form meetings but emphasized value of unscripted community engagement

Facilities Update and New Business (03:20:00–03:26:00)

a. Facilities committee reported on comprehensive school walkthroughs by administrators with principals to identify needs

- Staff reported issues from sticking doors to cabinets needing repainting
- Mike created detailed lists of requests, many already addressed including flag pole painting completed that day
- Staff educated on proper procedures for requesting facility improvements

b. Policy subcommittee confirmed discussion of two policies presented and noted protocols/ethics documents for next meeting

c. Superintendent requested selection of committee representative to replace Matt Fox on interview committee for four May meetings

- Multiple members expressed interest with various scheduling concerns and experience levels
- Selection narrowed to two members who will work out assignment between themselves

d. Member raised concerns about meeting protocol violations and requested return to formal procedures

- Cited back-and-forth exchanges with audience as violating established protocols
- Requested implementation of Robert's Rules requiring chair recognition before speaking
- Another member indicated they would continue responding when feeling lies were stated about them, acknowledging protocol violation

e. Confirmed upcoming meetings: May 6th superintendent evaluation, May 5th town meeting, possible May 6th evening meeting, May 15th regular meeting

Meeting adjourned at 9:28 PM

Record of the Marblehead School Committee Meeting

Thursday May 15, 2025

Marblehead Brown School Library

Members Present: Jennifer Schaeffner, Sarah Fox, Alison Taylor, Brian Ota, Al Williams

Student Spotlight and Opening Remarks (00:00:00–00:12:00)

a. Meeting called to order at 6:00 PM on May 15, 2025; agenda modified to move student spotlight to beginning

b. Village School peer leaders presented their programs:

- Six sixth-grade students mentored fourth graders, researched social topics, and participated in campus cleanup
- School newspaper club published monthly editions covering news, sports, and comics
- Daily student announcements delivered by rotating students from all grades
- Composting program implemented during lunch with students serving as "compost rangers"
- Monthly community meetings held for grades 4-6
- Village Organic Garden provided learning opportunities and donated produce to Marblehead Food Bank

c. School spirit and recognition programs:

- Duck Dollars earned for respectful, responsible, and safe behavior
- "George the Chair" weekly achievement award for classes demonstrating core values
- Spirit days included themed dress-up days
- Farewell celebration held for retiring custodian Mr. Rick after 20 years
- Thank you teacher campaign organized during Teacher Appreciation Week

Public Comment (00:12:00–00:37:00)

a. Staff recognition for town meeting venue change logistics

- Todd Bloodgood detailed moving 1,700 chairs from Veterans Middle School to high school field house with 30 facilities staff and DPW
- Administration thanked custodians, IT staff, and town clerks for managing venue change and record turnout
- Michael Lavender praised rapid breakdown and restoration while MCAS testing continued

- b. Sarah Polladian supported MTA curriculum resolution, displaying materials she characterized as antisemitic including Jewish star shaped like dollar sign and materials about Zionism, arguing resources posed lawsuit risks and harm to Jewish educators and students
- c. Karen Tal-Malkof thanked committee for flag policy, criticized media coverage as biased, noted BLM flag remained while Israeli flag was removed and not returned
- d. Mary LeBlanc addressed recess policy as part of comprehensive schedule redesign for common planning time and DESE's 900-hour requirement, cautioned proposed policy contained operational language under superintendent authority
- e. MEA co-presidents opposed MTA proclamation
 - Sally Shevory stated MEA already disagreed with MTA's Gaza position, characterized proclamation as politically motivated, criticized following legal counsel over educator partnership
 - Jonathan Heller questioned timing since MTA resources were removed by March 2024, read MEA's December 2023 statement rejecting MTA's geopolitical motion and reaffirming commitment against antisemitism and religious intolerance

District Updates and Superintendent Report (00:38:00–00:43:00)

- a. Staff appointments and program updates
 - Gloria Sen appointed as new human resources manager; Sayonara appointed as new executive assistant and registrar
 - 378 students took 933 AP exams this year, 153 more than previous year; total increase of 451 exams since 2014
 - METCO Director K.J. Johnson received Massachusetts House of Representatives recognition for advocacy work with Boston-based students
- b. Upcoming events: Brown Elementary Fun Run (May 22), grade six Bourndale trip, senior signing day (May 29, 12:30 PM), spring choral concert (May 20, 7 PM), MHS performing arts banquet (May 22, 6 PM), culture feast (May 30, 5 PM)

Consent Agenda and Bills Approval (00:43:00–00:44:00)

- a. A motion was made by Sarah Fox and seconded by Alison Taylor to approve the meeting minutes from March 6, 2025 and May 6, 2025. The motion passed 5–0, with votes in favor: Al Williams, Brian Ota, Sarah Fox, Alison Taylor, Jenn Schaeffner.

School Improvement Plans Presentation and Discussion (00:44:00–01:17:00)

- a. Brown Elementary presented 2025-26 improvement plan with four focus areas:

- Teaching and learning: deepening MTSS implementation, facilitating Wit and Wisdom instruction, strengthening ELA and math intervention blocks
- Professional Learning Communities as foundation for student success through data discussions
- SEL curriculum: continued Wayfinder program implementation with Responsive Classroom practices
- Professional culture: integrating staff groups into unified identity, ensuring accessibility through DCAP implementation

b. Village School presented improvement plan structured around three focal areas:

- Teaching and learning: using math and literacy data to inform MTSS instruction for all learner levels through data meetings and WIN blocks
- Professional culture: building educator leadership through learning walks, classroom observations, and teacher leader collaboration
- Diversity, equity, and inclusion: creating belonging through counselor partnerships, Wayfinder implementation, morning meetings, and positive behavior programs

c. Veterans Middle School outlined three MTSS-focused goals:

- WIN block refinement: shifting from general assistance to structured interventions for at least half of participating students using assessment data
- Wayfinder program continuation with Waypoint surveys for SEL data and Tier 2 interventions through guidance counselors
- Tier one instructional practices through peer observations, with 80% of teachers visiting colleagues' classrooms
- Students in performing arts programs unable to access WIN blocks during school receive interventions through restructured after-school homework club 2:30-3:00 PM

d. Committee discussion clarified DCAP (District Curriculum Accommodation Plan) provides accommodations to all students in general education classrooms and requested improved website accessibility for parents. A motion was made by Sarah Fox and seconded by Brian Ota to approve the school improvement plans for Village School, Brown Elementary School, and Veterans Middle School. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

International Trip Proposal Spain Morocco (01:17:00–01:37:00)

a. Leslie Richmond presented a Spain-Morocco trip for February 2026 targeting Spanish, French, and Latin students

- Itinerary: Boston to Malaga, Granada, Sevilla in Spain, then ferry to Chefchaouen, Fez, Volubilis, Rabat, and Casablanca in Morocco

- Morocco selected as former French colony with Roman heritage sites accessible to all three language programs
- Students would engage in peer education with Spanish students teaching about Spain and French students about French colonial history

b. Trip logistics and safety measures confirmed

- 14-40 students, \$4,000-\$4,400 cost, double/triple occupancy accommodations
- Application process prioritizing seniors/juniors with 200-word statement in target language and teacher recommendation
- Dan Richards committed to chaperoning; threat levels for both countries at level 2 (equivalent to Western Europe)
- Alternative France-Spain itinerary prepared as backup for April 2026
- Insurance package includes medical, evacuation, and trip coverage with optional "cancel for any reason" option A motion was made by Sarah Fox and seconded by Alison Taylor to approve the Spain Morocco trip for February 2026. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Village School Scoreboard Donation Discussion (01:37:00-01:57:00)

a. Jennifer Schaeffner presented Marblehead Youth Football's proposal to donate a replacement scoreboard for Village School's Hopkins Field

- Current scoreboard has been non-functional for years
- New scoreboard would serve football, soccer, and lacrosse for high school JV teams
- Includes National Grand Bank advertising, compliant with Policy KHB guidelines

b. Shelley Bedrosian explained funding coordination with Recreation and Parks' \$500,000 Gatchell Field lighting project

- Project costs reduced to ~\$79,000 through collaboration with Marblehead Youth Baseball (\$50,000 donation), revolving funds, and Marblehead Electric Light labor
- Youth Football's potential lighting contribution could be redirected if school committee funded scoreboard independently
- Recreation and Parks needed to proceed within 30 days

c. Sarah Fox proposed alternative funding approach using school district revolving funds (~\$4,000-\$5,000) to free up donation for other town projects

- Superintendent confirmed appropriate revolving accounts available
- Committee discussed timing challenges and coordination between projects

A motion was made by Alison Taylor and seconded by Brian Ota to accept the donation from Marblehead Youth Football for the scoreboard at Village School's Hopkins Field. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Superintendent Mid Cycle Evaluation (01:57:00-02:13:00)

a. Jennifer Schaeffner read the complete mid-cycle formative evaluation report for Superintendent John Robidoux into the record

- Professional practice goal: "some progress" rating
- started staff accountability reports but needs complete analysis and recommendations for budget processes
- Student learning goal: "significant progress" rating
- successful Brown School Student Leadership Program implementation, committee requested similar programs at all schools
- District improvement goal: good detail in proposed plan but all outcomes must be measurable with consistent communication and stakeholder feedback

b. Superintendent thanked committee for meaningful feedback, acknowledged collaborative effort needed from administrative team and community, and emphasized importance of school committee support in the superintendent role

c. Next steps for district improvement plan: incorporate central office feedback, send to broader administrative team, survey staff and community partners, create final three-year living document connecting to school improvement plans and budget decisions A motion was made by Sarah Fox and seconded by [Name] to approve the mid-cycle evaluation report for Superintendent John Robidoux. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

A motion was made by [Name] and seconded by [Name] to enter into contract negotiations to offer a transition from interim position to permanent position for the superintendent. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Recess Policy Second Reading (02:13:00-02:38:00)

a. Superintendent presented revised recess policy draft:

- Grades K-5: minimum two scheduled recess periods (morning and afternoon)
- Grade 6: one afternoon recess period
- Equitable access for all students; cannot be withheld as punishment
- Supervised by school staff for safe, inclusive environment

b. Policy development status and next steps:

- Further consideration needed to differentiate grade-level requirements
- K-3 students preferred two recesses; grades 4-6 showed mixed preferences
- Grades 5-6 leaned toward one potentially longer recess period
- Committee agreed to continue development through subcommittee work before final approval

c. Historical context and contractual obligations:

- August 2021: community pushback restored morning recess, formed task force
- Recess task force (parents, teachers, administrators, school committee member) unanimously supported two recesses
- Unit A contract Article 10, Section B requires elementary teachers take classes to playground during morning sessions
- Elementary principals initially opposed removing morning recess; data analysis confirmed two recesses legally compliant with state requirements

Committee Proclamation Regarding MTA Curriculum Materials (02:38:00–03:05:00)

a. Jennifer Schaeffner presented a resolution regarding Massachusetts Teachers Association curriculum materials on the Israel-Gaza conflict, modeled after Brookline School Committee's May 1st resolution

- Resolution addressed accusations of antisemitism over past two years following completed district investigation
- MTA assembled resources after October 7, 2023 Hamas attack, with 67 of 89 resources allegedly characterizing Israel as illegitimate state
- Materials included Zinn Education Project resources, Museum of Palestinian People virtual tour, and pro-Palestinian books/documentaries
- Marblehead Education Association had already rejected MTA's position in January 2024 statement

b. Proposed resolution called for cautioning district staff about MTA materials and reaffirming instructional materials policy preventing discriminatory content

- Referenced criticism from Massachusetts Special Commission on Combating Antisemitism
- Next steps included sharing proclamation with staff, state commission, DESE, and Attorney General's Civil Rights Office if adopted

c. Committee members expressed divided opinions on resolution necessity

- Brian Ota opposed, trusting superintendent/assistant superintendent curriculum oversight, saw resolution as inflammatory
- Sarah Fox supported as logical next step following investigation, citing standard practice across Massachusetts districts
- Al Williams questioned whether resolution was additive, expressed trust in teachers' judgment
- Alison Taylor compared to previous racism proclamations, questioned viewing resolution as divisive

d. Administrative response confirmed no MTA materials present in district schools

- Superintendent Robidoux and Julia Ferreira expressed confidence in existing curriculum review processes
- Resolution would serve as committee statement rather than change administrative processes or policies A motion was made by Sarah Fox and seconded by Alison Taylor to approve the proclamation regarding MTA curriculum materials on the Israel-Gaza conflict. The motion passed 3-2, with votes in favor: Jennifer Schaeffner, Sarah Fox, Alison Taylor, and votes against: Al Williams, Brian Ota, .

School Committee Operating Protocols and Ethics (03:05:00–03:20:00)

a. Jennifer Schaeffner presented revised operating protocols organized into governance, operations, communications, and professional development sections based on consultant Alicia Mallon's recommendations

- Protocols condensed from six pages with signature section added for all committee members and superintendent
- Language revised to clarify decisions should be based on what is best for students
- Public comment procedures confirmed: three-minute individual limit within 15-minute total timeframe
- Agreement to reference existing policies rather than restate policy language to reduce verbosity

b. Committee discussed balancing individual viewpoints and community perspectives in decision-making

- Language clarified around representing both individual and community viewpoints
- Referenced item 13 regarding keeping open mind, considering public input, avoiding predetermined decisions

c. Brian Ota raised enforcement concerns about protocol violations

- Questioned consequences for members who violate protocols

- Existing accountability mechanism relies on members holding each other accountable
 - Committee acknowledged current ability to disagree professionally without personal conflict
- d. Superintendent suggested adding Robert's Rules of Order reference as foundational framework
- Committee agreed to include Robert's Rules as complement to operating protocols
- e. Committee reviewed separate MASC code of ethics document
- Sarah Fox requested clarification of subjective phrase "play politics"
 - Suggested adding examples: acting for political/personal gain, spreading rumors, withholding information
 - Distinguished between local ethics code and mandatory state ethics requirements with legal enforcement

MEA Administration Safety Committee Update (03:20:00–03:46:00)

- a. Joint safety committee with up to 10 MEA members and 10 administrators held four meetings to address safety concerns and develop collaborative solutions across all schools
- b. Safety initiatives implemented across four categories:
- Student safety: de-escalation training for all staff, consistent bullying prevention forms, calming spaces with usage logs, 504 process checklists
 - Mental health: safety assessments for suicidal ideation/self-harm, threat assessments, substance abuse protocols, NARCAN policy review, manifestation determination checklists
 - Staff safety: restraint training, emergency response protocols, MTSS/PBIS/RTI training for new staff, common incident reporting, mandatory 48-hour debriefing after behavioral incidents
 - Building safety: full evacuation drills to off-site locations with law enforcement, enhanced loudspeaker systems and flashing lights, ongoing security camera placement, reinforced exterior door protocols, monthly safety meetings with first responders
- c. Outcomes and implementation:
- Restraints down approximately 85% from previous year
 - All protocols consolidated into single digital repository replacing "red book" crisis manual
 - Wayfinder curriculum continuing with Tier 2 interventions planned
 - All protocols to be introduced during first two professional development days of next school year
 - Committee to continue meeting periodically for protocol review and updates

Tomos Tackle Donation Approval (03:46:00–03:52:00)

a. Donation request and approval

- Superintendent requested approval to accept gift cards from Tomos Tackle (104 Wharf Street Salem) valued at approximately \$200
- Three gift cards for Bourndale trip fishing activities: largest fish prize, second place prize, and raffle prize
- Gift cards enable students to purchase fishing gear for continued use after trip A motion was made by Alison Taylor and seconded by Sarah Fox to accept the donation of gift cards from Tomos Tackle valued at approximately \$200 for the Bourndale trip. The motion passed 5–0, with votes in favor: Al Williams, Brian Ota, Alison Taylor, Jennifer Schaeffner, Sarah Fox.

b. Executive session transition

- Committee requested photographs be taken during Bourndale trip for communications A motion was made by Brian Ota and seconded by Sarah Fox to enter Executive Session pursuant to Massachusetts General Laws Chapter 30A Section 21A(2) to conduct strategy sessions in preparation for negotiations with non-union personnel without intent to return to open session. The motion passed 5–0, with votes in favor: Al Williams, Brian Ota, Sarah Fox, Alison Taylor, Jennifer Schaeffner.

Meeting adjourned at 8:16PM.

Record of the Marblehead School Committee Meeting

Thursday June 5, 2025

Marblehead High School Library

Members Present: Jennifer Schaeffner, Sarah Fox, Brian Ota, Al Williams, Alison Taylor

Meeting Opening and Commendations (00:00:00–00:02:00)

- a. Meeting called to order at 6:02 PM with live streaming
- b. Commendations given to:
 - Jared Kaplowich for professionalism and leadership during senior days and activities
 - Committee for anti-Semitism proclamation recognized by Anti-Defamation League
- c. Chair Schaeffner noted ADL letter discussion scheduled for later in meeting

Public Comment and Student Mental Health Advocacy (00:02:00–00:27:00)

- a. Chair Schaeffner acknowledged the passing of longtime Marblehead teacher Dave Fleming
- b. Multiple community members provided public comments regarding the anti-Semitism proclamation vote:
 - Kristen Binder, Karen Malcolm (with 60+ signatures), Sarah Pouladian, and Carl Goodman, resident thanked the three committee members (Jennifer Schaeffner, Alison Taylor, Sarah Fox) who voted in favor
 - Several expressed disappointment the 3-2 vote was not unanimous
- c. Jonathan Heller advocated for improved student mental health support, referencing a recent 14-year-old suicide in a neighboring community involving bullying:
 - Requested adding school social workers beyond current guidance counselors and psychologists
 - Asked for a formal mental health proclamation and collaboration with other school committees
- d. Committee introduced Will Cruikshank as new student representative, replacing outgoing representative Ella

District Updates and Superintendent Report (00:27:00–00:37:00)

- a. Superintendent Robidoux acknowledged Pride Month, thanked the committee for his contract, and reported on recent activities:

- Visited sixth graders at Bournedale, praised staff and students for engagement despite challenging weather
 - Student athletes signing day held May 29th with 25 students recognized for college commitments across various sports
 - Senior projects shared May 30th were impressive
 - Brown Fun Run and Culture Feast held with community attendance including Representative Armini
- b. Robidoux congratulated graduating seniors pursuing diverse paths including prestigious institutions (Yale, Stanford, Northwestern, UCLA, University of Michigan Ann Arbor, Vanderbilt), career education, trade schools, and military service with U.S. Marine Corps
- c. Chair Schaeffner moved to approve a schedule of bills totaling \$796,263.30, and a motion was made by Sarah Fox and seconded by Brian Ota to approve the bills. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Financial Update and Budget Discussion (00:37:00–00:50:00)

- a. Assistant Superintendent Pfifferling reported monthly financials for 11th month:
- District expended \$36.8 million with \$8 million encumbered (96% of budget committed)
 - Unexpended balance of \$1.87 million as of May 31st, down \$580,000 from April
 - June payroll will be high due to deferred teacher salaries
- b. Budget adjustments and capital items:
- Pfifferling and Superintendent Robidoux will recommend items not in budget but needed for district
 - Three capital items removed due to town's \$2 million projection error: \$30,000 PAC seat reupholstering, PAC painting, and Glover playground project
 - District bid painting contract requiring work start before June 30th to use surplus funds
 - Glover playground cannot be completed by June 30th, needs additional town funding next year
 - Target minimum \$900,000 in prepayments (limited by state law to one year collaborative education, three months private education)
- c. Scoreboard project collaboration between school district, Parks and Recreation, and Light Department reduced costs through shared resources and inter-departmental cooperation

Student Health and Risk Survey Presentations (00:50:00–01:19:00)

a. Survey data showed Marblehead students' positive mental health trends over three years: anxiety decreased 21%, depression 13%, psychotic experiences 8%

- Committee questioned 8% psychotic experiences rate and definition
- Presenter clarified these involve seeing/hearing things that aren't there; early detection important for treatment
- Suicidal thoughts and behavior data revealed concerning statistics, though suicide attempts decreased from 3% to 1%
- District has safety assessment protocols and suicide prevention programming in place

b. Additional results: 37% negative body image, discrimination based on race/ethnicity and personal identities

- 67% of sexually diverse students and 50% of gender diverse students above risk thresholds for anxiety/depression
- Seniors had highest anxiety/depression rates though slightly lower than previous year
- Substance use: alcohol rates four times higher than comparison schools; 96% of adults with substance disorders began use before age 20
- 7% of students reported first alcohol use in elementary school

c. District initiatives include multi-tiered support systems, Pre-K to 12 social emotional learning curriculum adoption, Project Reboot presentations for families/students grades 7-12

- Committee requested grade-level data breakdowns
- Suggested adding questions about physical/sexual abuse and consent to future surveys
- Recommended anonymous reporting mechanisms and safety messaging in school restrooms

Science Curriculum Review Presentation (01:19:00–01:53:00)

a. Assistant Superintendent Julia Ferreira presented science curriculum recommendations following six-year review cycle:

- Grades K-4: Mystery Science curriculum (\$51,000) with first-year FOSS lesson integration
- Grades 5-8: McGraw Hill Inspire Science (\$67,000) with grade-specific focus areas
- Grades 7-8 engineering: Project Lead the Way (PLTW)
- High school: Updated materials for biology, chemistry, physics, and AP courses (\$82,000, mostly digital)

b. Committee concerns addressed:

- Cost verification for consumables and kits to avoid classroom sharing

- Teacher preparation time for new curriculum implementation
 - Adequate lab instruction at High school level compared to previous formal lab blocks
 - Ferreira agreed to collect lab instruction effectiveness data after implementation
- c. A motion was made by Sarah Fox and seconded by Brian Ota to approve the science curriculum as presented for grades K-12. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Operating Protocols Approval (02:02:00–02:05:00)

- a. Chair Schaeffner presented draft operating protocols for approval and noted Al Williams participated remotely from Michigan
- b. A motion was made by Brian Ota and seconded by Sarah Fox to approve the school operating protocols. The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota

Policy Adoptions and Updates (02:05:00–02:32:00)

- a. Multiple MASC policy adoptions approved following subcommittee review by Chair Schaeffner, Alison Taylor, and Superintendent Robidoux
- Policy IMG (Animals in School): focuses on educational programs and student health concerns like allergies
 - Policy IMGA (Service Animals in School): addresses service animals for students with disabilities per federal/state compliance
 - Policy IHBG (Homeschooling): updated to remove diploma language not permitted under state statute
 - Policies CHA/CHC (Development and Dissemination of Procedures), IH (Compensatory Education), IHBF (Homebound Instruction), IJ (Instructional Materials), IK (Student Progress Reports to Parents), and IMB (Teaching About Controversial Issues)
 - Each policy adoption motion passed 5-0 with votes from Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.
- b. Actions deferred and completed
- Policies IL (Instructional Progress) and technology-related policies postponed for minor changes and further review
 - A motion was made by Sarah Fox and seconded by Brian Ota to delete policy IHBG-R (additional homeschooling regulations)
 - The motion passed 5-0, with votes in favor: Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota.

Donation Approvals and Election Polling Location (02:32:00–02:33:00)

a. Donation approvals:

- \$6,000 cash donation from Massachusetts Marine Trades Association
- Motion by Sarah Fox, seconded by Brian Ota to accept \$6,000 donation
- passed 5-0 (Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota)
- \$1,087 donation from Friends of the Marblehead Public Schools
- Motion by Alison Taylor seconded by Brian Ota to accept \$1,087 donation
- passed 5-0 (Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota)

b. Motion by Brian Ota, seconded by Sarah Fox to approve Marblehead High School as polling location for special election Tuesday, July 8th, 2025

- passed 5-0 (Sarah Fox, Al Williams, Jenn Schaeffner, Alison Taylor, Brian Ota)

Garden Renaming Request (02:33:00–02:40:00)

a. Sarah Fox requested renaming the Catherine R. Martin Organic Garden at the Brown School to honor both Katie Martin (died September 19th) and her late husband Jeff St. George (died January, less than eight months later)

- Both were longtime volunteers contributing hundreds of hours using expertise in landscape architecture and facilities management
- Jeff served longest on facilities subcommittee and authored the MSBA letter of interest that became the Eveleth School project
- Jeff built original garden beds by hand, drove bobcat, transported earth, and moved garden to Eveleth School to ensure student access

b. Committee received support letter from Kristen Salvi Pratt (involved in 2013 fundraising, former PTO board member) describing Jeff as "steady, quiet presence" who leveraged facilities expertise to secure equipment at no cost and emphasizing Katie and Jeff were "partners in life and in service"

c. Plans include new sign creation with local artist Kirsten Vishon involving Katie and Jeff's daughters; oldest daughter Emma expressed excitement about participating

d. A motion was made by Sarah Fox and seconded by Alison Taylor to rename the garden to the Catherine R. Martin Jeffrey St. George Organic Garden. The motion passed 5-0, with votes in favor: Brian Ota, Sarah Fox, Alison Taylor, Jennifer Schaeffner, Al Williams.

Subcommittee Updates and Recess Policy Discussion (02:40:00–02:46:00)

a. Subcommittee met May 30th with Superintendent Robidoux and Assistant Superintendent Ferreira regarding recess policy

- Current recommendation: grades K-3 have two recesses, grades 4-6 have one recess with extended time
- Fourth grade implementation to be determined pending further review
- Joint Labor Management Committee review needed with feedback expected before end of school year

b. Recess extension discussion for grades 4-6 involves increasing current 20-minute period to 30 minutes including transition time

- Assistant Superintendent Ferreira agreed to share survey data from recess policy review including public slideshow results and detailed raw data breakdown

c. Compliance concerns raised regarding ratified contract requiring second morning recess at elementary level (grades K-6)

- Sarah Fox expressed caution about creating policy contradicting existing contract language
- Superintendent Robidoux indicated ongoing conversations with attorneys to address contract language concerns and ensure legal compliance

Correspondence and Closing (02:46:00–02:50:00)

a. Chair Schaeffner read two letters regarding the School Committee's anti-Semitism resolution:

- Anti-Defamation League (May 20th) praised the resolution as "a powerful affirmation" for discrimination-free education, referencing recent incidents including a receshooting
- Committee for Accuracy in Middle East Reporting and Analysis (June 4th) thanked the committee for standing against anti-Semitic content in classrooms, citing recent attacks in Washington D.C.

b. Chair Schaeffner clarified all five committee members supported the anti-Semitism resolution

Meeting adjourned at 8:52PM

STUDENT SUBMISSION TO EDUCATIONAL SURVEYS AND RESEARCH

In this policy, “surveys, analyses, or evaluations” refer to methods of gathering data for research purposes.

Without the prior written consent of the student's parent/guardian, or of the student if they are at least 18 years of age, no student shall be required as part of any program wholly or partially funded by the U.S. Department of Education to submit to any survey, analyses, or evaluation that reveals information concerning:

1. Political affiliations or beliefs of the student or student's parent/guardian;
2. Mental or psychological problems of the student or student's family;
3. Sex behavior or attitudes;
4. Illegal, anti-social, self-incriminating, or demeaning behavior;
5. Critical appraisals of others with whom respondents have close family relationships;
6. Legally recognized privileged relationships, such as with lawyers, doctors, or ministers;
7. Religious practices, affiliations, or beliefs of the student or parents/guardian; or
8. Income, other than as required by law to determine eligibility for school programs or for receiving financial assistance under such program.

All instructional materials, including teachers' manuals, films, tapes, or other supplementary material which will be used in connection with any such survey, analysis, or evaluation shall be available upon request for inspection by the student's parent/guardian. For the purpose of this policy, “instructional material” does not include academic tests or assessments.

A parent/guardian may inspect, upon request, a survey created by a third party before the survey is administered or distributed to a student.

The Superintendent or designee will be responsible for implementing any procedures necessary to protect the privacy of participating students and to provide parents/guardians with access to surveys within a reasonable time before administration or distribution.

The School District will notify parents/guardians of this policy at least annually at the beginning of the school year and within a reasonable time of any substantive change in policy.

The District will directly notify parents/guardians annually at the beginning of the school year, and during the school year, when surveys, analyses, or evaluations are scheduled or anticipated. Parents/guardians shall have the opportunity to opt their child out of participation in any survey, analysis, or evaluation. Students who are 18 years of age or older may opt out of such surveys, analyses, or evaluations.

Parents/guardians or eligible students who believe their rights have been violated may file a complaint with the Family Policy Compliance Office of the U.S. Department of Education.

LEGAL REF.: Protection of Pupil Rights Amendment, 20 U.S.C. § 1232h

CROSS REF.: JRA, Student Records

SOURCE: MASC Updated 2023

----- Forwarded message -----

From: [REDACTED]
Date: Mon, Jul 28, 2025 at 9:33 AM
Subject: Friends of MPS Supply Donation
To: John Robidoux <robidoux.john@marbleheadschoools.org>

Hi John,

Thank you for your patience as we worked through our thoughts on a 35th anniversary gift from Friends to each of the schools. The board unanimously voted to approve \$2,500 worth of school supplies to each of the five schools (Charter School will also receive a donation, but I will work with them directly). Please let me know what next steps are with School Committee and then I will reach out to each principal to get the ball rolling! We will have them provide a list of items that would be useful and we will take care of the ordering, and can work with Mike in the Finance office as appropriate.

Thank you!

Jess



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**2025-2026 Marblehead School Committee
Proposed Meeting Dates**

July 2025

- Wed., July 2, 6pm
- Thurs., July 31, 6pm

August 2025

- Thurs., Aug 21, 6pm

September 2025

- Thurs., Sept. 4, 6pm
- Thurs., Sept. 18, 6pm
- Tues., Sept. 30, 6pm (no meeting
Oct. 2 — Yom Kippur)

October 2025

- Thurs., Oct. 16, 6pm
- Thurs., Oct 30, 6pm

November 2025

- Thurs., Nov. 6, 6pm
- Thurs., Nov. 20, 6pm

December 2025

- Thurs., Dec. 4, 6pm
- Thurs., Dec. 18, 6pm

January 2026

- Thurs., Jan. 8, 6pm
- Thurs., Jan. 22, 6pm

February 2026

- Thurs., Feb. 5, 6pm
- Thurs., Feb. 26, 6pm

March 2026

- Thurs., March 5, 6pm
- Thurs., March 19, 6pm

April 2026

- Thurs., April 2, 6pm
- Thurs., April 16, 6pm

May 2025

- Thurs., May 7, 6pm
- Thurs., May 21, 6pm

June 2026

- Thurs., June 4, 6pm
- Thurs., June 18, 6pm

	Subcommittee	Advisory Committee
<i>Policy</i>	BDE	BDE
<i>Purpose</i>	"May be created for a specific purpose and to make recommendations for committee action"	"To serve as task forces for special purposes or to provide continuing consultation in a particular area of activity"
<i>Membership</i>	Members of the school committee	"Broadly representative and take into consideration the specific tasks assigned to the committee"
<i>Appointment</i>	By action of the school committee ("Committee chair, subject to approval by the Committee, will appoint the subcommittee chair and its members")	By action of the school committee ("Appointments to such committees will be made by the Committee; appointment of staff members to such committees will be made by the School Committee upon recommendation of the superintendent")
<i>Term</i>	One year	One year