

ALL ISLAND SCHOOL COMMITTEE OF MARTHA'S VINEYARD PUBLIC SCHOOLS
SUPERINTENDENCY UNION #19
Edgartown School Committee
Oak Bluffs School Committee
Tisbury School Committee
Martha's Vineyard Regional High School Committee
Up-Island Regional School Committee

6:00PM, Thursday , November 4, 2021
Zoom Meeting

Present:	Chair – Kate DeVane (UI), Vice Chair – Michael Watts (TIS)
Up-Island	Roxanne Ackerman, Kate DeVane, Robert Lionette*, Skipper Manter, Alex Salop*
Tisbury	Michael Watts
Oak Bluffs	Kris O'Brien*, Lisa Reagan*, Kathryn Shertzer
Edgartown	Kimberly Kirk, Kelly McCracken, Louis Paciello
Others:	About 35 attendees including: Martha's Vineyard Diversity Coalition (MVDC) Education Committee Co-Chair – Jocelyn Coleman Walton, MVDC – Lisa Pimentel
Shared Services Office	Superintendent – Matthew D'Andrea, Asst. Superintendent – Richie Smith, School Business Administrator – Mark Friedman, Director of Student Support Services for MV Public Schools – Hope MacLeod, Administrative Assistant – Ruda Stone
Principals	Edgartown – Shelley Einbinder
FinComs	Oak Bluffs – Maura McGroarty
Press	MV Times – Lucas Thors, Vineyard Gazette – Louisa Hufstader
Recorder	Teresa Kruszewski <i>*Late arrivals or early departures of AISC members (see * in text)</i>

Call to Order

(Agenda Item #I)

The All-Island School Committee (AISC) meeting was called to order at 6:05 PM by Chair Kate DeVane. In order to facilitate the technology: the meeting was being recorded; video cameras should be off except for AISC members or Administrators or when actively participating; attendees were asked to identify themselves with first and last names; the chat feature was turned off. *(Recorder's Note: Discussions are summarized and grouped for clarity and brevity).*

Approval of Minutes

(Agenda Item # II)

A. Including But Not Limited To: October 20, 2021

Tabled.

Old/New Business

(Agenda Item #III)

A. FY23 Shared Services Budget

Superintendent – Matthew D'Andrea said the purpose of this meeting was to present and focus on the needs of this budget and encourage discussion; he was not looking for a vote.

Alex Salop joined at 6:13 PM

a. Special Education (SPED):

Chair DeVane said everything presented made sense for the upcoming year and looked extremely reasonable; there was no discussion.

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b. English Language Learners (ELL):

N/A

c. School Psychologist Request:

Hope MacLeod said the needs had increased; assessments per psychologist had gone from approximately 60 per year to 118 per year; they were running assessments only. Psychologists were unable to engage in determining if a referred child had a special disability for learning or to design individualized instruction for each of those students.

(Please see documents on file for details: Request for School Psychologist .pdf, Followup Support for School Psychologist.pdf and Who Are School Psychologists Infographic_2020.pdf)

Discussion:

- ❖ How did this dovetail into Kim Garrison's work at Martha's Vineyard Regional High School (MVRHS)? Ms. MacLeod said this would be a Shared Services position, utilized where needed for all schools; she would be happy to provide State statistics to support this request.
- ❖ Building leaders were asked to provide assessments of their needs at a future meeting before a Committee vote. Superintendent D'Andrea said he would coordinate with the schools and gather information.
- ❖ Members appreciated the hard facts as presented and were in support of direct services to students; in this environment it was an absolute need.
- ❖ Ms. MacLeod said crossover with Martha's Vineyard Community Services (MVCS) was with clinicians and group work.

d. Shared Services Overall:

Superintendent D'Andrea reviewed the proposed adjustments to the Level Service Version 1 Budget:

- Assumptions for step changes, Non-Union salary increases, Health Insurance (10%), Dental Insurance (3%).
- Retiree Benefits increased by \$27,668.00, the current ask.
- COVID Relief Fund decreased to \$5000.00.
- Adjustments were made to the English Language Learners (ELL) Administrative Support position.

The FY23 budget increase would be 3.49% - adding a placeholder for the Cost of Living Adjustment (COLA) for the five bargaining units, the budget increase would be 5.15%. This was a negotiating year with a personnel heavy budget; these numbers did not reflect the additional needs of the District.

Kris O'brien joined at 6:40PM

Asst. Superintendent Richie Smith detailed the following requests:

- Expand the Behavioral Health Coordinator (BHC) position by .50 / \$55,000, moving in the direction of the MedStar Evaluation recommendation (2017 - 2018) to hire a 1.0 Full Time Equivalent (FTE) that would endure.
- Create a Diversity, Equity and Inclusion (DEI) Coordinator position, .30 part-time / \$30,000, beginning in July, 2022. This leadership role would be integrated into other areas of service and provide outreach to the community, bring resources to the teaching staff and be culturally responsive. Lisa Pimentel said the position was really about connecting and helping teachers navigate through; to celebrate all the parts of the whole making the community more joyful as it was rooted in truth.

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Robert Lionette left at 7:18 PM

Discussion:

- ❖ Asst. Superintendent Smith said the BHC was a position currently funded at .50; the ask was \$55,000 and was not a specific line item. Rather than have growth in the budget, existing funds would be earmarked to support this request with the added value of Kim Garrison finding grants to support the balance.
- ❖ Kelly McCracken asked for an organizational chart to be provided to the Committee so that everyone would have a better understanding of the reporting structure including titles and salaries - this would help identify the needs. She felt there were too many administrative positions. Asst. Superintendent Smith said he would provide the chart at the next meeting.
- ❖ Robert Lionette wondered if the program Ms. Garrison was developing for the MVRHS should be outside of Shared Services; he was not opposed to the positions, but wanted to determine the appropriate place for funding. Chair DeVane suggested this could be addressed once the organizational chart was presented.
- ❖ The Committee agreed this was important, no one was opposed to the concept of a DEI Coordinator. Members questioned the following:
 - If problems could be resolved by adding a new position, could this role really do that?
 - How could this position be impactful in making a change?
 - What value would this position provide in a measurable way?
 - How was the need measured and then the success?
- ❖ Ms. McCracken said a Diversity Officer was a Human Resource (HR) position which should not be structured to have one person shouldering everything. She supported an educational solution bringing in a Diversity Fellow, not an administrative position.
- ❖ Mr. Lionette asked, with all the problems the District was having in hiring and retaining staff, should an HR Coordinator be considered?
- ❖ Alex Salop said with the tightness of this budget, ways to measure the impact of this role were important for support. Measurable improvements should be looked at: the number of diverse faculty teaching, academic achievement, and so on.
- ❖ Kimberly Kirk thanked all that were involved in bringing this information together; this position sounded like a huge job and .30 did not seem to be enough. She asked Asst. Superintendent Smith, to share his presentation with the Committee so they would have time to digest the information; some job functions as outlined, had compliance crossovers into HR.

Comments:

After a lengthy discussion, Committee Members said they needed basic information to move forward; materials for the meeting were not circulated ahead of time, of which would provide the details necessary to ask appropriate questions and make informed decisions; there was frustration that financial impacts were not included in the budget - it was difficult to determine what could be done without that information knowing they had to go back to their respective towns to present the FY23 budget increases.

Chair DeVane said this process was to review all the proposed items; giving the Committee time to understand and express concerns without the full financial impact, and encouraged everyone to express what was truly important and what could wait. Materials would be received over the next week so that everyone would be familiar with the requests. The next meeting would determine what stayed in and what needed to be eliminated, followed by a vote with the understanding of the town breakdowns. Everyone needed to be ready to present alternatives; difficult conversations were anticipated to make the budget palatable for each of the towns.

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Level Service Budget review:

- Line 7: Chair DeVane said this was not entirely level; Mark Freidman said adjustments were made out of Salary Increments from unallocated FY22. The proposed FY23 of \$38,712.75, was an increase of \$18,981.75
- Line 5: FY22 \$85,000.00 was allocated for the new position of Salary Accounting Manager / 1.0 FTE. The position was filled at a negotiated salary of \$94,200.00, or \$9200.00 increase over budget.
 - ◆ Where did the balance of the money come from that exceeded the appropriation and did the school committees approve that?
 - The money was taken from the unused salary increments this year; the Committee suggested that \$9200.00 be taken out of the Line 7 increase (above) for FY23.
- Line 62: New FY22 ELL Administration Support position was assumed as a step 1, but was hired as a step 7 \$10,934.00 increase over budget - what funded this?
 - ◆ This was a union position.
 - The balance of FY23 Line 7 should cover this contractual issue, reducing that line to \$0.00. The decision was not finalized; more discussion was needed.
 - Committee members did not object to hiring more qualified individuals, but were concerned salaries were much higher than budgeted, was this an ongoing issue?
 - Superintendent D'Andrea said these lines represented one person, the increases were more apparent whereas in other districts these lines are for multiple positions.
 - The salary overages of the new hires needed to be reduced/offset elsewhere in the budget.
- Line 122: Project Headway Teachers increased from .80 to 1.0.
- Line 133: Special Education Summer Salaries
 - ◆ This was a ballpark for salaries; as the summer approached the FTE number would be finalized.
- Line 152: Clarification was needed for the Transportation number as it was quite large: \$433,360.00.
 - ◆ Mr. Friedman said this was based on the overall pay rate increases for drivers.
 - A breakdown for all the assumptions was requested for the next meeting.
- Line 155/156: Strings program
 - ◆ More information and clarity was needed to understand this increase.

B. AISC Representative for Appendix A Sub-Committee

Superintendent D'Andrea said three Committee Members were needed; Alex Salop, Kimberly Kirk and Lisa Reagan were happy to join this Sub-Committee; Kate DeVane would be the alternate.

Personnel

(Agenda Item #IV)

A. Leaves of Absence

ALEX SALOP MOVED TO APPROVE THE REQUESTED LEAVES OF ABSENCE OF SAMANTHA BETTENCOURT, EMILY BURKE, BECKI FONTAINE AND KARA LEANDRO; SKIPPER MANTER SECONDED; MOTION PASSED UNANIMOUSLY: 10 AYES, 0 NAYS, 0 ABSTENTIONS: MS. DEVANE—AYE, MS. KIRK—AYE, MR. MANTER—AYE, MS. MCCRACKEN—AYE, MS. O'BRIEN—AYE, MR. PACIELLO—AYE, MS. REAGAN—AYE, MR. SALOP—AYE, MS. SHERTZER—AYE AND MR. WATTS—AYE.

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B. Resignations

SKIPPER MANTER MOVED TO APPROVE THE REQUESTED RESIGNATIONS AS A SLATE; ALEX SALOP SECONDED; MOTION PASSED UNANIMOUSLY: 11 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. DEVANE—AYE, MS. KIRK—AYE, MR. MANTER—AYE, MS. MCCRACKEN—AYE, MS. O'BRIEN—AYE, MR. PACIELLO—AYE, MS. REAGAN—AYE, MR. SALOP—AYE, MS. SHERTZER—AYE AND MR. WATTS—AYE.

Public Comment

(Agenda Item #V)

None.

Topics not reasonably anticipated by the Chair

(Agenda Item #VI)

Committee members discussed the benefits and drawbacks of meeting formats (Zoom vs. in-person), including efficiency and speed, ease of attending, safety and what was good for the environment. There was a sense of frustration among members that there wasn't a regular meeting scheduled which contributed to attendance issues; these meetings needed to be more predictable as everyone lived full and busy lives. Meetings would also be more productive if the Agenda was framed with a start and stop time.

Ms. Kirk asked to discuss the review of the District's Policy Manual with the Massachusetts Association of School Committees (MASC) at a later date; as an agenda item.

Superintendent D'Andrea assured the Committee all requested materials were provided as soon as possible; multiple committees were running simultaneously asking for materials ahead of time. He said his Office does as much as possible to ensure timely distribution in a 'user-friendly' format and apologized for any delays. Chair DeVane said the Committee was asking for a huge amount of information and understood the issues; they were now asking for specific documents that would help move the process along. She said everyone was stretched thin; all wanting to do a great job. The Committee could benefit from team building - to work hard and support each other as stress was everywhere.

Lisa Reagan left at 8:21 PM

Chair DeVane recommended, once the budget cycle was over, to look at the Regional Agreement from 1956 - it did not reflect the school system as it was now. Take a macro perspective of the District and make a more cohesive group; less committees and less meetings could be an outcome.

The MVRHS Budget Public Hearing was scheduled on November 29, 2022.

Adjournment

(Agenda Item #VII)

MICHAEL WATTS MOVED TO ADJOURN AT 8:28 PM; KIMBERLY KIRK SECONDED; MOTION PASSED UNANIMOUSLY: 10 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. DEVANE—AYE, MS. KIRK—AYE, MR. MANTER—AYE, MS. MCCRACKEN—AYE, MS. O'BRIEN—AYE, MR. PACIELLO—AYE, MR. SALOP—AYE, MS. SHERTZER—AYE AND MR. WATTS—AYE.

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Documents on File:

- AISC Agenda 11.4.21.pdf
- Followup Support for School Psychologist.pdf
- OB School Psy-11.12.21.pdf
- FY 23 Shared Services.pdf
- FY23 SuptBudgetWorkbook#1 Line Items Level Service -10-20-21 B.pdf
- FY23 SuptBudgetWorkbook#2 - Proposed Changes-11-04-21.pdf
- Request for School Psychologist .pdf
- Who Are School Psychologists Infographic_2020.pdf
- IV.A. Bettencourt.pdf
- IV. A. Burke.pdf
- IV. A. Fontaine.pdf
- IV. A. Leandro.pdf
- IV. B. Andrade.pdf
- IV. B. Avakian.pdf
- IV. B. Sherman.pdf
- IV. B. Rebello.pdf
- IV. B. Habekost.pdf
- IV. B. Garcia.pdf
- IV. B. Thomas.pdf

Approved February 17, 2022