DATE POSTED:

Town Clerk Use Only

2025 DEC -2 PM 2:12

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: Marblehead High School Library 2 Humphrey Street Marblehead MA 01945
OR

Zoom Conference: https://marbleheadschools-org.zoom.us/j/97886762817?pwd=5hT6kswajICtbJVaC2uYOn1pdiv7fE.1
Meeting ID: 978 8676 2817
Password: 610612
Dial in Phone +1 646 931 3860 US

Thursday	December	04	2025	6:00PM
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: Call to Order
   a. Pledge of Allegiance
   b. Commendations
   c. Public Comment
   d. Student Representative

II. District Updates – Supt. John Robidoux
   a. Superintendent Update
   b. Financial & Budget Process Update

III. Consent Action and Agenda Items

   a. Schedule of Bills (vote)
   b. Meeting Minutes: (11/20/2025) (vote)
   c. Policy Updates (vote)
      i. EB: Safety Program
      ii. EBB: First Aid
      iii. EBC: Emergency Plans
      iv. EEA: Student Transportation Services
      v. EEAE: School Bus Safety Program

IV. School Committee Communication and Discussion Items

a. Proposal for Savanah Gatchell Memorial Bench (vote)
b. Naming of Auditorium Update
c. School Start & End Times Update
d. Enrollment Discussion (Revised 12/02/2025)
e. Policy Updates
    i. EEAA: Transportation of Regular Education Students (vote)
    ii. EEAG: Student Transportation in Private Vehicles (vote)
f. New Policies, second readings
    i. ECAB: Access to Buildings and Grounds
    ii. EFBA: School Food and Nutrition -- Meal Modifications
    iii. EFE: Civil Rights Complaint Policy for Child Nutrition Programs
    iv. EHAA: District Security Relating to Technology
    v. EHB: Data and Records Retention
    vi. IKFE: Competency Determination
g. Next steps strategic planning and elevating educator voices goals (vote)
h. January Meeting Calendar Updates
i. Sub Committee & Liaison Updates

V. Closing Business

a. 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 potential litigation by former administrator, J. Buckey, as an open meeting may have a detrimental effect on the litigating position of the School Committee and the Chair so declares.

Executive session pursuant to Chapter 30A, Section 21(a)(2), Purpose (2) to conduct collective bargaining session with Marblehead Education Association, specifically to hear a Step Three grievance regarding the Lead Teacher Stipend, 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, specifically to deliberate regarding a response to the Step Three grievance regarding the Lead Teacher Stipend, 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.

<u>Chair's Statement following roll call vote on the motion:</u>

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VII. Executive Session

Adjournment

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey Street 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: Al Williams
Posted by: Al Williams
Date: 12/2/25

DATE POSTED:

Town Clerk Use Only

2025 DEC -2 AM 11: 37

MEETING NOTICE

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      v. EEAE: School Bus Safety Program

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THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Al Williams
Posted by: Al Williams
Date: 12/2/25

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: December 2, 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
A26 – 13 – FAC – LM	$13,861.24
A26 – 20 – DW – MSR	$89,092.98
A26 – 20 – FAC – LM	$11,248.54
A26 – 20 – FS – CF – A	$38,808.57
A26 – 20 – FS – CF – B	$9,870.00
A26 – 20 – SS – KG	$210,405.87
A26 – 21 – FAC – LM	$30,440.62
Total	**$403,727.82**

Suggested Motion:

Motion to approve the identified schedules of bills totaling $403,727.82

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 for Finance & Operations

DATE: December 2, 2025

RE: District Financial Report FY26

- There is little to report that differs from last month's report. Our unexpended / unencumbered balance is $3,272,187 at the end of November. This is $65,884 less than what was reported as of the October 31st report. This trend assists in identifying that salaries have been manually encumbered with a high level of accuracy.
- The Salaries for the Student Services Administrative Team have been rectified to reflect the amount of expenditures for both the Asst Superintendent and the Asst Director. This will require journal adjustments, which are in process.
- There is a line of -$227,764 in the report (was there last month also) which needs to be distributed among various salary lines. This line was placed in the FY26 budget to identify savings due to retirements / attrition. I will make budget adjustments as soon as we are fully on the Munis system in January.

Attached is the line-by-line report for FY26 expenditures vs budget.

Respectfully submitted,

Early Childhood Survey Outcomes Summary

KEY RESULTS FROM OUR WORK

An overview of completed deliverables, measurable results, and progress toward goals.

Presented by: LisaMarie Ippolito

Survey Recap

ALIGNING WORK WITH IMPACT

This presentation summarizes 75 different responses to our survey about the Marblehead Communities interest in having an Early Childhood Center at Evelieth School.

How did we receive results?

HOW THE SURVEY WAS SENT TO THE COMMUNITY?

The survey was sent out to Marblehead families and subquently to the community on November 13th and ended on November 30th.
Thank you to Leigh Blander, for supporting this survey by posting it on the Marblehead Times webpage as well as Marblehead Cable TV.

Survey Results

75 Responses
68% YES
32% NO

Do you have children ages 0-5?

75 Responses
Full Day Preschool 73.3% (55)
Half-Day Preschool 40% (30)
Toddler Programs 52% (39)

What type of programming would you be most interested in? (Select all that apply)

Survey Results cont...

- After school programs/activities
- I won't need preschool anymore, but I think it would be an awesome thing to offer to families in town.

NO program , sell the building (3 people)

- None. Let kids be kids
- Offer specials so students interested in working with kids has an opportunity to do so somehow.

All other areas 1.3%

Behind the Outcomes

FACTORS
What factors would encourage you to enroll your child in the Early Childhood Center? (Select your top three choices)

What factors would encourage you to enroll your child in the Early Childhood Center? (Select your top three choices)

75 responses

If not consider enrolling your child, what are your main concerns? (Select your top two choices)

Insights from the Survey

PLEASE SEE THE HANDOUT FOR DETAILED RESULTS

File: EB

SAFETY PROGRAM

Accidents are undesirable, unplanned occurrences that can result in tragic consequences~~ bodily harm, loss of school time, property damage, legal action, and even fatality~~. The School Committee will guard against such occurrences by taking precautions to protect the safety of all students, employees, visitors and others present on school property or at school-sponsored events.

The Committee will comply with safety requirements established by governmental authorities and will insist that its staff adhere to recommended safety practices as these pertain, for example, to the school facility~~plant~~, special areas of instruction, student transportation, school sports and occupational safety.

The practice of safety will also be considered a facet of the instructional program of the schools. Instruction will include accident prevention as well as fire prevention; emergency procedures; traffic, bicycle, and pedestrian safety.

The Superintendent will have overall responsibility for the safety program of the school district~~system~~. It will be the responsibility of the Superintendent to see that appropriate staff members are kept informed of current state and local requirements relating to fire prevention, health and~~civil defense, sanitation, public health, and occupational~~ safety.

Efforts directed toward the prevention of accidents will succeed only to the degree that all staff members recognize that preventing accidents is a daily operational responsibility.

LEGAL REF.:	M.G.L. 71:55C 603 CMR 36:00
CROSS REFS.:	EEAE, School Bus Safety Program GBGB, Staff Personal Security and Safety IHAM, Health Education JLI, Student Safety
SOURCE:	MASC/Marblehead

File: EBB

FIRST AID

The district attempts to provide a safe environment. If an accident or sudden illness occurs, school personnel will administer first aid and, if warranted, call emergency medical services. In the case of illness that may include an infectious disease the Board of Health~~school physician~~ shall be notified in accordance with law.

First aid is defined as the immediate and temporary care given in case of an accident or sudden illness, which enables the student~~child~~ to be taken safely home or to a physician. It does not include diagnosis or treatment. Any care beyond first aid will not be given.

At each school, procedures will be developed for the proper handling of an injury to, or sudden illness of, a student~~child~~ or staff member. These will be made known to the staff and will incorporate the following requirements:

1. The school nurse or another trained person will be responsible for administering first aid.

2. When the nature of an illness or an injury appears in any way serious, every effort will be made to contact the parent and/or family physician immediately.

3. In extreme emergencies, the school nurse, school physician or Principal may make arrangements for immediate transport to a hospital of injured or ill students, contacting parent or guardian in advance if at all possible.

4. The teacher or other staff member to whom a student~~child~~ is responsible at the time an accident occurs will make out a report on an official form providing details about the accident. This will be required for every accident for which first aid is given.

5. All accidents to students and staff members will be reported as soon as possible to the Superintendent and, if the Superintendent deems appropriate, to the School Committee.

SOURCE: MASC 2022~~August 2016~~

LEGAL REFS.: M.G.L. 71:55A; 71:56

CROSS REF.: JLC, Student Health Services and Requirements

EMERGENCY PLANS

Advance planning for emergencies and disasters is essential to provide for the safety of students and staff; it also strengthens the morale of all concerned to know that plans exist and that students and staff have been trained in carrying out the plans.

The Superintendent will develop and maintain plans that meet the requirements of state law for preparedness in case of fire, civil emergencies, and natural disasters.

The Superintendent shall develop, in consultation with school nurses, school physicians, athletic coaches, trainers, and local police, fire and emergency personnel, an Emergency Medical Response Plan for each school in the district. Each Plan shall include:

1. A method establishing a rapid communications system linking all parts of the school campus, including outdoor facilities, to local Emergency Medical Services along with protocols to clarify when EMS and other emergency contacts will be called.
2. A determination of EMS response times to any location on the campus.
3. A list of relevant contacts with telephone numbers and a protocol indicating when each person shall be called, including names of experts to help with post-event support.
4. A method to efficiently direct EMS personnel to any location on campus, including the location of available rescue equipment.
5. Safety precautions to prevent injuries in classrooms and on the school campus.
6. A method of providing access to training in CPR and first aid for teachers, athletic coaches, trainers, and other school staff which may include CPR training for High School students; provided that School Committees may opt out of instruction in CPR pursuant to Section 1 of Chapter 71.
7. T~~In the event the school possesses Automated External Defibrillators (AEDs), t~~he location of all available Automated External Defibrillators (AEDs), whether the location is fixed or portable, and a list of personnel trained in its use.

The Superintendent shall annually review the response sequence with local police and fire officials. Plans shall be submitted to local police and fire officials and the DESE at least every 3 years by September 1 or when changes occur. Plans must be updated in the case of new construction or other physical changes to the school campus.

Building Principals will meet all requirements for conducting fire drills and Emergency Response drills (at least once per year) to give students practice in moving with orderly dispatch to designated areas under emergency conditions, and the staff practice in carrying out their assigned responsibilities for building evacuation.

SOURCE: MASC 2022~~August 2015~~

LEGAL REF: M.G.L. 69:8A
Section 363 of Chapter 159 of the Acts of 2000

CROSS REF.: EBCD, Emergency Closings
JL, Student Welfare
JLC, Student Health Services and Requirements

STUDENT TRANSPORTATION SERVICES

The major purpose of the school district'ssystem's transportation services is to aid students in getting to and from school in an efficient, safe, and economical manner.

The school district maysystem will contract for transportation services. The School Committee will award contracts on a competitive bid basis. Bus contractors, 7D contractors and school districts and taxi contractors, who will be held responsible for the safe operation of school buses, will comply with all applicable state laws and regulations, including but not limited to:

1. Specifications for school bus design and equipment
2. Inspection of buses
3. Qualifications and examinations of bus drivers (including background checks)
4. Driving regulations
5. Small vehicle requirements, if applicable
6. Insurance coverage
7. Adherence to local regulations and directives as specified in bid contracts

The Superintendent, working with the bus contractor and other appropriate administrators, will be responsible for establishing bus schedules, routes, stops, and all other matters relative to the transportation program.

LEGAL REFS.: M.G.L. 40:5; 71:7A, B and C; 71:37D; 71:48A; 71:68; 71:71A; 71B:4; 71B:5; 71B:8; 74:8A; 76:1; 76:12Bi; 76:14

CROSS REF.: ADDA Background Checks
EEAA, Walkers and RidersTransportation of Regular Education Students

SOURCE: MASC/Marblehead

WALKERS AND RIDERS~~TRANSPORTATION OF REGULAR EDUCATION STUDENTS~~

Students will be entitled to transportation to and from school at the expense of the public schools when such transportation conforms to applicable provisions of the Massachusetts General Laws. Reimbursement to the school system for transportation costs is given by the Commonwealth, subject to appropriation, only for (a) students living at least one and one half miles from school and~~,~~ (b) students who live more than one mile from the nearest bus stop~~, and (c) students with special needs for whom transportation must be provided~~. Transportation must be provided for students with special needs whose IEPs require it.

The District will provide transportation for all K-6 students living 2 miles or more from the school that they attend. If space is available, the Superintendent shall use his/her discretion regarding the eligibility of other K-6 students for bus transportation.

Exceptions to these guidelines may be made at the discretion of the Superintendent. This will apply particularly to any student who must travel in a hazardous area to and from school. These students will be transported regardless of the mileage limits listed.

LEGAL REFS.: M.G.L. 40:5; 71:7A; 71:68; 71B:5

CROSS REF.: EEA, Student Transportation Services
EEAE, School Bus Safety Program
EEAEA, Bus Driver Examination and Training
EEAEC, Student Conduct on School Buses

SOURCE: Marblehead

File: EEAE

SCHOOL BUS SAFETY PROGRAM

The safety and welfare of student riders will be the first consideration in all matters pertaining to transportation. Safety precautions will include the following:

1. Students~~Children~~ will be instructed as to the proper procedure for boarding and exiting from a school bus and in proper and safe conduct while aboard.

2. E~~On-bus e~~mergency evacuation drills will be conducted at least twice a year to acquaint student riders with procedures in emergency situations.

3. All vehicles used to transport students~~children~~ will be inspected periodically for conformance with state and federal safety requirements.

4. Classroom instruction on school bus safety will be provided~~All pupils transported in a school bus shall receive classroom instruction in safe riding practices at least three times during the following periods of each school year; the first week of the school year; the period between the months of September and January; and the period between the month of January and the end of the school year~~.

5. All school buses rented or leased will have seat belts available for all passengers when possible. The organizer of a field trip or an athletic event using buses shall certify on the field trip request form that he or she has made a good faith effort to procure buses with seat belts.

6. Chaperones and District employees who accompany student riders on school buses will be provided with information regarding the proper protocols for monitoring and promoting student safetyon buses.

LEGAL REFS.:	M.G.L. 90:7B as amended by Ch. 246 Acts of 1986 M.G.L. 90:1 et seq.; 713:2; 713:7L Highway Safety Program Standard No. 17
CROSS REF.:	EB, Safety Program
SOURCE:	MASC/Marblehead

File: EEAG

STUDENT TRANSPORTATION IN PRIVATE VEHICLES

School buses will be used for the transportation of students participating in co-curricular or extracurricular activities. However, when buses are not available, private vehicles may be permitted to transport students to or from school activities that fall within the academic day or extend the school day provided all of the following conditions are met:

1. The activity has the approval of the Superintendent of Schools.

2. The owner of the vehicle being used in transporting students must file evidence with the Superintendent of personal liability insurance coverage on the vehicle in the amounts of $100,000 - $300,000 or more.

3. The parents of students to be transported in this manner will be fully informed as to this means of transportation and will sign a statement to this effect.

4. The driver and any non-student adult passenger will be subject to a satisfactory CORI and/or background check in accordance with Massachusetts General Laws and School Committee Policy.

SOURCE: MASC – Updated 2022/~~Marblehead~~

File: EFBA

SCHOOL FOOD AND NUTRITION - MEAL MODIFICATIONS

The _____ School District is committed to complying with USDA nondiscrimination regulation (7 CFR 15b) governing the Child Nutrition Program and DESE's Office for Food and Nutrition Programs requirements.

In compliance with USDA and DESE regulations, the ____ District will provide substitutions to the school food service program's regular school meals at no extra cost for children who are unable to eat meals served because of their disabilities or other special dietary reasons.

1. Our programs will ensure that school meals offered through the district meet the meal pattern requirements set by the USDA.
2. We will make substitutions to meals at no extra charge for students with disabilities or other special dietary reasons that restrict the student's diet on a case-by-case basis.
3. Families must complete the necessary request form that can be provided by the School Food and Nutrition Program staff, or accessed via in the link below.

LEGAL REF: USDA SP 59-2016: Policy Memorandum on Modifications to Accommodate Disabilities in the School Meal Programs and CACFP 14-2017, SFSP 10-2017 Modifications to Accommodate Disabilities in the Child and Adult Care , Program (SFSP) sponsors
DESE Meal Modifications in Child Nutrition Programs
Meal Modification Request Form

CROSS REF: STUDENT HANDBOOKS

Note: Program Operators/SFAs are encouraged but not required to consider children's cultural, religious, and ethnic preferences when planning and preparing meals. Variations must be consistent with meal pattern regulations for children's meals to be eligible for reimbursement.

This information should be included in all student handbooks so that parents have access/knowledge of this federal requirement.

SOURCE: MASC 2025

DISTRICT SECURITY RELATING TO TECHNOLOGY

The protection of sensitive data and technology is vital in supporting teaching and learning through access to resources, information, learning activities, interpersonal communications, research, training, collaboration, curriculum, and materials.

The School Committee recognizes data and information as resources that must be protected from unauthorized access or use, and, as such, supports a balance of security and access. The Committee expects district staff, student, and family data to be protected by adequate controls commensuration with the sensitivity of the data.

The Committee directs the Superintendent to develop and maintain an effective district data protection system of procedures for the protection of sensitive district information. Such procedures should protect the confidentiality, availability, and integrity of district information.

SOURCE: MASC 2023

DATA AND RECORDS RETENTION

The School Committee recognizes that, as an entity of local government, every District record is presumed to be public unless it may be withheld under a specific exemption. The custodian of public records of the district is {X}; contact information for this position will be placed in a prominent position on the district website.

The District is responsible for a myriad of records which vary in the length of time retention is required. The Superintendent is responsible for ensuring such retention requirements are followed.

Under the Public Records Law, electronic messages between public officials, including public employees, may be considered public records. As such, all district employees and the School Committee will be given district email address, with which they are to conduct all district business, so the district may comply with public records requirements.

SOURCE: MASC 2023

LEGAL REFS.: M.G.L.4:7; 66:10

REF: A Guide to the Massachusetts Public Records Law (Secretary of the Commonwealth)

CROSS REFS.: BHE - USE OF ELECTRONIC MESSAGING BY SCHOOL COMMITTEE MEMBERS
GBEE – PERSONNEL USE OF TECHNOLOGY

File: ECAB

ACCESS TO BUILDINGS AND GROUNDS

The buildings and grounds of the _____Public Schools represent a significant community investment. The primary purpose of that investment is for the students of the school district.

It is in the best interest of the public that this investment be secured while nonetheless providing maximum possible community use of the district buildings and grounds.

During school hours when school is in session, access to the buildings and grounds of the _____Public Schools are limited to district students, staff, and those with legitimate business with the school or district. Those visiting for recognized business must follow the district visitor policy and accompanying procedures. Access to school grounds during the school day, except for recognized school or district activities, is prohibited.

During outside of school hours and on non-school days, the public is welcome to use school grounds from dawn until dusk under procedures promulgated by the superintendent. Such use is secondary to use by any school or district activity or to any community use as provided through rental or donation.

Access to school buildings after school hours and on non-school days is only for attending school and district events or for uses authorized by the superintendent or their designee. Access within the building will be limited to only those participating in the authorized event. Such access will be limited to those rooms and spaces required by the event, including appropriate restroom access.

The superintendent will ensure that procedures enacting this and related policies are created and enforced.

CROSS REFS: ECA, Buildings and Grounds Management
IHBAA, Observations of Special Education Programs
KF, Community Use of School Facilities
KF-R, Community Use of School Facilities
KI, Visitors to the Schools

NOTE: Districts should ensure non-school-related access is shaped to suit local buildings and grounds and appropriate local expectations. Districts also should adapt language for school facilities not owned by, but used by, the district.

SOURCE: MASC – rewritten 2025

File: EFC

UNIVERSAL FREE SCHOOL MEALS

The School Committee is committed to providing students with healthy, nutritious meals each day so they can focus on school work, while also maintaining the financial integrity of meal programs, and to ensure compliance with federal reporting requirements of the USDA Child Nutrition Program.

The District will participate in the National School Lunch Program, the Massachusetts Universal Free Meals Program, and other food programs that may become available to assure that all students in the schools receive healthy, nutritious school meals.

In accordance with guidelines for participation in these programs, the District will provide universal free meals to all students in the District.

Students seeking additional meals or a la carte items will be charged accordingly for those additional items.

Each student in the District is entitled to (1) free breakfast, (1) free lunch, and (1) free snack (where provided by the District.)

- It remains important that families complete the annual Household Application for Free and Reduced Price Meals. This form allows the school district to serve families more effectively for other important programs such as P-EBT benefits, fee waivers for school district programs/ services, (as determined by each school district), state and federal grant eligibility, and more.
- Districts participating through the Community Eligibility Provision (CEP), serve breakfast and lunch at no cost to all enrolled students without collecting household applications.

As required by state and federal regulations, the School Committee approves this policy statement pertaining to eligibility for universal free school meals for all students in the District.

CROSS REF: EFE, Civil Rights Complaint Policy for Child Nutrition Programs

LEGAL REFS.: National School Lunch Act, as amended (42 USC 1751-1760);
Child Nutrition Act of 1966; P.L. 89-642, 80 Stat. 885, as amended;
USDA School Meal Program Guidelines May 2017;
M.G.L. 71:72; 15:1G; 69:1C;
Chapter 28 of the Acts of 2023 7053-1909

SOURCE: MASC – Complete rewrite 2023

DRAFT

File: IKFE - COMPETENCY DETERMINATION

One of the requirements for graduation in Massachusetts is a determination of competency in subjects previously covered by the MCAS. In addition to other requirements for graduation, students must have been determined by the district to have achieved mastery of the common core of skills, competency, and knowledge in said areas, and satisfactorily completed coursework that has been certified by the student's district as showing mastery of the skills, competencies, and knowledge contained in the state academic standards and curriculum frameworks.

Competency Determination (CD) Requirements

A determination of competency shall include:

Demonstrating a mastery of skills in English language arts, mathematics, and science; and the satisfactory completion of relevant coursework aligned to the standards measured by the high school English language arts, mathematics, and science MCAS assessments administered in 2023.

An additional requirement for mastery in US History will apply to the graduating class of 2027, and beyond.

To show mastery, a student must successfully complete, in accordance with Marblehead Public School's grading policy or by any other appropriate methodology as may be determined by the District Administration:

1. The final assessment for a course; or
2. A capstone or portfolio project; or
3. An equivalent measure identified in the district's CD policy.

A student enrolled in the Marblehead Public Schools will be determined to have satisfactorily completed coursework and earned full credit in accordance with the district's grading policy and the requirements outlined below:

Content Area	Coursework Requirements	Notes
English Language Arts	Receive a passing grade and credit for both the English 9 and English 10 courses.	To satisfy this course requirement, the English Language Arts courses must be taken in grades 9-12.

Mathematics	Receive a passing grade and credit for both Algebra 1 and Geometry courses.	The middle school Algebra 1 course certified by the District meets the coursework requirement for the mathematics component of the CD. The Geometry course must be taken in grades 9-12.
Science	Receive a passing grade and credit for Biology and an additional lab science course (Chemistry, Physics, or Engineering).	To satisfy this course requirement, the science course must be taken in grades 9-12.
U.S. History (Beginning with the graduating class of 2027)	Receive a passing grade and credit for United States History.	To satisfy this course requirement, the U.S. History course must be taken in grades 9-12.

Aligned Courses

Marblehead Public Schools offers courses in alignment with the state curriculum frameworks that meet the above requirements. Students will demonstrate mastery in each content area (English, Math, History, and Science), by receiving a passing grade and credit for each of the following courses: English 9, English 10, Algebra 1, Geometry, US History, Biology, and Chemistry, Physics, or Engineering.

Summer school programming will be provided for students who fail a course(s) requiring a passing grade for Competency Determination.

Students who do not pass the courses as outlined above will be placed on a Proficiency Plan in which the student will demonstrate evidence of meeting the learning standards of the course(s) from student work, such as classroom assignments, projects, and assessments. The applicable courses for the proficiency plan will be in the categories as outlined - English, Math, Science, and/or US History. A student's proficiency will be assessed by the Principal or designee.

Additional Considerations

Students with Disabilities

The Marblehead Public Schools must both provide a Free and Appropriate Public Education to students with disabilities and must also determine that the student has met the competency determination and local graduation requirements prior to graduating that student. Students with disabilities who have been placed in out-of-district placements must meet the requirements of the competency determination policy of the placing school district. Discussion of the Competency Determination must be a part of the Individualized Education Plan Team's transition planning.

The Individualized Education Plan (IEP) team will use professional judgment to determine if a student with significant cognitive disabilities is eligible for this alternative portfolio assessment, considering the individual student's needs.

English Language Learners

The Marblehead Public Schools shall, on a case-by-case basis, determine the appropriate courses necessary for English Language Learners to both achieve language proficiency and meet the competency determination requirements.

Late-Enrolling Students

Students who enroll in Marblehead High School after their ninth-grade year may be granted a determination of competency by the Marblehead Public Schools in one or more of the following ways:

- Transcript review by the school principal.
- A qualifying MCAS score of at least meeting or exceeding expectations achievement levels on the relevant high school MCAS assessment; or by meeting the standard for a substituted equivalent that the District certifies satisfies the same academic standards.

Appeals Process

Current students and/or parents/guardians may appeal the determination of competency in accordance with the following District procedures:

1) Appeals must be submitted to the Marblehead High School Principal.
2) If unsatisfied with the appeal to the Marblehead High School Principal, the current student and/or parents/guardians may appeal to the Superintendent.

The amended CD regulations also include a provision that allows the DESE Commissioner to waive a provision of the regulations for good cause, upon a written request from the district.

LEGAL REFS: DESE Graduation Requirements and Related Guidance
DESE Graduation and Transition Planning for Students with IEPs
DESE Competency Determination Guidance and Policy Submission Process
603 CMR 30.00
M.G.L. c. 69, § 1D

CROSS REFS: Student Handbook
IKF, Graduation Requirements

SOURCE: MASC - 2025

Proposal for a bench in memory of Savanah Gatchell

Location: Between the doors to the PAC and the main entrance of the building. (Photo below)
Size: 6 feet long
Price: $559
Free-Standing, attached to pavement. (Permanent placement)
Material: Cedar
Plaque Inscription:

Donated by
the Marblehead Community
In Loving Memory of Savanah Gatchell

Bench Invoice
Fundraising will begin once approved, organized by MADD 4 MHD

Photo of Bench COLOR: (Cedar)

Photo Showing the Freestanding Frame:

Photo of plaque: (NO IMAGE, Just Text!)

Donated by
the Marblehead Community
In Loving Memory of Savanah Gatchell

Location: Between the doors of the PAC and the Main Entrance, in front of the 2 trees, bolted down to the cement.

DRAFT MINUTES

Marblehead School Committee
Chair: Al Williams (acting chair K. Schmeckpeper)
Meeting Date, Time & Location: Thursday, November 20th, 2025, 6pm, MHS Library, 2 Humphrey Street Marblehead MA 01945
SC Members Present: M. Clucas, J. Schaeffner, K. Schmeckpeper, H. Gwazda
SC Members Absent: A. Williams
Agenda: Link
Materials: Link
Meeting Recording: Link
Minutes Respectfully Submitted By: Henry Gwazda

Opening and Preliminaries (00:00:00–00:06:00)

a. Meeting called to order at 6:01 p.m.; Pledge of Allegiance.

b. No commendations presented.

c. Public comment:

- Community member thanked School Committee and district teachers for excellent work
- Noted positive observations from Collins Middle School visit, including diverse and inclusive artwork in cafeteria

d. Student representative Will provided school activity updates:

- Powderpuff game Saturday 10 a.m. at Swampscott Field
- Fall sports results: football and girls soccer eliminated in round of eight; boys cross country eighth in Division 2; girls cross country second in D2A
- Senior brunch Sunday 9–11 a.m. in cafeteria; winter athletics registration open for seniors
- Fall MHS Acapella Concert Tuesday 7 p.m.; MHS Cabaret showcase that evening 7 p.m. in auditorium

Superintendent Update (00:06:00–00:15:00)

a. Superintendent John Robidoux provided updates on district substance abuse education initiatives:

- Collaborative team working on substance abuse education with trauma-informed, student-centered approaches matching developmental readiness

- Programming includes featured speakers, focus groups, curricular lessons in grades 4-12, data collection, diversion programs, and counselor meetings
- High school students prefer small group discussions within regular classes over large assemblies
- School Committee will receive regular updates

b. John Robidoux reported on meeting with 16 high school students and METCO Director K. Johnson regarding school culture and student belonging:

- Students shared concerns and improvement ideas
- Discussions will connect with anti-discrimination committee dialogue and student-established MAGIC coalition

Consent Agenda and Field Trip Approvals (00:15:00–00:24:00)

a. Motion by Henry Gwazda, seconded by Melissa Clucas, to approve schedule of bills totaling $835,535.81 and meeting minutes from November 6, 2025.

- Motion passed 4–0, with votes in favor: J. Shaeffner, H. Gwazda, M. Clucas, K. Schmeckpeper; and votes against: none.

b. Connor Ryan presented a field trip request for Innovation Career Pathways manufacturing engineering technology pathway students to visit the Landing School in Arundel, Maine on December 3rd.

- Motion by Henry Gwazda, seconded by Melissa Clucas, to approve the pathway program field trip to Maine.
- Motion passed 4–0, with votes in favor: J. Shaeffner, H. Gwazda, M. Clucas, K. Schmeckpeper; and votes against: none.

c. Michele Carlson and student presented field trip request for speech and debate club to attend Barkley Forum tournament at Emory University in Atlanta, Georgia.

- Motion by Henry Gwazda, seconded by Melissa Clucas, to approve the speech and debate club field trip to Emory University.
- Motion passed 4–0, with votes in favor: J. Shaeffner, H. Gwazda, M. Clucas, K. Schmeckpeper; and votes against: none.

MHS Roof Contract Presentation and Discussion (00:24:00–00:54:00)

a. Bid results for Marblehead High School roof and HVAC project:

- Subcommittee member Brian Serafin attended the meeting in person. Members Marc Leibman and Ralph Wallace participated remotely.

Six general contractor bids received; subcommittee recommended Homer Contracting Inc. of Arlington, Massachusetts at $8,970,000, $2,120,000 under budget of $11,090,000

- Subcommittee voted unanimously not to pursue liquid applied roofing alternate, which would have added over $2 million to project cost
- Project required to accept low bid (Homer Contracting)

b. Liquid applied roofing alternate discussion:

- Mark Liebman explained extensive material damage requires removal, repair, and PVC installation before liquid application, making it more expensive rather than cost-effective
- Three roofing subcontractor bids varied widely: Capeway bid $1.8 million extra, Greenwood bid $983,000 extra, Gibson Roofing proposed $157,000 credit

c. Procurement and project details:

- Eight general contractors pre-qualified with six bidding; approximately 70% of contract value is HVAC equipment, 30% roofing. Details provided by Ralph Wallace
- Project goal is substantial completion by October 2026

d. Subcommittee continuation and oversight:

- Subcommittee will remain active through project completion with all five community members continuing
- Mark Liebman offered frequent site visits during roofing installation and quarterly maintenance oversight meetings after completion
- Jennifer Schaeffner requested regular updates to full School Committee and suggested formalizing ongoing maintenance oversight through Facilities subcommittee

e. Financial implications of $2 million savings:

- Michael Pfifferling reported savings cannot be used for other purposes and must reduce debt exclusion
- Jennifer Schaeffner requested clarification on how savings will flow back to taxpayers

f. A motion was made by Henry Gwazda and seconded by Jennifer Schaeffner to award the contract for the general contractor for the Marblehead High School roof HVAC project to Homer Contracting Inc. of Arlington, Massachusetts, in the amount of $8,970,000. The motion passed 4–0, with votes in favor: H. Gwazda, J. Schaeffner, M. Clucas, K. Schmeckpeper; and votes against: none.

FY27 Capital Requests (00:54:00–01:15:00)

a. Michael Pfifferling presented FY27 capital request list for School Committee approval before town submission.

- Administration ranked items by priority; Pfifferling requested committee feedback on establishing 1A, 1B, 1C rankings within priority one items for funding discussions with town officials
- List previously presented to finance subcommittee

b. Priority one items totaling $935,000:

- Bus camera system upgrade
- Glover Elementary School playground safety improvements (remove jagged rocks/boulders)
- Marblehead High School field house improvements: painting/wall padding ($28,000), wall paint/acoustic panel repairs ($300,000), flooring replacement ($200,000)
- Veterans Middle School clock and bell system replacement
- Village School Hopkins field fence replacement

c. Priority two items totaling $629,000:

- Brown Elementary School playground shade structure
- Veterans Middle School expansion joint repairs and second floor plywood flooring replacement
- Veterans Middle School gymnasium floor refinishing (large and small gyms)
- Veterans Middle School gymnasium lighting upgrade
- Veterans Middle School exterior stairs extension toward Pleasant Street
- Performing Arts Center wall sconce lighting and carpet replacement
- Village School gymnasium lighting upgrade

d. Priority three items totaling $93,000:

- Seaside Park drainage improvements (matching funds)
- Snow equipment (track system snow mover/blower)
- Village School field structure restroom and equipment room refresh
- Technology wireless access points replacement
- Rolling stock replacement: two buses from 2013 and 2015

e. John Robidoux recommended bus camera systems, Glover playground rocks removal, Veterans Middle School bell/clock system, and technology wireless access points all be considered priority one due to safety concerns.

f. A motion was made by Jennifer Schaeffner and seconded by Melissa Clucas to approve the FY27 capital request priority list as presented. The motion passed 4–0, with votes in favor: J. Schaeffner, M. Clucas, H. Gwazda, K. Schmeckpeper; and votes against: none.

Donation Acceptance and Community Safety Update (01:16:00–01:29:00)

a. Motion by Jennifer Schaeffner, seconded by Henry Gwazda, to accept a donation of $2,500 from the Marblehead Female Humane Society to the Marblehead METCO donation fund. The motion passed 4–0, with votes in favor: J. Schaeffner, H.Gwazda, M. Clucas, K. Schmeckpeper; and votes against: none.

b. Jennifer Schaeffner reported on collaborative discussions with town leaders regarding youth safety and substance abuse:

- Met with Chris Kennedy (Recreation and Parks), Tom McMahon (Board of Health), Erin Noonan (Select Board), and Alexa Singer (Select Board)
- Town bylaws regarding serving minors alcohol include $25 fines; five citations issued 2009–2016, none since 2017
- Discussed reinstating annual spring meeting for parents of seniors with police/DA presentations

c. Superintendent John Robidoux to provide detailed presentation on existing substance abuse programs at future meeting; confirmed coaches apply MIAA standards for athletic code violations; discussions beginning on applying similar standards to drama/music activities.

Superintendent Goals Approval (01:29:00–01:32:00)

a. Timeline recap:

- Goals presented at November 3rd workshop, revised and presented November 6th, and edited for current meeting
- Goals written as 18-month goals; some will be completed sooner, others may extend beyond timeframe
- Ongoing progress updates to be provided; goals adjustable if needed

b. A motion was made by Henry Gwazda and seconded by Melissa Clucas to approve the superintendent goals. The motion passed 4–0, with votes in favor: J.Schaeffner, H. Gwazda, M. Clucas, K. Schmeckpeper; and votes against: none.

School Committee Goals Discussion (01:32:00–01:39:00)

a. Kate Schmeckpeper presented revised committee goal to elevate educator voices.

- Goal includes working with superintendent to hold sessions with educators
- Proposes appointing member or ad hoc subcommittee to research how other committees increase participation and report findings on pros/cons by end of school year
- Revised document not available in shared Google folder prior to meeting

b. Committee discussed exploring non-voting representatives.

- Kate Schmeckpeper explained other districts have CPAC, METCO, or expanded student representatives; goal is exploratory research, not definitive action
- Member raised concern about union leadership sitting on committees to avoid appearance of pushing agendas
- Henry Gwazda confirmed goal focuses on developing proposals for future committee discussion

c. Motion by Henry Gwazda, seconded by Melissa Clucas, to accept school committee goal for elevating educator voices. Motion passed 3–0 with one abstention. Votes in favor: Henry Gwazda, Melissa Clucas, K. Schmeckpeper; votes against: none; abstentions: Jennifer Schaeffner.

d. Kate Schmeckpeperconfirmed she would send revised goal document to Lisa Manning for website posting.

Subcommittee Updates and Communications Planning (01:39:00–01:58:00)

a. Communications Subcommittee requested approval for S'mores basic plan ($99/year) for newsletter distribution to community members not included in district or PTO updates:

- Concerns raised about elected board members having access to contact database; clarified database must be managed through district, not individual committee members
- Subcommittee clarified intent to share information discussed by committee, not speak on behalf of committee
- Committee agreed subcommittee would meet with Stephen Kwiatek to explore options and return with proposal at next meeting

b. Budget Subcommittee reported meeting Monday to review analysis of existing budget and staffing by building and category:

- Michael Pfifferling and John Robidoux will meet with building administrators for additional input
- Joint meeting with Finance Committee subcommittee scheduled December 1st
- Calendar of presentations culminating in spring town meeting presented

c. Policy Subcommittee reported meeting that morning:

- First draft of competency determination policy presented; second draft after Thanksgiving
- Approved policy revisions and new policies to come before full committee in December

d. John Robidoux reported on Wellness Committee's second meeting:

- Wellness policy requires revision every three years; will revise based on input and bring back to next meeting
- Anti-discrimination committee meets in December
- Safety committee with union and administrators scheduled approximately December 11th
- Town safety committee meets quarterly; next meeting approximately January

Adjournment to Executive Session (01:58:00–01:59:00)

a. Motion by Henry Gwazda, seconded by Jennifer Schaeffner to meet in executive session pursuant to Chapter 30A Section 21A3 Purpose 3 to discuss litigation Marblehead School Committee and Marblehead Teachers Association MUP 2511555 as an open meeting may have a detrimental effect on the litigating position of the school committee, and to meet in executive session pursuant to Chapter 30A Section 21A3 Purpose 3 to discuss

litigation Boyd Perry versus Marblehead Public Schools et al. Docket number 124cv-10606 U.S. District of Massachusetts as an open meeting may have a detrimental effect on the litigating position of the school committee, without intent to return to open session.

b. Roll call vote passed 4–0, with votes in favor: J. Schaeffner, M. Clucas, H. Gwazda, K. Schmeckpeper; and votes against: none.

c. Meeting adjourned to executive session at 7:58pm