

**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

**REVISED**

**All Island School Committee  
Thursday, November 20, 2025 at 5:30 pm  
MVRHS Library or Zoom**

Present: Edgartown: Chris Greene\*, Kelly Scott, Sarah Murphy  
Oak Bluffs: Kathryn Shertzer\*\*  
Tisbury: Amy Houghton (Chair), Jen Cutrer  
Zoom: Alicia Lesnikowska\*  
Up-Island: Alex Salop\* (Vice Chair), Robert Lionette, Jessica Mason, Skipper Manter  
Supt.'s Office: School Business Administrator – Mark Friedman, Director of Student Services - Hope MacLeod, Administrative Assistant to the Superintendent - Kristen Lepine, Superintendent – Richard M. Smith, Ed.D.  
Recorder: Rebecca Claussen

\*Indicates late arrival

**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**

Chair Amy Houghton called this meeting to order at 5:36 pm.

***Vote Required***

**II. Approval of Minutes**

**A. Including But Not Limited to October 9, 2025 and October 23, 2025**

- *Chris Greene made a motion to approve the minutes of October 9, 2025, seconded by Skipper Manter. Roll Call: Lionette - Abstain, Murphy - Abstain, Mason - Abstain, Scott - Aye, Manter - Aye, Greene - Aye, Houghton - Aye, Cutrer - Aye, Shertzer - Aye. Motion Passes: 6-0-3  
Lesnikowska did not vote.*
- *Chris Greene made a motion to approve the minutes of October 23, 2025, seconded by Skipper Manter. Roll Call: Lionette - Abstain, Murphy - Aye, Mason - Abstain, Scott - Aye, Manter - Aye, Greene - Aye, Houghton - Aye, Cutrer - Abstain, Shertzer - Aye. Motion Passes: 6-0-3  
Lesnikowska did not vote.*

**III. Chair General Remarks**

**A. Update on Superintendent Search**

Amy Houghton turned this topic over to Jessica Mason, who is on the committee and working with MASC. They have worked with MASC for the job description and worked on the community profile section and are looking to post the position soon, given the Holidays, this will allow for a longer time period of being posted. They have restructured some of the timeline with MASC to suit the district's needs and have been working on the invitations for the screening committee. The timeline for the entire process has been finalized with MASC, suggesting the week of January 12, 2026 as the week for community forums and a closing date of January 21, 2026 for a posting closing date, and a date of January 27, 2026 as the applicant

screening deadline by MASC, checking qualifications, etc. Once the screening committee signs on, they will then participate in a legal training for this type of search. In addition, Alex wants to have the job description made available to the committee as soon as it is complete. The budget does need to be addressed given the salary for the position and that should be factored in. The week of February 9-11, 2026 would be the timeframe of final candidate interviews with the school committee, hoping to complete before February break.

**B. Search Committee Progress and Tentative Calendar**

Dates were indicated in portion III. A. see above minutes.

**C. Guest Brad Lopes of Tribal Education Department**

Brad Lopes of the Tribal Education Department attended via zoom to discuss school committee participation. He is the Education Outreach Coordinator at the Aquinnah Cultural Center for the Wampanoag Tribe and the Education Director for the Tribe. Brad has a background in secondary education, attended the University of Maine, Farmington and taught for 5 years in Wabanaki homelands in Maine and parts of Canada, and also taught in some additional locations in Maine, with a background mostly in Social Studies. Brad was working with the Mashpee Wampanoag tribe as part of a grant with DESE called the Native American Teacher Retention Initiative which is essentially for recruiting and retaining Native American teachers in local schools where a lot of Mashpee Wampanoags attended. Brad's greatest takeaway was how effective a strong relationship between the Tribal Education Department and local schools can be. In his past experience, Brad would attend school committee meetings, provide reports, express questions and concerns and maintain a strong communicative relationship, which he wishes to continue now that he is doing educational work on the island. An example of this work could also include assistance in the Superintendent search to voice the perspective of the Wampanoag community. Robert took a moment to acknowledge that there had been mention of finding a seat on the school committee for a tribal member and what that would look like, to which the committee was in agreement to continue to explore.

*Vote Required*

**IV. Superintendent General Update**

**A. FY27 Budget Update**

Richie began a screen share to show the Version 2 Budget updates. Richie was asked to lower the version 1 amount of 8.98% increase, and instead came back with a new increase amount of 9.918% increase. Richie explained which items had been adjusted beginning with the Contractual obligations for the collectively bargained units and Health Insurance which is totaling a 6.09% increase, which includes the 15% placeholder for Health Insurance premiums and pay obligation increases which are medicare, unemployment insurance, workers compensation insurance and an assessment by the Dukes County Retirement Board for employees in their system (not teachers). The next line item is 170 for Special Education given the transportation pay scale negotiations, this would bring Special Education up as a 16% increase for this line, but only a total increase of 0.79% due to other adjustments which include less out of district placements. The remaining items are:

- Line 8: ASP Salaries - **\$6497** increase for 2 ASP's from 1645 to 1715 for hiring intake, compliance, records. There is no HR department and this would allow them time for some of this work. The HR consultant monies of \$10,000 from the previous year are still in the budget so that \$10,000 could either remain, or could be used to offset these contract adjustments. Robert did ask about this being a stipend position for one year to allow for time to continue to discuss HR needs and would not make these permanent increases that will now always be 1715 employees. The committee agreed to continue to explore an HR department/staff.
- Line 21: Supt Office Benefits - **\$32,067** Superintendent position - family plan, should the new superintendent take insurance.

- Line 12: Salary, Admin Increments **\$57,896** Replenish FY27 to equivalent of 3.5% admin sal., if non union contracts receive an increase at the end of FY26 for FY27, 3.5% is suggested as a placeholder.
- Line 13: Salary, Admin Structural Adjustments **\$36,893** Replenish (make whole, this line is not currently \$0.00) FY27 to equivalent of 3.5% admin. Sal, if there was a wage adjustment above 3.5% this is where salary adjustments would be pulled from should they be needed or could be used towards the new superintendent and/or assistant superintendent positions if the final amount not be covered in the placeholder amounts. Mark will create a separate sheet to show clarification for Lines 12 & 13 as requested by Amy Houghton.
- Line 25: Indirect Costs from Grants **\$18,000** Reduction due to Title 1 Grants reallocation to districts. For some grants about 1% has been used to set aside to assist with salary adjustments for those that assist in managing those grants, this is not extra pay but is budgeted for. That indirect cost will no longer be coming from those grants anymore. Title 1 grants will be going to schools directly so they can no longer be used in a Shared Services budget.
- Line 57: Island-Wide Staff Development **\$22,996** Contracted Services, Prof Dev accessed by Central Office. This would bring this line back up to \$30,000 which is where it has previously been. This would be used by Hope MacLeod and Leah Palmer for Special Education PD and ELL Staff PD, which supports emphasis on curriculum.
- Line 87: Curriculum & Instruction Coord PD/Contract Service **\$20,000** For PD & Contracted Services.
- Line 181: SSA Contract-Elementary 40% **(\$2,000)** Based on SSA expected FY27 invoice/billing.
- Line 6: Salary, Assistant Superintendent increase by **\$125,000.**

Administration and Other Expenses - Subtotal Increases: \$317,350 (3.03% increase)

Total Increases: \$1,039,225 (9.91%)

Amounts highlighted in yellow are areas that can be reduced or removed per Richie, should the committee feel as though it needs to be done, though Richie is hopeful these items will be helpful for the next superintendent and their success. Robert asked about the proposed compensation for the Assistant Superintendent position, to which Richie responded that last year an amount of \$170,000 for an assistant superintendent was supported, which then became a request to place Megan Farrell in that position on a part-time basis, and to then hire a Curriculum coordinator at \$120,000, which Richie feels has been successful thus far. Robert wants to make sure the budget for FY27 still allows for the new Superintendent to put their stamp on the position. Robert requested a job description for the Assistant Superintendent position, to see the vision being put forth in the budget. Richie expressed that the areas where he feels cuts could be made (highlighted in yellow) are the areas where the work could continue as it has, or be absorbed but would not be ideal and would not allow for growth, specifically the assistant superintendent position. Jenn wanted to go on the record as saying that she feels as though hiring an assistant superintendent should absolutely happen, given there will be a new superintendent, and the support that position will need. Alex took a moment to express that he would like to see an assistant superintendent that is working with curriculum and not spending significant time attending meetings with the superintendent, as has appeared in the past. Sarah agreed that it would be appropriate to hire an assistant superintendent, to support a new superintendent that will likely not have the same institutional knowledge as Richie currently does. Robert then asked about the Behavioral Health Coordinator position, given the resignation of Kim Garrison at the end of FY26. Robert would like to keep the position open, but unfunded, and seek grant funding for the position. In the past some of the positions have had partial funding through Title IV grants but DESE is scrutinizing the use of those funds more and more,

if used for a salary. Kathryn wondered about keeping Megan Farrell on as Assistant Superintendent for one more year, to help a new Superintendent navigate the district and the work. Alex is hopeful there is a candidate on the island to fill this position. After some continued discussion, Richie agreed to take the points from this meeting and make some adjustments to the budget proposal. Alex Salop made a motion to budget up to \$240,000 for the Superintendent position, seconded by Jenn Cutrer. Roll Call: *Lionette - Aye, Murphy - Aye, Mason - Aye, Scott - Aye, Manter - Nay, Greene - Abstain, Cutrer - Aye, Salop - Aye, Houghton - Aye,*  
*Motion Passes: 7-1-1*  
*Lesnikowska did not vote.*

**V. Finance Update**

No update at this time.

**VI. Assessment Formula for Native American Students living on Tribal Land - Discussion and Vote**

This is more complex than originally thought, and in all likelihood this would need to go to the State Legislature. There is no statutory authority within the group given that some of the schools are not regionalized. There are currently two regional entities, and in grades 9-12 there could be work to support those students, and sharing the cost among the three up island towns, given their regionalization. Alex suggested that the shared services budget formula is what is used, but could this be thought of as a different way of paying and not connecting directly to the number of students. The law dictates that the Tribal land is within the town lands of Aquinnah and therefore Aquinnah is responsible for covering the educational cost associated with these students. A fully regionalized school system would allow for this more easily. Mark suggested this should be done in consultation with the attorney because this would not be a simple process. The committee agreed to explore the possibility of adjusting the funding formula to cover the cost share of tribal students.

*Votes Required*

**VII. Policy**

Robert did ask about section A, to which Richie said that there has not yet been a response from Jim Hardy. Section A is much longer, and has significant edits.

**A. Review Section B - 3rd Reading - Discussion and Vote**

*Robert Lionette made a motion to approve the Review Section B - 3rd Reading, seconded by Alex Salop. Roll Call: Lionette - Aye, Murphy - Aye, Mason - Aye, Scott - Aye, Manter - Aye, Cutrer - Aye, Shertzer - Aye, Salop - Aye, Greene - Aye, Houghton - Aye*  
*Motion Passes: 10-0-0*  
*Lesnikowska did not vote.*

**B. Review Section C - 2nd Reading - Discussion and Vote**

*Robert Lionette made a motion to approve the Review Section C - 2nd Reading, seconded by Skipper Manter. Roll Call: Lionette - Aye, Murphy - Aye, Mason - Aye, Scott - Aye, Manter - Aye, Cutrer - Aye, Shertzer - Aye, Salop - Aye, Greene - Aye, Houghton - Aye*  
*Motion Passes: 10-0-0*  
*Lesnikowska did not vote.*

*Vote Required*

**VIII. Personnel**

**A. Resignation**

- 1. Jennifer Lyonnais, Speech Pathologist, effective 12/3/2025**
- 2. Sharon Machado, Bridge ESP, effective 11/12/2025**
- 3. Christel Tomlinson, Bridge Program, effective 11/21/2025**
- 4. Kim Garrison, All Island Behavioral Health Coordinator, effective 6/30/2026**  
*Skipper Manter made a motion to acknowledge the resignations from the Superintendent, seconded by Chris Greene. Roll Call: Lionette - Aye, Murphy - Aye,*

*Mason - Aye, Scott - Aye, Manter - Aye, Cutrer - Aye, Shertzer - Aye, Salop - Aye,  
Greene - Aye, Houghton - Aye  
Motion Passes: 10-0-0  
Lesnikowska did not vote.*

**IX. Sub Committee Updates**

**A. Policy**

Currently on hiatus, until the remaining portions have been voted in.

**B. Personnel**

Jen Cutrer said there is a meeting on November 21, 2025 and they are meeting regularly to support the Superintendent search.

**C. Negotiations**

Kathryn asked about Appendix A and A1 to which Richie said that he has reached out to Anna Cotton and Laurel Schneider to schedule a meeting to discuss. The hope is for this to be a part of the FY27 budget.

*Vote Required*

**D. Regionalization**

Amy Houghton attended this meeting and expressed how pleased she was with their data and research regarding the financials of the most recent presentation. Alex has sent the documents out but also applauded the presentation. The final presentation is scheduled for December 18, 2025 and expressed how it may be helpful for committee members to attend. Jessica Mason requested resignation from the Regionalization subcommittee. Alex Salop made a motion to accept the resignation of Jessica Mason from the Regionalization subcommittee, seconded by Skipper Manter. *Roll Call: Lionette - Aye, Murphy - Aye, Mason - Abstain, Scott - Aye, Manter - Aye, Cutrer - Aye, Shertzer - Aye, Salop - Nay, Greene - Aye, Houghton - Nay*

*Motion Passes: 7-2-1*

*Lesnikowska did not vote.*

**Executive Session - To discuss the reputation, character, physical condition or mental health, rather than professional competence, of an individual, or to discuss the discipline or dismissal of, or complaints or charges, brought against, a public officer, employee, staff member or individual.**

*The committee entered into the Executive Session at 8:10 pm and stopped recording.*

*Votes Required*

**X. Adjournment**

*Adjournment was voted on during the executive session and was not recorded.*

*Minutes submitted by Rebecca Claussen*

*Date of Approval of Minutes: March 19, 2026*

#### **Appendix A: Documents on File**

- 1. DRAFT All Island School Committee Minutes 100925**
- 2. DRAFT All Island School Committee Minutes 102325**
- 3. C Section - draft**
- 4. B Section - draft**

#### **Appendix B: Next Steps**

- 1. Superintendent/Personnel Subcommittee: Draft and share the updated superintendent job description with the group once finalized.**
- 2. Superintendent/Personnel Subcommittee: Finalize and send out invitations to the 21-member screening committee for the superintendent search.**
- 3. Superintendent/Personnel Subcommittee: Schedule and conduct focus groups at libraries and schools during the week of January 12th, including mandatory legal training for the screening committee.**
- 4. Superintendent/Personnel Subcommittee: Present a timeline and relevant information to the group regarding the superintendent search process, including key dates (community forums week of Jan 12, application close Jan 21, semifinalist review Jan 27, final interviews Feb 9-11).**
- 5. Superintendent/Personnel Subcommittee: Discuss and determine the compensation range for the new superintendent as part of upcoming budget discussions.**
- 6. School Committee: Review and approve the superintendent compensation range, setting the maximum at \$240,000 for budgeting purposes.**
- 7. Superintendent/Personnel Subcommittee: Reconsider and potentially revise the structure and funding for the Assistant Superintendent and Behavioral Health Coordinator positions, and bring updated recommendations to the next meeting.**
- 8. Superintendent: Prepare and present a revised job description for the Assistant Superintendent role at the next meeting.**
- 9. Superintendent: Bring back a revised budget proposal reflecting potential cuts and reductions as discussed (e.g., PD, structural adjustments, assistant superintendent funding), aiming to lower the overall increase.**
- 10. School Committee: Draft and send an introductory letter to the six towns explaining the intent to explore sharing the educational costs for Wampanoag students, including relevant financial analysis, by the March meeting.**
- 11. Athletics Subcommittee: Meet to discuss and develop a placeholder number for athletic stipends and appendix A changes, and bring a recommendation to the next budget meeting.**
- 12. School Committee: Review and potentially approve the resignation of Jessica Mason from the Regionalization Subcommittee.**
- 13. School Committee: Ensure representation from each town (outside school committee) on the Regionalization Subcommittee and review membership after December 18th meeting.**
- 14. School Committee: Consider combining the December 18th regionalization subcommittee meeting with a full All-Island meeting to review final findings and budget implications.**
- 15. Superintendent: Explore the possibility of using rural aid grant money to support central office staff development and contracted services, and seek pledge from high school committee to allow siphoning of such funds if available.**
- 16. School Committee: Revisit and potentially revise the organizational structure and funding for upper administration and behavioral health positions, considering grant funding and current staff, and report back with recommendations.**