

**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 School District  
Up Island Regional School District

**Thursday, June 18, 2025 at 5:30 pm  
MVRHS Library or Zoom**

Present: Edgartown: Kristin Brown  
Oak Bluffs: Laurel Schneider, Kathryn Shertzer, Rizwan Malik (Zoom)  
Tisbury: Amy Houghton (Chair), Jenn Cutrer  
Up-Island: Alex Salop (Vice Chair), Marsha Shufrin, Robert Lionette, Skipper Manter (Zoom)

Supt.'s Office: Superintendent – Richard M. Smith, Ed.D., Director of Student  
Support Services – Hope MacLeod, School Business Administrator – Mark Friedman

Recorder: Rebecca Claussen

**Please note: All business will consist of a discussion and possible vote to take action.**

*(Recorder's Note: Discussions are summarized and grouped for clarity and brevity)*

**I. Call to Order**

Amy Houghton called the meeting to order at 5:33 pm

**II. Chair General Remarks**

Amy Houghton took a moment to welcome new committee member, Marsha Shufrin. Marsha briefly offered her resume which included 14 years as an Financial ASP at the Tisbury School, a Masters degree in Special Education, taught at the MV Hebrew Center for 30 years, and has lived in Aquinnah for over 40 years.

**III. Superintendent General Update**

Superintendent Richie Smith took a moment to thank Kristin Brown who will be leaving the committee effective June 30, 2025. Kristin Brown expressed gratitude to the committee and to the Superintendent.

***Vote Required***

**A. Ratification of Contracts**

Laurel Schneider introduced the Memorandum of Agreement (MOA) for contracts, which she turned over to Richie Smith. Richie Smith indicated he would like this to be public information as it was with the Teacher MOA. ESP, ASP, Food Service and Custodial Units are what remain. A large portion is an overlapping proposal to make the agreements all in alignment with certain items and language (See MOA document for proposal and language covered in presentation). Covered next is this ESP specific contract modifications (See MOA document for proposal and language covered in presentation). Once ESP reviewed, Amy Houghton asked about the pay differential increase and if that was comparable to other districts to which Hope MacLeod assured the committee that it is. In addition, Amy Houghton asked about the pay rate differential for translators and if that was also in alignment, to which Richie Smith replied that it was. Amy Houghton also confirmed the 3.5% increase, which led Richie Smith to discuss the salary increases and step removals and additions. ASP specific is reviewed next (See MOA document for proposal and language covered in presentation). Amy Houghton asked for clarification regarding the total number of holidays as Federal holidays are 11 in total. Richie Smith referred to the current ASP contract where the holidays are indicated, and listed the additional observed holidays (see ASP contract). Amy Houghton then asked for clarification on hour classification

for ASPs to which Mark Friedman explained the differences in hours and full time, year round versus non full time, year round. Amy Houghton asked about prorated holidays for less than full time employees, to which Mark Friedman replied they do not work a full year, so not currently. ASP contracts are listed by hour, which has also been updated to reflect 1400 is now 1500, 1645 is now 1762.5, 1715 is now 1837.5 and 1827 is now 1957, which is the total number of hours paid in those contracts for work per year. These hours are not accurate in the Coordinated MVYPS SC MVEA MOA 25-28 document but the payscale is accurate. Laurel Schneider spoke to why we need to make this change, which is that the ASPs are the only unit that do not have a paid lunch but are expected to stay for 7.5 hours of work per day, when the current contract covers 7 hours per day. Laurel Schneider indicated that this change is for years 2 and 3, as it was not budgeted for in year 1. Amy Houghton asked the committee if there should be a vote to amend the MOA as the hours for the ASPs are not accurate. The committee talked this through and decided to move forward as the math is not accurate, but the understanding is. Amy Houghton asked about overtime pay, to which Mark Friedman replied that this contract will not put ASPs over 40 hours, therefore it does not apply here. Richie Smith continued to review the ASP specific portion of the MOA. Richie Smith moved to the Custodian specific portion (See MOA document for proposal and language covered in presentation). There was no discussion here, only a mention from Alex Salop indicating that when Richie Smith mentions a line item, the reference is actually the article numbers from the contract(s), noted for recording purposes. Richie Smith moved to the Food Serviced specific portion (See MOA document for proposal and language covered in presentation). Amy Houghton asked about the breaks and if they were going to be paid breaks to which Richie Smith replied, yes, those are part of their work day. Alex Salop made a motion to accept the *MEMORANDUM OF AGREEMENT BETWEEN THE MARTHA'S VINEYARD EDUCATION ASSOCIATION ESP, ASP, FOOD SERVICE WORKER, CUSTODIAN MEMBERS AND THE MARTHA'S VINEYARD SUPERINTENDENCY UNION #19 SCHOOL COMMITTEE MARTHA'S VINEYARD REGIONAL HIGH SCHOOL DISTRICT COMMITTEE UP-ISLAND REGIONAL SCHOOL DISTRICT COMMITTEE THE SCHOOL COMMITTEES OF EDGARTOWN, OAK BLUFFS, AND TISBURY*, with an amendment for appendix A ASP to reflect the number of hours in steps in Article VI with the Elementary categories, seconded by Robert Lionette with revised language proposal. Skipper Manter spoke about the negotiations of 4 contracts all at once and that each should be done separately for review as it can get complicated. Skipper Manter mentioned one of the contracts (ESP) spoke about the career ladder sub-committee and the funding needed for this, as it is not budgeted for. The Professional enhancement fund exists within the Teacher Contract, and there is existing language for this but has not been fully utilized within the last 3 years. At this time the expectation is that schools will have to absorb this amount to which Skipper replied asking how that could happen if not budgeted for, we need a line item for that. Amy Houghton said the language does not clarify which school you would need to be a student teaching at, if not at your current then you would be paid, and would we have to fund a substitute for this as well? Richie Smith indicated that the language may not say it, but working from within your own building for this track is the spirit of the addition to the contract. Kristin Brown asked if these types of things would need to be approved based on coverage, etc. which was indicated as correct by Amy Houghton. Skipper Manter then asked about the cost associated with these new additions across contracts to which Richie Smith indicated Mark Friedman can explain, but before Mark Friedman gave numbers Laurel Schneider mentioned that these negotiations were done within the agreed upon limits set forth by the towns vote of 6%, to which Skipper Manter replied that years 2 and 3 were going to be pretty significant. Kathryn Shertzer asked about the Appendix A information and if it was the same as the other Appendix A, to which Richie Smith said it is not, this is a wage scale. Amy Houghton asked if the language about this being up to the school districts which was a verbal agreement, stating that this language should be in the contract, Alex Salop mentioned that this is likely a bi-product of negotiating the contracts simultaneously. After some calculation, Mark Friedman circled back to disclose the approximate amounts for

the contract period, with a preface that some of these numbers are easier to estimate than others based on new staff, days taken off, etc.

<b>Increase year over year</b>	<b>ASP 27 (5% of total staff)</b>	<b>ESP 157 (27% of total staff)</b>	<b>Custodian 25 (4% of total staff)</b>	<b>Food Service 22 (4% of total staff)</b>	<b>Teacher 341 (60% of total staff)</b>
<b>Year One</b>	6.7%	4.9%	6%	7.4%	6.1%
<b>Year Two</b>	10%	6.5%	3.8%	3.7%	Slightly more than above
<b>Year Three</b>	3.4%	6.5%	4.1%	3.6%	Below above

Skipper said that these numbers will have a large impact on the budget and will need to be reviewed. We can cover it this year but we will need to look at this in the coming budget requests for the following years. Amy Houghton mentioned that the committee should be cognizant of that on voting. Amy Houghton then asked if there were any other questions or amendments for the votes, but did mention she would like to see the career ladder language updated. Amy Houghton asked if the lawyer has reviewed this document and is happy with the language to which Richie Smith said he was still reviewing it. It feels as though the language is not clear. He was part of the process but has not seen the last agreement. Laurel Schneider spoke to him and he was fine with the language. Kathryn Shertzer indicated she is also not comfortable with the vote with the language as written. Alex Salop asked if the union voted for this to which Richie Smith said yes, on June 9, 2025. Skipper Manter also said he would be uncomfortable voting without at least hearing the attorney say the language is appropriate. Alex Salop withdrew his motion. The committee agreed to circle back after hearing confirmation from the attorney. The committee agreed to a zoom only, one agenda item the following week, after hearing from the attorney. Richie Smith will inform the union, and request an MOA for the ASP unit in regards to the above mentioned Appendix language. *Vote tabled.*

**B. Non Union Salary Adjustment FY26**

*Vote(s) Required*

Amy Houghton moved to the proposed market adjustments 5% increase for all non union contracts except the assistant superintendent. Kathryn Shertzer asked for a reminder as to why the Assistant Superintendent position was not in these negotiations to which Richie Smith replied that Megan Farrell was a separate negotiation, and already agreed upon. Alex Salop said he was confused as the email sent from Richie was originally a 4% increase, Richie sent an email Monday evening asking for a 5% across the board, to align all the non-union contracts in the district. Richie was asked by Alex Salop if he had done comparables to which he had not on paper, but evaluated where we live and moved the non-union contracts at the same rate as the collective bargaining contracts. The exception is the Director of Student Support Services contract which has a direct comparable on Nantucket with Nantucket paying \$172,000/year and aligning our position at a closer rate of \$148,600, which is an adjustment of approximately \$11,000. Robert Lionette requested voting separately on these two proposals. Robert Lionette spoke about his comparables where he felt more comfortable with the 4%, then the 5%, finding it harder to rationalize that amount. Richie Smith indicated that he felt as though some of the percentages on the collective bargaining units were making much more than 5%, to which Skipper Manter agreed, saying that the non union contracts only get the increase, with no steps or other items to negotiate. Amy Houghton did some research after feeling the 5% was a high number and did not think this should be in alignment with the collective bargaining units due to the larger pay scales and compared to other districts where she did not find any other non union

negotiations being that high, and expressed the idea of comparing to the collective bargaining units then they should become a bargaining unit themselves, the other side of that is that some district employees on the non union contracts have already been approved to receive the 5% and denying for some doesn't feel right. Alex Salop wanted to note that the non union employees should be compared but the union did mention that they have compared themselves to the non union contracts. Robert Lionette made a motion to increase the Director of Student Support services by \$11,000 to \$159,600, seconded by Jenn Cutrer. Roll Call: Manter - Aye, Malik - Aye, Shertzer - Aye, Lionette - Aye, Shufrin - Aye, Cutrer - Aye, Schneider - Aye, Houghton - Aye, Salop - Aye, Brown - Aye

Motion Passes: 10-0-0

Alex Salop makes a motion to recommend the increase of 5% for the non union salary adjustments as presented by the Superintendent, as reflected on the list, seconded by Laurel Schneider. Roll Call: Manter - Aye, Malik - Aye, Shertzer - Aye, Lionette - Nay, Shufrin - Aye, Cutrer - Aye, Schneider - Aye, Houghton - Abstain, Salop - Aye, Brown - Aye

Motion Passes: 8-1-1

C. Update Superintendent Goals and State of School System

Amy Houghton requested moving to the next meeting for a more robust discussion, committee and Superintendent Smith in agreement.

**IV. Personnel**

**A. LOA**

No updates at this time

**B. Resignation**

No updates at this time

**C. Retirement**

No updates at this time

**V. Sub Committee Updates**

**A. Policy**

Amy Houghton indicated the committee continues to meet and the proposal is that in the coming school year, each building leader does a crosswalk of their handbook to make sure they are where they need to be. The next steps are a little more complicated in terms of whether or not adjustments should be made in the middle of the school year and are any of those adjustments related to policy and needing to be voted on. The plan is to move away from school specific policies so that the district is the same in each building. Amy Houghton said that it is important for the committees and the building leaders to be aware of all the policies as it has been very informative. Alex Salop mentioned creating a boilerplate handbook that would be used as a template for each school. Amy Houghton indicated the policy committee has some great resources (MASK) that we should utilize as policy adjustments come up and that the schools can use the committee for assistance.

**B. Personnel**

No update at this time

**C. Negotiations**

Discussed above

**D. Regionalization**

Alex Salop said that several towns voted in members for the regionalization sub committee to include: Roy Cutrer, Tom Hallahan, Jeffery Madison, Vicky Deval and Greg Orcutt. There was a contentious meeting with Edgartown on June 18, 2025 with some dated opinions. The meeting was difficult and veered off topic as there were questions asked that should have been directed elsewhere or to other committees, there is a new meeting to be scheduled that will hopefully be more productive, but contingent on MARS on the contract being signed.

**VI. Executive Session– To discuss strategy with respect to collective bargaining or litigation if an open body and the chair so declares**  
Not required for this meeting

**VII. Adjournment**

*Vote Required*

Alex Salop made a motion to adjourn, seconded by Jennifer Cutrer. Roll Call: Manter - Aye, Malik - Aye, Shertzer - Aye, Lionette - Aye, Shufrin - Aye, Cutrer - Aye, Schneider - Aye, Houghton - Aye, Salop - Aye, Brown - Aye  
Motion Passes: 10-0-0

**Appendix A: Documents on File**

1. MEMORANDUM OF AGREEMENT BETWEEN THE MARTHA'S VINEYARD EDUCATION ASSOCIATION ESP, ASP, FOOD SERVICE WORKER, CUSTODIAN MEMBERS AND THE MARTHA'S VINEYARD SUPERINTENDENCY UNION #19 SCHOOL COMMITTEE MARTHA'S VINEYARD REGIONAL HIGH SCHOOL DISTRICT COMMITTEE UP-ISLAND REGIONAL SCHOOL DISTRICT COMMITTEE THE SCHOOL COMMITTEES OF EDGARTOWN, OAK BLUFFS, AND TISBURY

**Appendix B: Zoom A.I. Next Steps**

1. **Salary Comparables**
2. **Ratification**
3. **Sub Committee Assignments**
4. **Leadership at the All Island level**
5. **Goals for the School Committee and scheduling a retreat to do that work**

*Minutes submitted by Rebecca Claussen*

*Date of Approval of Minutes: 9/25/2025*