

**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

**Tuesday, June 24, 2025 at 4:00 pm
Zoom**

Present: Edgartown: Sarah Murphy, Kelly Scott
Oak Bluffs: Laurel Schneider
Tisbury: Amy Houghton (Chair), Jenn Cutrer
Up-Island: Alex Salop (Vice Chair), Robert Lionette, Alicia Lesnikowska, Skipper Manter
Supt.'s Office: Superintendent – Richard M. Smith, Ed.D., 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 4:03 p.m. Welcome to new member for Tisbury, Alicia Lesnikowska.

II. Ratify contracts for Food Service, Custodial, ASP, and ESP – Discussion and Possible Vote

Vote Required

Superintendent Richie Smith met with the union attorney, Jonathan Atwateris with the Law offices of Sean P. Sweeney, PC, after the last All Island School Committee meeting to review 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. Richie Smith reviewed the above document for proposal. There were several takeaways from that discussion, to include:

- Pg. 2 The contribution of members donating to the sick bank and including more clarifying language regarding the amount of days that can be donated by an employee, which will need to be discussed further by the committee, should they so choose, with the new proposal reading "Members of the Joint Sick Bank will be eligible to voluntarily contribute accrued sick days to the Joint Sick Bank at any time".
- Pg. 3 Full time employees are eligible to receive FMLA benefits with a language clarification stating Employees eligible for FMLA benefits may utilize accrued sick leave for an approved FMLA leave of absence.
- Pg. 2 The Sick Leave Bank language has never been an issue in the past but the attorney thought it best to highlight that it currently awards in favor of the employee should there be a tie vote by the Sick Leave Bank Committee. The concern would be that the MVEA committee members could be in collusion and plan to vote together. Skipper Manter mentioned the oddity of a tie vote being a passing vote as it is not in alignment with most voting protocols.
- Pg. 3 Bereavement and the persons of significance language as there is no proof method for naming a person of significance. The attorney suggested there is an addition of language to include the Superintendent as the final decision in this area. Alex Salop asked about using either

person of significance or spousal equivalent and why both are names to which Laurel Schneider replied that spousal equivalent has defined language, whereas person of significance can be more broadly defined but has been significant to the employee and their life that is not related, and is not a spousal equivalent.

- Pg. 3 Career Ladder Subcommittee was submitted by the union but they can pull that back, therefore it has been removed.
- Pg. 4 Association Leave language addition to include Approval of denial of such leave is the discretion of the superintendent and not subject to agreement, or arbitration process.
- Pg. 5 ESP Specific proposal suggests adding language to clarify that the pay for substituting for as teacher is the decision of the principal
- Pg. 5 ESP Specific proposal regarding the pay differential increase from \$3.00 to \$5.00 per hour for those employees.
- Pg. 6 ASP Specific proposal where the floor is now a 1400 employee, including the removal of *hours and more than nine hundred sixty (960)* in Articles V and XVII.
- Pg. 6 ASP Specific proposal pertains to the 30 minute duty free lunch due to coverage issues, specifically within the elementary schools. This language allows for lunch and clarifies when it can be taken.
- P6. 6 ASP Specific proposal regarding wage scale designations will be discussed shortly by Mark Friedman.
- P6. 6 ASP Specific proposal shows a slight increase in vacation time after completing one year of service, vacation time increases from 2 weeks (10 days) to 12 days, after completing 2 years of service vacation time increases from 12 days to 15 days and after completing 5 years of service vacation time increases from 3 weeks to 18 days
- Pg. 7 Custodian specific proposal is adding the titled position of Grounds Keeper for the High School level
- Pg. 7 Custodian specific proposal has updates made to the overtime and call back language to clarify that work required on a Sunday will be time and ½ hourly rate, and required work falling on a weekday Holiday will receive their daily hourly rate in addition to time and ½ pay at the hourly rate.
- Pg. 7 Custodian specific proposal to change class/step classification for Head Grounds Keeper position.
- Pg. 8 Food Service specific proposal adds in dedicated time for breaks based on employees who work 4 or more hours but less than 6 hours will receive a 15 minute break, included in their work day. Employees whose work day is 6 hours or more but less than 7 hours will receive a 15 minute break and a 30 minute lunch break, included in their work day. Employees whose work day is more than 7 hours will receive two 15 minute breaks and a 30 minute lunch break, included in their work day. Members shall request their time for breaks through their immediate supervisor.

Amy Houghton opened to the committee for discussion, reviewing specifically the items in red, starting with the sick bank donations. Alex Salop said that he believed there should be some reasonable limitations on the amount of time due to the cost likely associated with also having to bring in a substitute and the effect of the quality in education. Alex Salop asked about the sick bank cap, which is currently 30 days, and can be reviewed if more is needed. This proposal is for ASP, Custodian and Food Service contracts and Teacher and ESP contracts already have a sick bank and access to it. Skipper Manter proposed mimicking the language in the other contract, this will build up quickly and the sick bank is not overutilized. Alicia Lesnikowska made a motion to remove the red portion of the sick bank language proposal stating “Members of the Joint Sick Bank will be eligible to voluntarily contribute accrued sick days to the Joint Sick Bank at any time”, seconded by Alex Salop. Role Call: Schneider - Nay, Salop - Aye, Cutrer - Aye, Lionette - Aye, Lesnikowska - Aye, Murphy - Nay, Scott - Nay, Houghton - Aye, Manter - Aye

Motion passes 6-3-0

Amy Houghton moves to the “persons of significance” language proposal where Richie Smith indicated that there was a verbal agreement to keep this language in, as people need to seek bereavement

sometimes for non-relative and maybe place burden on the Superintendent. Alex Salop suggests keeping the language and possibly also placing this in the teacher contracts. Kelly Scott was asked if she has ever seen this language in HR work to which she replied no but is supportive of the language. There is room for interpretation with this language. Alicia Lesnikowska made a motion to remove this language in its entirety, there was no second to this motion. Sarah Murphy suggests alternative language instead of complete removal based on how hard the team worked to come to this agreement, and Robert Lionette suggests updating the language location and to include the Superintendent as the administrator to make the approval for this bereavement leave. Alicia Lesnikowska updated her motion to say that “The superintendent may grant up to 5 days per school year for bereavement in the event of the death of a person of significance”, seconded by Skipper Manter. Role Call: Schneider - Aye, Salop - Aye, Cutrer - Aye, Lionette - Aye, Lesnikowska - Aye, Murphy - Aye, Scott - Aye, Houghton - Aye, Manter - Aye
Motion passes 9-0-0

Amy Houghton moved to the next addition which is the approval of denial of such leave is the discretion of the superintendent and not subject to agreement, or arbitration process. Motion made by Alex Salop, seconded by Manter. Role Call: Schneider - Aye, Salop - Aye, Cutrer - Aye, Lionette - Aye, Lesnikowska - Aye, Murphy - Aye, Scott - Aye, Houghton - Aye, Manter - Aye
Motion passes 9-0-0

Mark Friedman did speak to the updates on the ASP appendix A wage scale to show the year over year changes.

Motion made by Laurel Schneider to ratify the MOA between the MVEA ASP, ESP, Custodian and Food Service Worker members and the 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 with the edits discussed at this meeting with the inclusion of the edited Appendix A chart, seconded by Alex Salop. Skipper Manter did want to discuss the tremendous amount of money for the upcoming budgets, asking to see those numbers in total as he would hate to see position elimination because of the dollar value of this contract. In addition, it feels as though labor received a significant amount of increases and management has not. Alex Salop discussed the fact that the teacher contract has already been approved and this proposal is in alignment with that contract as there is a premium for living on this island. Sarah Murphy spoke about being a parent of current student(s) and how the work expectation has increased, work challenges have increased, and we are losing staff in larger numbers. The result of the comparables and negotiations allows us to have staff retention and quality education. Skipper Manter again expressed the fiscal responsibility to the towns and the possibility that we may have layoffs based on this contract. Mark Friedman will be asked to look at those numbers and bring them to the committee for perusal. Role Call: Schneider - Aye, Salop - Aye, Cutrer - Aye, Lionette - Aye, Lesnikowska - Aye, Murphy - Aye, Scott - Aye, Houghton - Aye, Manter - Nay
Motion passes 8-1-0

III. Executive Session– To discuss strategy with respect to collective bargaining or litigation if an open body and the chair so declares

Note needed for this meeting

IV. Adjournment

Alex Salop made a motion to adjourn, seconded by Skipper Manter. Role Call: Schneider - Aye, Salop - Aye, Cutrer - Aye, Lionette - Aye, Murphy - Aye, Scott - Aye, Houghton - Aye, Manter - Aye
Lesnikowska did not vote
Motion passes 8-0-0

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. Return to MVEA to re-ratify with AISC proposals
2. Mark Friedman to bring fiscal year '27 contract amounts in numbers for the committee to review

Minutes submitted by Rebecca Claussen

Date of Approval of Minutes: 9/25/2025