



DATE POSTED: 12/16/2025
 Town Clerk Use Only
 2025 DEC 16 PM 1:19

MEETING NOTICE

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://marbleheadschoo-
 org.zoom.us/j/97886762817?pwd=5hT6kswajlCtbJVvC2uYOn1pdiv7fE.1](https://marbleheadschoo-

 org.zoom.us/j/97886762817?pwd=5hT6kswajlCtbJVvC2uYOn1pdiv7fE.1)

Meeting ID: 978 8676 2817

Password: 610612

Dial in Phone +1 646 931 3860 US

Thursday	December	18	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

- III. Consent Action and Agenda Items (vote)
 - a. Schedule of Bills
 - b. Meeting Minutes: (12/04/2025)

- IV. School Committee Communication and Discussion Items
 - a. High School Advanced Placement Assessment Data
 - b. New Policies: Third Reading
 - i. ECAB: Access to Buildings and Grounds (vote)
 - ii. EFBA: School Food and Nutrition -- Meal Modifications (vote)

- iii. EFE: Civil Rights Complaint Policy for Child Nutrition Programs (vote)
- iv. EHAA: District Security Relating to Technology (vote)
- v. EHB: Data and Records Retention (vote)
- b. Approval of Policy IKFE: Competency Determination (vote)
- c. Policy Updates
 - i. EFC: Free and Reduced Price Food Services (vote)
 - ii. EFD: Meal Charge Policy (vote)
- d. Appointment of Mark Strout to Essex North Shore Agricultural and Technical School District (vote)
- e. Headlight Student Newspaper
- f. Student Services Update
- g. Copier Presentation (vote)
- h. Enrollment Update
- i. Appoint members to Bargaining Subcommittee (vote)
- j. Appoint Bargaining Team for MEA's Accretion of BCBA/PT/OT/PTA/OTA/CNAs (vote)
- k. Sub Committee & Liaison Updates
 - i. Appoint members to Goals Subcommittee (vote)

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.

Purpose (3) to discuss strategy with respect to collective bargaining, specifically with respect to bargaining with the Board Certified Behavior Analysts (BCBAs), Physical Therapists (PTs), and Occupational Therapists (OTs), as well as the Physical Therapist Assistants (PTAs), Occupational Therapy Assistants (OTAs), and Certified Nursing Assistants (CNAs).

To comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements, specifically, the Open Meeting Law, G.L. c. 30A, §§ 22 (f), (g), relative to the School Committee's executive session on November 20, 2025.

Chair's Statement following roll call vote on the motion:

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To comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements, specifically, the Open Meeting Law, G.L. c. 30A, §§ 22 (f), (g), relative to the School Committee's executive session on November 20, 2025.

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: 12/16/25



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

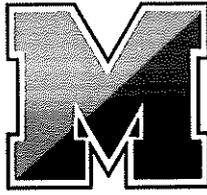
TO: Marblehead School Committee
FROM: Michael Pfifferling, Assistant Superintendent of Finance and Operations
DATE: December 16, 2025
RE: Schedule of Bills for Approval

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
A26-22-DW-MSR	\$344,476.35
A26-22-FAC-LM	\$59,194.79
A26-22-FS-CF	\$27,610.48
A26-22-SS-KG	\$173,801.82
A26-23-DW-MSR	\$33,734.12
A26-23-FS-CG-01	\$6,274.46
A26-23-FS-CF-02	\$6,492.70
A26-23-SS-KG	\$163,215.15
Total	\$814,799.87

Suggested Motion:

Motion to approve the identified schedules of bills totaling \$814,799.87



DRAFT MINUTES

Marblehead School Committee

Chair: Al Williams

Meeting Date, Time & Location: Thursday, December 4th, 2025, 6pm, MHS Library, 2 Humphrey Street Marblehead MA 01945

SC Members Present: A. Williams, J. Schaeffner, K. Schmeckpeper, H. Gwazda

SC Members Absent: M. Clucas

Agenda/Materials: [Link](#)

Meeting Recording: [Link](#)

Minutes Respectfully Submitted By: Henry Gwazda

Opening Remarks and Public Comment (00:00:00–00:10:00)

- a. Meeting called to order at 6:00pm; Pledge of Allegiance recited.
- b. Public comments received:
 - Reese Dahlberg (Fieldbrook Road) thanked MVMS English teachers, Principal Matthew LeVangie, and district administration for supporting intergenerational book discussion event at Abbott Public Library.
 - Sarah Fox (46 Beach Street) criticized announced school start time change, alleging it violated Mass General Law and ethics law, reduced student learning time by approximately 36 hours annually, and granted staff compensation increase exceeding 3% without public notice.
 - Karen Tal-Makhluf (11 Traeger Road, via remote) urged committee to review grievance filed by teacher removed from lead teacher position after speaking out about antisemitism and consider reinstatement.
- c. Public comment closed; meeting proceeded to student representative report.

Student Representative and Superintendent Update (00:10:00–00:24:00)

- a. Student Representative Report:
 - Football team defeated Swampscott on Thanksgiving; winter sports practices began; a cappella Sing Free concert held; high school returned to 7:55 a.m.–2:30 p.m. schedule
- b. Superintendent John Robidoux Updates:
 - State graduation framework released following MCAS elimination; proposed components include end-of-course assessments, MiCAP, capstone projects, FAFSA completion, financial literacy, seals of distinction; most already in place; final framework expected June



- Roof contractors exploring April vacation start for MHS library and shingled sections
- METCO Director Casey Johnson coordinated visit with new METCO President Dr. Candice Sumner; meet-and-greet held with staff and Racial Justice Team members

c. Anti-discrimination and Student Engagement:

- Anti-Discrimination Committee discussed Holocaust remembrance, Commission on Combating Antisemitism report, and reporting mechanisms
- Superintendent Robidoux met with Ministerial Association and MAGIC Coalition students planning student-led discrimination discussions
- Superintendent Robidoux and METCO Director Casey Johnson met with students of color seeking to be heard; students developing positivity message to replace removed Black Lives Matter banner

Budget and Finance Report (00:24:00–00:30:00)

a. Budget status update

- Assistant Superintendent Michael Pfifferling reported unexpended balance decreased \$65,000 (from \$3.34M to \$3.27M); salary encumbrances approximately 99% accurate despite dual-system operation prior to MUNIS conversion
- Student Services Assistant Director budget line issue from previous meeting corrected via expenditure transfers
- Negative \$227,000 budget line is placeholder for anticipated staff retirements; will be distributed to salary lines after MUNIS conversion without school committee approval

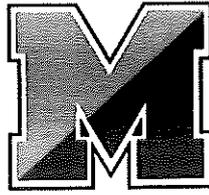
b. Budget process update

- Superintendent John Robidoux reported Budget Subcommittee met and established schedule; meetings with principals underway to review staffing, resources, and efficiencies
- Committee member emphasized budget documents must be released to public simultaneously with school committee presentation for transparency

Consent Agenda and Policy Approvals (00:30:00–00:40:00)

a. Consent agenda items:

- Schedules of bills totaling \$403,727.82
- Meeting minutes from November 20, 2025
- Policy updates: EB Safety Program, EBB First Aid, EBC Emergency Plans, EEA Student Transportation Services, EEAE School Bus Safety Program



b. Discussion:

- Assistant Superintendent Michael Pffifferling explained lower bill total due to town not processing bills the previous week
- Kate Schmeckpeper noted EEAE changes were minor MASC-recommended updates; Marblehead-specific language unchanged

c. A motion was made by Kate Schmeckpeper and seconded by Henry Gwazda to approve the consent agenda.

The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

Memorial Bench Proposal and School Start and End Times (00:40:00–00:43:00)

a. Memorial bench proposal:

- Ellore Jennings proposed bench honoring Savannah Gatchell at MVMS entrance
- Fully funded through community donations
- A motion was made by Jennifer Schaeffner and seconded by Kate Schmeckpeper to approve the memorial bench. The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

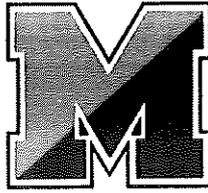
b. Auditorium naming update:

- Community feedback reported as overwhelmingly supportive; additional signage and cost details requested from Ashley Skeffington and Henry Christensen; matter to return for vote once finalized.

c. School start and end times update:

- November 2024 MOA between School Committee and MEA changed student arrival times for 2025–2026 to enable second elementary recess; MEA filed prohibited practice charge with MA Department of Labor after August 2025 implementation.
- Settlement agreement approved by school committee in executive session on November 20, 2025, with Town Administrator Thatcher Keezer participating; the vote was 5–1 in favor.
- Settlement terms: MEA dismissed charge and withdrew grievance; middle/high school times returned to 2024–2025 schedule; elementary teachers permitted to self-direct one PLC day per month December through June.
- Administrator-educator group to continue addressing elementary teacher prep time impact; school legal counsel provided guidance throughout.

Executive Session Minutes (00:43:00–00:51:00)



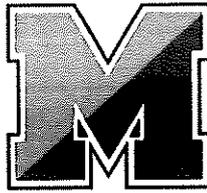
- a. Point of order raised that executive session minutes had not been voted for release before vote results were publicly announced.
- b. Motion by Jennifer Schaeffner, seconded by Al Williams, to release full minutes of all executive session meetings related to school start and end times settlement.
- Jenn Schaeffner stated settlement was done without public deliberation, constituted fundamental change to memorandum of understanding, reduced dismissal time by seven minutes at high school, costing approximately 36 hours of teaching time valued at approximately half a million dollars
 - Al Williams stated legal counsel advised settlement process was appropriate; executive sessions for pending litigation and settlements are routine
 - Superintendent John Robidoux clarified 2:37 p.m. end time had not been operationalized for at least a decade prior to September 2025; \$500,000 figure not accurate; minimal time lost
- c. The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

Enrollment Data Discussion (00:51:00–01:05:00)

- a. Enrollment decline analysis
- Jennifer Schaeffner requested analysis on declining enrollment (2,754 to 2,511 students, loss of ~200)
 - Superintendent John Robidoux presented October 1st DESE data (2019–2025): current enrollment below six-year average in every grade; annual average change minus 3.88%
- b. Data tracking and next steps
- Assistant Superintendent Julia Ferreira explained cohort tracking informs staffing adjustments
 - Administration will provide detailed data at next meeting showing where departing students go (homeschool, private school, out-of-district moves)
- c. Tracking limitations
- District tracking begins at registration; children never enrolled in public schools may not be captured unless identified through special education testing obligations

Policy Updates and Second Readings (01:06:00–01:17:00)

- a. Policy EEAA (Walkers and Riders):
- Title changed from "Transportation of Regular Education Students" to "Walkers and Riders"; language refined per MASC and Policy Subcommittee recommendations
 - A motion was made by Kate Schmeckpeper and seconded by Henry Gwazda to approve the updates to policy EEAA.



- The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

b. Policy EEAG (Student Transportation in Private Vehicles):

- A motion was made by Kate Schmeckpeper and seconded by Henry Gwazda to approve changes to policy EEAG.
- Discussion tabled pending Superintendent Robidoux's return to answer a committee member question

c. Second Readings – Five MASC-Recommended Policies:

- ECAB, EFBA, EFE, EHAA, and EHB reviewed; superintendent recommended adoption as written; no vote taken (second readings)

d. Elevating Educator Voices Goal:

- A motion was made by Jennifer Schaeffner and seconded by Kate Schmeckpeper to create an ad hoc subcommittee to research how other school committees use non-voting members..
- The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.
- Kate Schmeckpeper and Al Williams expressed interest in serving; final membership deferred to allow Melissa Clucas to express interest

e. Strategic Planning Goal:

- Goal read aloud covering division of responsibilities, district improvement plan support, and strategic planning framework for spring 2026;

School Committee Goals and Subcommittee Formation (01:17:00–01:23:00)

a. Combined Subcommittee Formation:

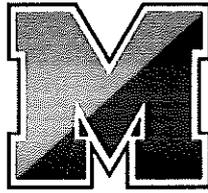
- A motion was made by Jennifer Schaeffner and seconded by Kate Schmeckpeper to create one ad hoc subcommittee to address both the Elevating Educator Voices goal and the Strategic Planning goal.

The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

- Membership deferred until all five members present.

b. Policy EEAG (Student Transportation in Private Vehicles):

- Superintendent John Robidoux clarified background check requirements are met when drivers are cored/fingerprinted staff or volunteers with parental consent.
- A motion was made by Kate Schmeckpeper and seconded by Henry Gwazda to approve policy EEAG.



The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

c. Competency Determination Policy:

- Kate Schmeckpeper reported Policy Subcommittee deadlocked on DESE-required competency determination policy following MCAS elimination as graduation requirement.
- A motion was made by Kate Schmeckpeper and seconded by Al Williams to have the full school committee receive a reading of the policy at the current meeting.

The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

Competency Determination Policy Discussion (01:22:00–02:00:00)

a. Assistant Superintendent Julia Ferreira presented draft competency determination policy following MCAS elimination as graduation requirement.

- Requires mastery demonstration in ELA, math, and science through coursework aligned to state standards
- Required courses: English 9–10, Algebra 1, Geometry, Biology, additional lab science; US History added 2027
- Includes provisions for summer school, proficiency plans, students with disabilities, English learners, and appeals

b. Jennifer Schaeffner questioned whether D minus (60) passing threshold should be higher; discussion noted changing threshold would require broader graduation requirements analysis.

c. A motion was made by Jennifer Schaeffner and seconded by Kate Schmeckpeper to approve policy IKF as written and to have the superintendent and assistant superintendent return in January with an agenda item to discuss grade standards and how other comparable districts define passing grades.

The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

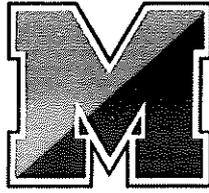
d. A motion was made by Kate Schmeckpeper and seconded by Jennifer Schaeffner to waive the third reading and place the competency determination policy on the December 18th agenda for final approval.

The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

Meeting Schedule Changes and Subcommittee Updates (02:00:00–02:07:00)

a. Meeting schedule changes:

- January meetings rescheduled from January 8th and 22nd to January 15th and 29th



- Municipal warrant article deadline: noon, Friday, January 30th; warrant hearing: April 6th

b. Subcommittee updates:

- Facilities: Henry Gwazda reported 75 early education survey responses showing strong demand for extended-day childcare; Veterans Middle School roof under review by Marc Leibman
- Communications: Newsletters to be sent second Friday monthly; first story to cover budget roadmap
- Budget: Calendar to be shared publicly with key dates for superintendent presentation, public hearing, and vote

Executive Session (02:07:00–02:10:00)

a. Motion by Kate Schmeckpeper, seconded by Henry Gwazda, to enter executive session:

- Pursuant to Chapter 38, Section 21A3, Purpose 3, to discuss potential litigation by former administrator Jay Buckley, as an open meeting may have a detrimental effect on the litigating position of the school committee.
- Pursuant to Chapter 38, Section 21A2, Purpose 2, to conduct a collective bargaining session with the Marblehead Education Association specifically to hear a step three grievance regarding the lead teacher stipend.
- Pursuant to Chapter 38, Section 21A3, 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.
- The chair declared that an open meeting may have a detrimental effect on the litigating position of the school committee for each purpose, without intent to return to open session.

b. The motion passed 4–0, with votes in favor: Jennifer Schaeffner, Kate Schmeckpeper, Henry Gwazda, Al Williams; absent: Melissa Clucas.

c. Committee entered executive session at 8:10pm.

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
 IHBA, 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

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

SCHOOL NUTRITION PROGRAMMEAL CHARGE POLICY

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 minimizing any impact on students with meal-charges for a la carte purchases.

The District provides free meals to all students (one free meal per meal service period). However, unpaid meal-charges for additional meals, or a la carte items, place a large financial burden on the school district, as food services is a self-supporting entity within the district. The purpose of this policy is to ensure compliance with federal reporting requirements of the USDA Child Nutrition Program, as well as provide oversight and accountability for the collection of outstanding student meal balances.

~~The provisions of this policy pertain to regular priced school meals only. The School Committee will provide a regular meal to students who forget or lose their lunch money.¶¶~~

¶¶

Meal-Charges and Balances

~~Each student will be allowed to take one regular meal per meal service period. Students may want to receive additional meals, or to purchase a la carte items. Students will pay for additional meals at the regular rate approved by the School Committee. Student Accounts will be maintained by the District Food and Nutrition Program as prescribed by the District and delineated in the Student Handbook, and for their meal status (regular, reduced-price, or free) each day. Payment options will be delineated in student handbooks and provided to parents of incoming students. After the balance reaches zero and enters the negative, students will not be allowed to purchase a la carte items including but not limited to a second entrée, snack, ice cream, or an additional beverage. The student will still be allowed to take a meal, and that meal will continue to be charged to the account at the standard lunch rate based on their meal status.~~

The parent/guardian is responsible for any meal charges incurred. If there is a financial hardship, a parent/guardian should contact food services directly to discuss payment options such as an individualized repayment plan.

Payments

~~Payments for additional food purchases beyond the regular meal will be made to the District Food and Nutrition Program. Parents/Guardians will be notified of account balances or deficits are responsible for all meal payments to the food service program. Notices of low or deficit balances will be sent directly to parent/guardians via email or regular postal mail at regular intervals as prescribed by the District during the school year. At no time shall any staff member give payment notices to students unless that student is known to be an emancipated minor who is fully responsible for themselves or over the age of 18. If parents/guardians have issues with student purchases they should contact food services for assistance.~~

Parents/Guardians may pay for meals in advance for anticipated purchases beyond the free meal allowed during each meal service period. Further details are available on the school district webpage and in student handbooks. Funds should be maintained in accounts to minimize the possibility that a child may

be without a positive balance in their account ~~meal money~~ on any given day. Any remaining funds for a particular student, whether positive or negative, will be carried over to the next school year.

All school cafeterias possess computerized point of sale/cash register systems that maintain records of all monies deposited and spent for each student and those records are available to parents/guardians by setting up an online account (see student handbooks for more details) or by speaking with the school's food service

¶

1 of 2

manager. The point of sale system is designed to prevent direct identification of a student's account meal status. Parents will receive automated low-balance ~~emails or mailed notices weekly, if applicable.~~ If notices do not result in payment, parents will receive a phone call from food services. If the phone call does not result in payment the food service manager shall turn the account over to the business office.

Refunds

Refunds for withdrawn and/or graduating students require a written request (~~email, postal, or in-person~~) for a refund of any money remaining in their account to be submitted. Graduating students also have the option to transfer funds to a sibling's account or to donate to a student in need with a written request.

Delinquent Accounts/Collections

~~Failure of a parent or guardian to maintain reasonably current accounts may result in a referral to the Superintendent for his/her review.~~ The Superintendent shall ensure that there are appropriate and effective collection procedures and internal controls within the school district's business office that meet the requirements of law.

~~If a student is without meal money on a consistent basis, the administration may investigate the situation more closely and take further action as needed. If financial hardship exists, parents and families are encouraged to apply for free or reduced price lunches for their child.~~ Each school handbook shall contain detailed instructions for parental assistance.

Policy Communications

This policy shall be communicated to all staff and families at the beginning of each school year and to families transferring to the district during the year.

LEGAL REFS: MGL 71:72; USDA School Meal Program Guidelines May 2017
CROSS REFS: JQ, Student Fees, Fines & Charges
EFE, Civil Rights Complaint Policy for Child Nutrition Programs
SOURCE: MASC – Updated 2023 ~~February 2018~~

SCHOOL NUTRITION PROGRAM CHARGE POLICY

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 minimizing any impact on students with charges for a la carte purchases.

The District provides free meals to all students (one free meal per meal service period). However, unpaid charges for additional meals, or a la carte items, place a large financial burden on the school district, as food services is a self-supporting entity within the district. The purpose of this policy is to ensure compliance with federal reporting requirements of the USDA Child Nutrition Program, as well as provide oversight and accountability for the collection of outstanding student meal balances.

Charges and Balances

Each student will be allowed to take one regular meal per meal service period. Students may want to receive additional meals, or to purchase a la carte items. Students will pay for additional meals at the regular rate approved by the School Committee. Student Accounts will be maintained by the District Food and Nutrition Program as prescribed by the District and delineated in the Student Handbook.

The parent/guardian is responsible for any meal charges incurred. If there is a financial hardship, a parent/guardian should contact food services directly to discuss payment options such as an individualized repayment plan.

Payments

Payments for additional food purchases beyond the regular meal will be made to the District Food and Nutrition Program. Parents/Guardians will be notified of account balances or deficits at regular intervals as prescribed by the District. At no time shall any staff member give payment notices to students unless that student is known to be an emancipated minor who is fully responsible for themselves or over the age of 18. If parents/guardians have issues with student purchases they should contact food services for assistance.

Parents/Guardians may pay in advance for anticipated purchases beyond the free meal allowed during each meal service period. Further details are available on the school district webpage and in student handbooks. Funds should be maintained in accounts to minimize the possibility that a child may be without a positive balance in their account on any given day. Any remaining funds for a particular student, whether positive or negative, will be carried over to the next school year.

All school cafeterias possess computerized point of sale/cash register systems that maintain records of all monies deposited and spent for each student and those records are available to parents/guardians by setting up an online account (see student handbooks for more details) or by speaking with the school's food service1 of

manager. The point of sale system is designed to prevent direct identification of a student's account status. Parents will receive automated low-balance notices. If notices do not result in payment, parents will receive a phone call from food services. If the phone call does not result in payment the food service manager shall turn the account over to the business office.

Refunds

Refunds for withdrawn and/or graduating students require a written request for a refund of any money remaining in their account to be submitted. Graduating students also have the option to transfer funds to a sibling's account or to donate to a student in need with a written request.

Delinquent Accounts/Collections

The Superintendent shall ensure that there are appropriate and effective collection procedures and internal controls within the school district's business office that meet the requirements of law.

Each school handbook shall contain detailed instructions for parental assistance.

Policy Communications

This policy shall be communicated to all staff and families at the beginning of each school year and to families transferring to the district during the year.

LEGAL REFS: MGL 71:72; USDA School Meal Program Guidelines May 2017
CROSS REFS: JQ, Student Fees, Fines & Charges
EFE, Civil Rights Complaint Policy for Child Nutrition Programs
SOURCE: MASC – Updated 2023

CIVIL RIGHTS COMPLAINT POLICY FOR CHILD NUTRITION PROGRAMS

The Fall River School District is committed to complying with Civil Rights Requirements in all of its programs, including the USDA Food and Nutrition Services and DESE School Food and Nutrition Programs, and specifically the Civil Rights Requirements outlined in Food and Nutrition Programs Instruction 113-1 and the 2016 MoU between USDA FNS Civil Rights Division and the Massachusetts DESE Office for Food and Nutrition Programs.

Any person alleging discrimination in the District's School Food and Nutrition Program based on race, color, national origin, age, sex, or disability, either written or verbal, has the right to file a complaint. The designee at the District/school level will provide assistance to the individual(s) including but not limited to explaining the steps in the complaint process, and maintain a complaint log, as required by law.

LEGAL REF.: FNS 113-1: Civil Rights Compliance and Enforcement

NOTE: Procedures Template for USDA Food and Nutrition Services Complaints can be found here. Districts are required by FNS 113-1 to establish procedures to receive complaints, assist individuals with complaints, log, and report Civil Rights complaints related to School Food and Nutrition Services.

NOTE: The Superintendent or designee will develop complaint procedures

SOURCE: MASC 2023

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

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 <u>English 9</u> and <u>English 10</u> 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 <u>Algebra 1</u> and <u>Geometry</u> 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 <u>Biology</u> and an <u>additional lab science course</u> (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 <u>United States History</u> .	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

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.

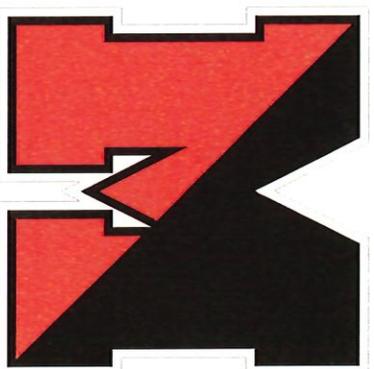
As required by state and federal regulations, the School Committee approves this policy statement pertaining to eligibility for universal free school meals for all students in the District.

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

Marblehead High School Advanced Placement



Prepared by: Danielle Mosher and Susan Shatford

For Marblehead School Committee, December 18, 2025



AP Classes at MHS

Art

- 2-D Art & Design (*new 2026*)
- Art History

English

- English Language & Composition
- English Literature & Composition
- Research (*new 2025*)
- Seminar (*new 2024*)

World Language

- French Language & Culture
- Latin
- Spanish Language & Culture

History

- European History
- Psychology (*new 2025*)
- United States Government & Politics
- United States History

Math

- Calculus AB
- Calculus BC
- Computer Science Principles
- Statistics

Science

- Biology
- Chemistry
- Environmental Science
- Physics C: Mechanics



AP Classes at MHS

Art

- 2-D Art & Design (*new 2026*)
- Art History



“AP Art History is one of the most interesting courses so far. The intersection between art and history is unique. It has inspired me to take similar classes in college. The course was a great representation of art around the world and different mediums. Ms. Huller White did a great job teaching the class.”

Will C., Class of 2026

“AP Art History gave me the opportunity to span such an extensive timeline and really put into perspective not just events of history, but the emotions and worldviews of the people at that time. Since [this] class, I feel so much more connected to history and it has totally shaped my learning from then on.”

Aoife S., Class of 2025





AP Classes at MHS

English

- English Language & Composition
- English Literature & Composition
- Research (*new 2025*)
- Seminar (*new 2024*)

“AP Research is a class that allows students to dive into a passion. The best part is the fact that the College Board has the students focus on the process, not the product. This allows the students to choose a project that is “a reach” or “out of the ordinary” and may fail -- all they need to do is articulate what failed and how. This encourages students to learn from failure. One student’s project last year, in fact, failed. Their paper and presentation told the story of true learning. The student earned a high score from the College Board.”

Ms. Feins, AP Research Teacher



“AP Seminar taught us how to present confidently, conduct intentional research, and learn how to use various resources.”

Hailey G. & Greta S., Class of 2026





AP Classes at MHS

World Language

- French Language & Culture
- Latin
- Spanish Language & Culture

“In AP Latin, my teacher combines literal & interpretive translations along with cultural context. Learning about culture helps with translating complex documents.”

Kathleen H., Class of 2026



“In AP Spanish we look at Spanish news videos, analyze the information and share it with others in the class. As a native speaker, this class is helping me become more fluent in reading and writing.”

Dante N., Class of 2027



AP Classes at MHS

History

- European History
- Psychology (*new 2025*)
- United States Government & Politics
- United States History



“In AP Psychology, we did a lot of projects that helped us relate to various psychology principles. In college, I plan on majoring in psychology.”

Grace R., Class of 2026

“In AP Gov, Mr. Costello encourages discussion so we can voice our opinions. A lot of us are turning 18, so it’s good to know what is going on even if we’re not going into politics.”

Quinn H., Class of 2026

“I like history & the accelerated pace of AP European History. Mr. Butters is passionate about what he teaches.”

Noah V., Class of 2028



AP Classes at MHS

Math

- Calculus AB
- Calculus BC
- Computer Science Principles
- Statistics



“AP Calculus AB is a rigorous and challenging course, but Mr. Giardi is there to help as needed. I struggled last year with Precalculus, but I am learning a lot in AP Calculus AB.”

Tessa F., Class of 2026

“AP Computer Science Principles is an independent learning type of class where you can make your own code. Ms. Waitkevich helps us & we learn different ways of making our code work.”

Finn G., Class of 2026



AP Classes at MHS

Science

- Biology
- Chemistry
- Environmental Science
- Physics C: Mechanics

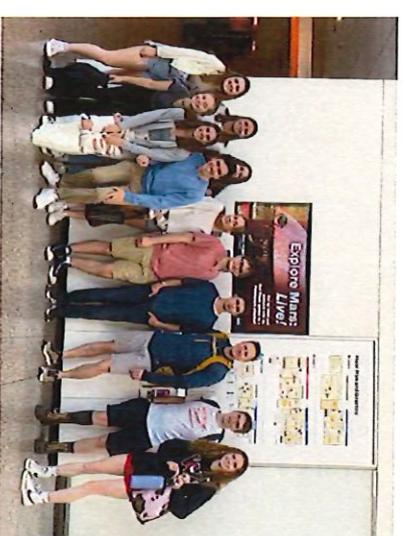


“I genuinely enjoy the principles of AP Physics C: Mechanics and find the class rewarding. It helps me to look at things in the world and understand how they work. This is something I am going to study in college.”

Brady L., Class of 2026

“I’ve had a number of students take AP Environmental Science & decide to pursue a related career. It’s wonderful to see students inspired by what they learn in the class!”

Mrs. Rodgers, AP Environmental Science Teacher





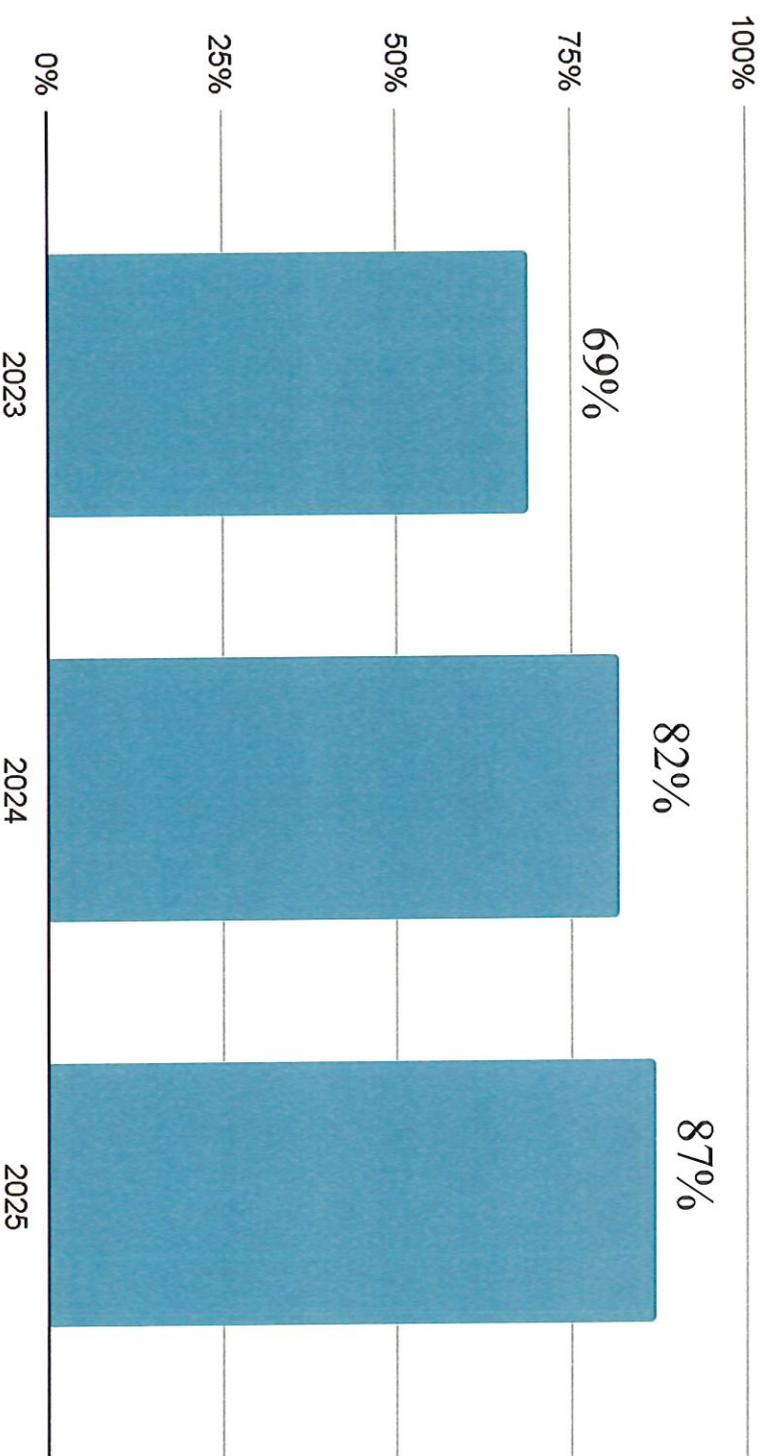
Marblehead High School AP Enrollment Summary (2023-2025)

	2023	2024	2025
Total AP Students	342	360	376
Number of Exams	677	767	926
AP Students with Scores 3+	236	295	327
% of Total AP Students with Scores 3+	69%	82%	87%



Three Year AP Score Summary

% of Total AP Students with Scores 3+





MHS School Enrollment Information - 2026

Total # of Students (grades 10-12)	595
Total # of AP Students	353
% Students taking AP Exams	59% of grades 10-12 students
Total # of AP Exams	829
Students taking 1 or 2 Exams	220 (62%)
Students taking 3 or More Exams	133 (38%)



AP District Comparisons - DESE DART 2023-2024

District	# AP Subject Exams Taken	# AP Exams Taken	% Scored 1 & 2	% Scored 3+
Wayland	22	655	5	95
Westford	24	934	7	93
Bedford	28	531	11	89
Marblehead	19	767	18	82
Wilmington	21	343	19	81
Grafton	17	390	20	80
Holliston	22	452	20	80
Nashoba	23	529	20	80
Groton-Dunstable	19	370	27	73
Lynnfield	19	520	32	68
Wakefield	23	444	35	65



AP Capstone

AP Courses:

- Seminar
- Research

Students are required to:

- Analyze topics through multiple lenses to construct meaning or gain understanding
- Plan and conduct a study or investigation
- Propose solutions to real-world problems
- Plan and produce communication in various forms
- Collaborate to solve a problem
- Integrate, synthesize, and make cross-curricular connections

Assessment:

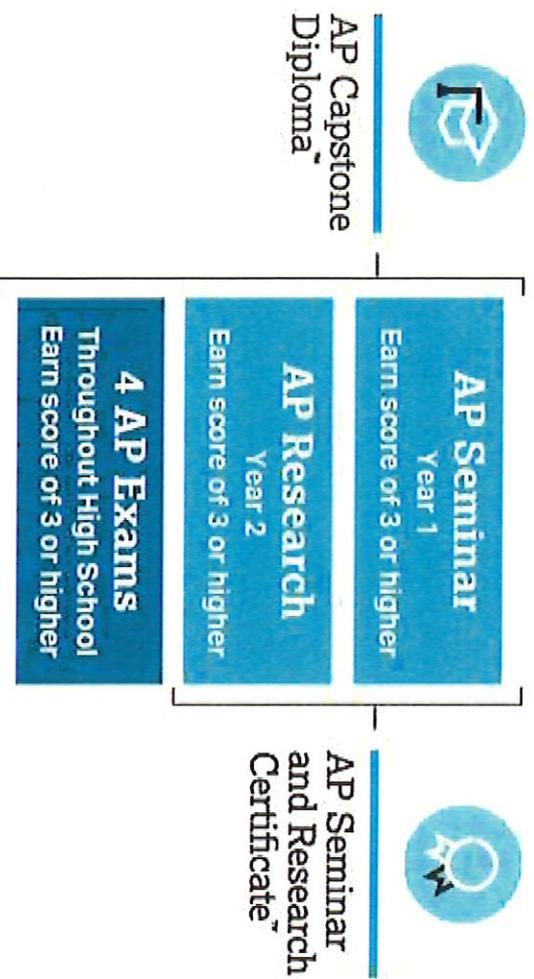
- Teacher scored presentation components
- College Board scored written components
- End of course exam



AP Capstone (continued)

Awards:

- AP Capstone - 3 or higher on Seminar and Research & 4 additional AP exams of their choosing
- AP Seminar and Research Certificate - 3 or higher on Seminar and Research, but not on four additional AP Exams





AP 2025 Awards at MHS

194 Awards

- 64 AP Scholar
 - Granted to students who receive scores of 3 or higher on three or more AP Exams
- 41 AP Scholar w/Honors
 - Granted to students who receive an average score of at least 3.25 on all AP Exams taken, **and** scores of 3 or higher on four or more of these exams.
- 83 AP Scholar w/Distinction
 - Granted to students who receive an average score of at least 3.25 on all AP Exams taken, **and** scores of 3 or higher on five or more of these exams.
- 1 AP International Diploma
 - Awarded to students who display exceptional achievement across a variety of disciplines.
 - Attend a school outside of the U.S. or send AP scores to a university outside the U.S.
 - Students must score a 3 or higher on 5 or more AP Exams.
 - Exams must fulfill 4 content areas, outlined below.
 - Any 2 eligible AP world language exams or English exams if the exams are across 2 different languages
 - One AP Exam offering a global perspective
 - One AP Exam from either math and computer science or the sciences
 - One additional AP Exam (can't be English or any of the world languages except Latin)
- 2 AP Capstone - 3 or higher on Seminar and Research & 4 additional AP exams of their choosing
- 3 AP Seminar and Research Certificate - 3 or higher on Seminar and Research, but not on four additional AP Exams



**Thank you for your
continued support of the
Advanced Placement
Program at Marblehead
High School!**

December 10, 2025

Marblehead School Committee
Marblehead School Department
9 Widger Road
Marblehead, MA 01945

Dear Members of the School Committee,

In accordance with the Bylaws Governing the Operation of the Essex North Shore Agricultural and Technical School District, I am writing to formally request your consent for the reappointment of Mark Strout as Marblehead's representative to the Essex North Shore Agricultural and Technical School District for a new three-year term beginning January 1, 2026.

This request follows a strong and thoughtful recommendation from Essex Tech leadership and reflects my own continued respect and appreciation for the dedicated work Mark has provided on behalf of Marblehead. His service has been consistently diligent, constructive, and community-minded, and I believe the Town is well served by his ongoing representation.

Given the commencement of the upcoming term on January 1, 2026, I would appreciate the Committee's prompt attention to this matter so that Marblehead's seat is renewed without interruption.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to be 'J. Scott', written in a cursive style.

Town Moderator



MARBLEHEAD
PUBLIC SCHOOLS

Marblehead School Committee
9 Widgee Road,
Marblehead, MA 01945
phone: 781.639.3140 x10114
email:schoolcommittee@marbleheadschoools.org

Sarah Gold
Chairman

Meagan Taylor
Vice Chairman

Emily Barron
Committee Member

David Harris Jr.
Committee Member

Sarah Fox
Secretary

June 6, 2022
Gary A Spiess
Town Moderator
Re: Essex Tech Representative

Dear Mr. Spiess,

The following resolution was duly adopted at a meeting of the Marblehead School Committee on May 19, 2022.

Resolved that the Marblehead school Committee hereby consents to and concurs with the re-appointment, by Gary A. Spiess the Town Moderator, of Mark B. Strout to a new three year term and the Town's representative on the School Committee of the Essex North Shore Agricultural and Technical School District, such term to commence on January 1, 2023.


Sarah Gold, Chairman
Marblehead School Committee



ESSEX NORTH SHORE
AGRICULTURAL & TECHNICAL SCHOOL

Heidi T. Riccio, Ed.D.
Superintendent-Director

December 1, 2025

Mr. Jack Attridge, Town Moderator
188 Washington Street
Marblehead, MA 01945

Dear Mr. Attridge,

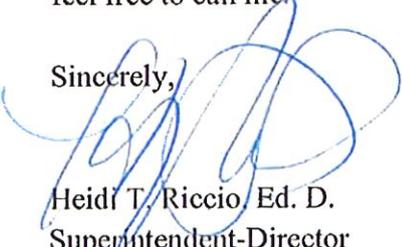
Mark B. Strout has been a wonderful addition to the Essex North Shore Agricultural & Technical School Committee since his appointment on January 1, 2023.

Mr. Strout's term expires on December 31, 2025. The appointment to fill this vacancy is made by the Town Moderator and must be approved by the Marblehead School Committee. Please find enclosed the relevant sections of the Essex North Shore Agricultural and Technical School District By-Laws *Sections 2.2 Appointments and Terms and Section 2.3 Vacancies* that explain this process.

It is necessary for you to notify this District in writing of the member's reappointment or appointment of a successor. An early notification will ensure the orderly continuity of the District's business.

Thank you in advance for your attention to this matter. Should you have any questions please feel free to call me.

Sincerely,



Heidi T. Riccio, Ed. D.
Superintendent-Director

Enclosure

cc: Mark B. Strout, Essex North Shore Agricultural & Technical School Committee

JUNE 3, 2022

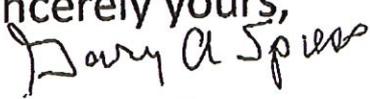
Heidi T. Riccio, Ed. D.
Superintendent-Director
Essex North Shore Agricultural
And Technical School District

Dear Superintendent Riccio,

I enclose herewith the following documents
Concerning the reappointment of Mark B.
Strout as Mark B Strout as Marblehead's
Representative to your School Committee.

Original document reappointing Mr.
Strout to a new three year term, commencing
January 1, 2023.

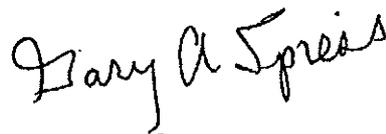
Resolution of the Marblehead School
Committee Consenting to and concurring in
That appointment

Sincerely yours,

Town Moderator

TO WHOM IT MAY CONCERN

**In accordance with the by- laws of the School Committee
Of the Essex North Shore Agricultural and Technical School,
I hereby appoint Mark B. Strout of Marblehead to a new
Three year term as the representative of the Town of Marblehead
To their School Committee, effective January 1, 2023.**

Gary A Spiess

A handwritten signature in black ink that reads "Gary A Spiess". The signature is written in a cursive style with a large initial "G".

**Town Moderator
Town Of Marblehead**

May 15, 2022

BYLAWS GOVERNING THE OPERATION

of the

ESSEX NORTH SHORE AGRICULTURAL AND TECHNICAL SCHOOL DISTRICT

These Bylaws are adopted pursuant to Chapter 463 of the Acts of 2004, as amended by Chapter 9 of the Acts of 2006, Chapter 304 of the Acts of 2008 and by Chapter 130 of the Acts of 2010 (collectively, the "Enabling Act") by the representatives of the cities of Beverly, Gloucester, Peabody and Salem, the towns of Boxford, Danvers, Essex, Hamilton, Lynnfield, Manchester by-the-Sea, Marblehead, Middleton, Nahant, Rockport, Swampscott, Topsfield and Wenham (each a "Member Municipality") and also by representatives appointed by the Commissioner of Agriculture of The Commonwealth of Massachusetts (the "Commissioner of Agriculture"), as members of the Essex North Shore Agricultural and Technical School District School Committee.

PART I

THE DISTRICT

Section 1.1 Name

The name of the District shall be "Essex North Shore Agricultural and Technical School District" (hereinafter sometimes referred to as the "District").

Section 1.2 Seal

The seal of the District shall bear the name of the District and shall otherwise be in such form as shall be approved by vote of the Committee

PART II

THE REGIONAL DISTRICT SCHOOL COMMITTEE

Section 2.1 Composition of Committee

The powers and duties of the District shall be vested in and exercised by the Essex North Shore Agricultural and Technical School District School Committee (hereinafter sometimes referred to as the "Committee"). The Committee shall consist of twenty (20) members as follows: three (3) members to be appointed by the Commissioner of Agriculture, with the approval of the Governor and one (1) member from each other Member Municipality (each, a "Member"). Members shall be chosen as provided in Sections 2.2 and 2.3 and shall be entitled to vote as provided in Sections 2.4, 2.5 and 2.6, and shall serve until their respective successors are appointed and qualified. Upon the effective date of the withdrawal of any Member Municipality, the term of office of the Member representing such Member Municipality shall thereupon terminate.

Section 2.2 Appointments and Terms

The initial representatives from each of the Member Municipalities shall have terms that expire

Adopted January 6, 2011

as follows: (i) the terms of the representatives from the City of Peabody, the Towns of Rockport,

Nahant, Boxford, Lynnfield and Essex shall expire on December 31, 2012; (ii) the terms of the representatives from the City of Beverly, the Towns of Topsfield, Hamilton, Swampscott, Wenham, and Marblehead and of Agricultural Representative 1 shall expire on December 31, 2013, and (iii) the terms of the representatives from the Cities of Gloucester and Salem, the Towns of Danvers, Manchester-by-the-Sea, and Middleton and of Agricultural Representatives 2 and 3 shall expire on December 31, 2014. Members serve on a rotational basis to ensure institutional history, based on the terms laid out in initial bylaws adopted 1/6/11.

Within the sixty-day period prior to the expiration of the term of any Member, as determined above, the Commissioner of Agriculture, the Mayor of the City of Peabody, and the Mayor of the City or the Moderator of the Town which such Member represents shall with the consent of the School Committee of such city or town other than Peabody, reappoint such Member, or appoint a successor, for a term of three years beginning on the first day of January next following such appointment; and shall likewise make such appointment or reappointment every third year thereafter. The Committee shall be responsible for notifying in writing, the Mayor or Moderator and the school committee of a city or town at least sixty days prior to the expiration of the term of a Member representing such city or town; and the mayor or moderator shall be responsible for notifying the Committee in writing of the appointment or reappointment of any Member representing such city or town. The time of appointment and the term of a Member representing a municipality subsequently admitted to the District under Part VI of these by-laws shall be specified in the Amendment authorizing such admission.

For the purposes of this section, the consent of the School Committee of a Member Municipality shall mean, in the case of a Member Municipality which is part of a regional high school district, the consent of those members of the regional high school district committee who are residents of such Member Municipality.

Section 2.3 Vacancies

If a Member of the Committee dies, or resigns, or ceases to be a resident of the city or town which he or she represents, such office shall be deemed vacant; and the Committee shall notify the Commissioner of Agriculture, or the mayor or moderator represented by such Member, as appropriate, in writing of such vacancy. A vacancy shall be filled in the same manner as provided in Section 2.2 for regular appointments; and the term of a person appointed to fill a vacancy shall begin on receipt by the Committee of a written notification of his or her appointment from the Commissioner of Agriculture, the mayor or moderator concerned and shall expire on the same date as the term of his predecessor. If any Member fails to attend three successive regularly scheduled meetings of the Committee, the Committee shall so notify the Commissioner of Agriculture or the Mayor or Moderator of the Member Municipality concerned, as appropriate.

Section 2.4 Allocation of Votes

A. Each Member serving on a Subcommittee or Ad Hoc Subcommittee shall be entitled to cast one vote. Only affirmative votes will move forward for consideration to the full Committee.

Adopted: October 11, 2018

B. Each Member shall in a full Committee vote or election be entitled to cast one vote. In addition, those Members representing Member Municipalities shall be entitled to cast one

additional vote for each fifty students, or major portion thereof, who are residents of the Member's municipality and who are enrolled as full-time students in grades 9 through 12, inclusive, in any school operated by the District as of October 1 of the preceding calendar year.

By way of illustration, additional votes for Member Municipalities with enrollments greater than 25 students shall be allocated as follows:

	Enrollment	Additional Votes
	26 to 75	1
	76 to 125	2
	126 to 175	3
	176 to 225	4
	226 to 275	5
	276 to 325	6
	326 to 375	7

Section 2.5 Organization; Transaction of Business

A. The annual meeting of the Committee shall be held on the second Thursday in January of each year, or on another mutually agreed upon date, at which time the Committee shall elect from its own membership a Chairperson, Vice Chairperson and a Secretary to serve until the next annual meeting. The Superintendent-Director shall serve as the acting Chairperson at the annual meeting until these votes have been concluded. At the first meeting of the Committee or at any subsequent meeting, the Committee shall appoint a District Treasurer who shall not be a member of the Committee and who shall serve until the next annual meeting or until a successor is duly appointed and qualified for such office; may provide for the election, appointment, removal and terms of such other officers and committees as it deems advisable, and prescribe their powers and duties; and shall adopt an initial budget pursuant to Section 4.1. Minutes of all meetings shall be made available on the District's website. The Bylaws of the District shall be adopted or amended by a two-thirds vote of the Committee.

B. At a Committee or subcommittee meeting, a majority of the duly-appointed and currently serving Members shall constitute a quorum for the transaction of business, but a lesser number shall be sufficient to adjourn and to call a special meeting. At the full school Committee meeting, a majority vote shall mean the vote of a majority of the total number of allocated votes which all the Members present are entitled to cast; a two-thirds majority vote shall mean the votes of two-thirds of the total number of allocated votes which all the Members present are entitled to cast.

C. The Chairperson shall preside at all meetings of the full Committee, shall appoint and serve as a member of all Ad Hoc committees and standing subcommittees, and shall perform such other duties as may be delegated to him/her by the Committee or required by law. He/she shall, in the name and on behalf of the District, sign all contracts and other instruments, the execution of which shall have been authorized by the Committee. The Chairperson shall be entitled to vote on all matters.

Adopted: October 11, 2018

D. If the Chairperson, Vice-Chairperson and Secretary are absent or unable to perform their duties, the Committee shall appoint a temporary Chairperson to preside and to perform such other duties of the Chairperson as may specifically be delegated to him/her by the

Committee. The Superintendent-Director or his/her designee will preside over the election of the temporary Chairperson.

- E. The Secretary shall keep the minutes of all meetings and maintain permanent records of the proceedings of the Committee. He/she shall be custodian of the District seal, all records of the District, and the Treasurer's bond. If the office of Secretary is vacant or if the Secretary is absent or unable to perform his/her duties because of disability, the Committee may appoint a temporary Secretary to hold such office and exercise the powers and perform the duties thereof until a Secretary is duly appointed or the Secretary who was disabled or absent resumes his/her duties.
- F. The District Treasurer shall receive all monies paid to the District or the Committee, and shall deposit the same in such banks as authorized by the Committee. He/she shall also pay out money in such amounts as have been approved by the Committee, provided that he/she shall pay no money from the treasury, other than court judgments, bonds, or notes which may become due and interest thereon, except upon an order or warrant signed by a majority of the Committee. He/she shall render reports of all receipts and disbursements monthly unless otherwise directed by the Committee and shall perform such other duties as the Committee may determine. The Treasurer shall give bond for the faithful performance of his/her duties in accordance with the law which shall be in such amount as may be required by law and in any additional amount, if any, as the Committee shall direct, the premium of such bond to be paid as an operating expense of the District. The Committee may appoint an Assistant Treasurer who need not be a member of the Committee and who shall, in the absence of the Treasurer, perform his/her duties and shall be subject to the requirements and penalties applicable to him/her.
- G. The Committee shall employ a Superintendent-Director of schools and fix his/her compensation. The Superintendent-Director shall act in accordance with General Laws, Chapter 71, Section 59, and shall perform such other duties consistent with this section as the Committee may determine. He/she shall also prepare such reports as may be required by the Massachusetts Department of Elementary and Secondary Education, or any successor thereto, and shall submit materials for the Committee's annual report to the Mayors and Boards of Selectmen of the District's Member Municipalities in sufficient time for printing in the Annual Reports of the Member Municipalities.
- H. Regular meetings of the Committee are generally held on the second Thursday of each month at 7:00 p.m. or at such other times as the Committee shall determine. All meetings shall be posted and advertised according to M.G.L. Chapter 30A, §§18-25; or any successor provision of the General Laws, as the same shall be amended from time to time. Meetings of the Committee shall conclude no later than 10:30 p.m. unless a quorum is present and votes by a two-thirds majority to continue beyond such time.

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Adopted: October 11, 2018

- I. Special meetings of the Committee may be held at the call of the Chairperson, if he/she shall deem it expedient, or shall be held upon the written request of three Members of the Committee. Notice of a special meeting shall be in writing, shall state the time, place and purpose of the meeting, and shall be emailed to each Member of the Committee not later than 48 hours, exclusive of Saturdays and Sundays and legal holidays, preceding the day on which

such special meeting is to be held. At such special meeting, no business shall be considered other than that designated in the notice except by two-thirds vote as defined in Section 2.5 (A) of these By-Laws. Any member of the Committee may waive his/her notice of the time, place and/or purposes of any meeting of the Committee. Any such waiver shall be in writing and shall be filed with the records of the special meeting to which it relates.

J. The order of business at regular meetings shall be generally as follows:

1. Call to Order
2. Salute to the Flag
3. Public Comment*
4. Student Representatives Report
5. Approval of Meeting Minutes
6. Communications
7. Superintendent-Director Report
8. Principal Report
9. Subcommittee Reports
(Finance, District, Personnel)
10. Old Business
11. New Business
12. Warrant
13. Discussion Items That Were Not Reasonably Anticipated by the
Chairperson (M.G.L. , Chapter 30A-Section 18-25)
14. Adjourn

The most recently published edition of Robert's Rules of Order shall govern the conduct of the proceedings of the Committee except when those rules are in conflict with any policies and regulations approved by the Committee. Executive sessions of the Committee may be held for any purpose permitted by the General Laws, but only by a majority vote as such term is defined in Section 2.5(B) of these By-Laws. Otherwise, all meetings shall be open to the public.

K. The official bulletin board of the District for purposes of General Laws, Chapter 30A, Section 20, shall be the website of the District and notices of all meetings shall be posted in accordance with Chapter 30A §20 of the General Laws (the Open Meeting Law) and 940 CMR 29.03 or any successor statute that may be in effect from time to time.

L. The Committee may from time to time make policies, rules and regulations consistent with the laws of the Commonwealth or these Bylaws for the operation and conduct of the District, its schools and programs.

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Adopted: October 11, 2018

Section 2.6 Powers and Duties

The Committee shall have all the powers and duties conferred and imposed upon it by these by laws and such other additional powers and duties as are specified in the Enabling Act and any amendments thereto now or hereafter enacted or as may be specified in any other applicable general or special law.

Section 2.7 Process for Filling Vacant Offices

The following procedure will be employed for each office open, whether at the Committee's annual meeting or on the occasion that an office should be vacated during the course of the year.

1. The school committee designee acting as temporary Chairperson shall entertain nominations for each office, beginning with the Chairperson, from the membership. Nominations shall not require a second.
2. A motion to close nominations shall require a second, and must be voted on, as any other motion.
3. Should only one nomination for an office be submitted, the Chairperson may instruct the secretary to cast one ballot for the nominee.
4. If two or more nominees are submitted for any office, the election of an officer shall be conducted by a roll call vote, with all allocated votes recorded. The Chairperson need not vote unless his/her vote shall affect the outcome of the election.
5. The nominee receiving a majority of the allocated votes cast by those present and voting shall be declared the winner. Upon a majority vote of the Members, the vote may be taken by signed paper ballot which is recorded and read by the Secretary.

PART III

APPORTIONMENT AND PAYMENT OF COSTS INCURRED BY THE

DISTRICT Section 3.1 Classification of Costs

For the purpose of apportioning assessments levied by the District against the Member Municipalities, costs shall be divided into three categories capital costs, operating costs and special operating costs.

Section 3.2 Capital Costs

Capital costs shall include all expenses in the nature of capital outlay such as the cost of acquiring land, the cost of constructing, reconstructing, and adding to buildings, and the cost of remodeling or making extraordinary repairs to a school building or buildings, including without

Adopted: October 11, 2018

limitation the cost of the original equipment and furnishings for such buildings or additions, plans, architects' and consultants' fees, grading and related structures and premises in operating condition, sewage disposal and any other items for which a school district may borrow money. Capital costs shall also include payment of principal of and interest on bonds, notes or other obligations issued by the District to finance capital costs.

Section 3.3 Operating Costs

Operating costs shall include all costs for daytime courses in grades 9-12 operated by the District and not included in capital costs as defined in Section 3.2 or Special Operating Costs as defined in Section 3.4 but including interest on temporary notes issued by the District in anticipation of revenue.

Section 3.4 Special Operating Costs

Special Operating Costs shall include, the net cost of evening, graduate and extension courses or any other types of courses which are offered by the District to persons other than pupils attending a regular District vocational school program in any of grades 9-12, net of any revenues collected by the District on account of such programs.

Section 3.5 Apportionment of Capital and Operating Costs

A. Capital and operating costs for every fiscal year shall be apportioned to the Member Municipalities on the basis of their respective pupil enrollment in the District schools; provided that, for the purpose of such apportionment each member municipality shall be deemed to have at least five students enrolled full time in grades 9-12 in the District schools each year. Each Member Municipality's share of capital and operating costs for each fiscal year shall be determined by computing the ratio which the enrollment of full time students in grades 9 through 12 from such Member Municipality at such Member Municipality's expense in any school or schools operated by the District bears to the total number of full time students in grades 9-12 from all member municipalities at municipality expense in any school or schools operated by the District on October 1 of the fiscal year next preceding the fiscal year for which the apportionment is determined.

B. In the event that full time student enrollment in any of grades 9-12, inclusive, in the District school system has not been accomplished by October 1 of any such year, capital and operating costs shall be apportioned on the basis of enrollment in grades nine through twelve of pupils residing in each Member Municipality and receiving education at such Member Municipality's expense on October 1 of such year. The Committee by two-thirds vote (as defined in Section 2.5(B) of these By-Laws) may make adjustments in the apportionment formula set forth in this subparagraph B in the event the Committee determines that such formula does not apportion the initial operating costs consistently with the anticipated use of District school system. The fiscal year shall commence July 1 and end on June 30, or shall be such other fiscal year as may be established by statute for municipal corporations and regional school districts.

Adopted: October 11, 2018

Section 3.6 Apportionment of Special Operating Costs

Special Operating Costs shall be apportioned to the Member Municipalities on the basis of the ratio which the enrollment of pupil hours of residents of each Member Municipality in courses described in Section 3.4 on November 1 and March 1 of the fiscal year next preceding the fiscal year for which the apportionment is determined bears to the total enrollment of pupil hours in courses described in Section 3.4 from residents of all member municipalities on such dates.

Section 3.7 Times of Payment of Apportioned Costs

Each Member Municipality shall pay to the District in each fiscal year its proportionate share, certified as provided in Section 4.3 of the capital, operating and special operating costs of the District. Except as otherwise provided in Section 4.1 the annual share of each member municipality shall be paid in such amounts and at such times that at least the following percentages of such annual share shall be paid on or before the dates indicated, respectively:

End of the first fiscal quarter 25%
End of the second fiscal quarter 75%
End of the third fiscal quarter 100%

PART IV

BUDGET

Section 4.1 Tentative Operating and Maintenance Budget

The Committee shall annually prepare a tentative operating and maintenance budget for the ensuing fiscal year, attaching thereto provision for any installment of principal or interest to become due in such year on any bonds or other evidence of indebtedness of the District and any other capital costs to be apportioned to the Member Municipalities. The Committee shall submit to the mayor of each member city and to the Chairperson of the finance or advisory committee of each member town a copy of such tentative operating and maintenance budget on or before February 15 which shall be itemized as follows or be in such further detail as the Committee may deem advisable:

1. Administration
2. Instructional Leadership
 3. Classroom and Specialist Teachers
4. Other Teaching Services
5. Professional Development
 6. Instructional Materials, Equipment and Technology
 7. Guidance Counseling and Testing
8. Pupil Services
9. Operations and Maintenance
 10. Insurance, Retirement and Other

Adopted: October 11, 2018

Section 4.2 Final Operating and Maintenance Budget

The Committee shall adopt an annual operating and maintenance budget, including debt and interest charges and any other current capital costs as separate items, not later than April 30 before the ensuing fiscal year, and the said Committee shall apportion the amounts necessary to be raised in order to meet the said budget in accordance with the provisions of Part II. The amounts so apportioned to each Member Municipality shall be certified by the District Treasurer to the Treasurer of each Member Municipality, prior to April 30, of each year.

Section 4.3 Incurring of Debt

Whenever the Committee authorizes the incurring of debt, except for temporary debt in anticipation of revenue to be received from any source in accordance with Chapter 71, Section 16(g) of the General Laws, such debt may be incurred if two-thirds of the Member Municipalities do not vote disapproval within sixty days following the date on which such debt was authorized by the Committee, provided that said Member Municipalities which have not voted disapproval agree, within ninety days of the date on which such debt was authorized, to pay the total bond indebtedness authorized by the Committee without contribution by the Member Municipalities which voted disapproval of the amount of said debt. The Member Municipalities which have voted disapproval of such indebtedness shall have the right to retain their membership in the District as provided herein, except that they shall not be allowed to any added enrollment that might result solely from the expansion of facilities that occurs on account of such new indebtedness. Within seven days following the authorization of indebtedness by the Committee, the Committee shall cause written notice of the date that such indebtedness was authorized by the Committee, the amount of the indebtedness and of the general purposes for which it was authorized and of the procedure for approval to be followed, to the city council of each member city and the board of selectmen of each member town.

Section 4.4 Establishment of Surplus Account, Limitation of Operating Surplus

As required by the Enabling Act, there is hereby established on the books and accounts of the District, a capital reserve fund for the purpose of financing necessary facility maintenance and capital improvements. The capital reserve fund shall be subject to the limits on stabilization funds in section 16G 1/2 of chapter 71 of the General Laws.

PART V

LOCATION AND TRANSPORTATION

Section 5.1 School Location

The District school shall be located on the property occupied as of July 1, 2009 by the Essex North Shore Agricultural and Technical School in Danvers, Massachusetts, at the address 562 and 565 Maple Street, Hathorne, MA 01937.

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Adopted: October 11, 2018

Section 5.2 Transportation

The District shall be responsible for the transportation of its students in accordance with Sections 7A and 16C of the Chapter 71 of the General Laws. Transportation for non-resident students enrolled in the agricultural vocational programs shall be limited to students residing in municipalities within a 20 mile radius of the District, as determined by the Commissioner of the Department of Elementary and Secondary Education. The unreimbursed cost of transporting students, if any, shall be apportioned to the Member Municipalities as an operating cost, and shall otherwise be subject to the terms of the Enabling Act.

PART VI

AMENDMENTS

Section 6.1 Limitation

These Bylaws may be amended by two-thirds vote of the Committee (as defined in Section 2.6(B) of these By-Laws), but no amendment shall be made which shall substantially impair the rights of the holders of any bonds, notes or other obligations of the District then outstanding, or the rights of the District to procure the means for payment thereof, provided that nothing in this Section shall prevent the admission of a new municipality or municipalities to the District and the reapportionment accordingly of capital costs of the District represented by bonds or notes of the District then outstanding and of interest thereon. Any vote to amend these Bylaws may be taken at a regular or special meeting of the Committee, provided a copy of the proposed amendment has been emailed , to each Member at their assigned school email account at least five days prior to the regular or special meeting at which the proposed amendment is to be acted upon, provided further that the requirement for providing a written copy of the proposed amendment shall not apply if all Members of the Committee are present and vote in favor of the proposed amendment.

PART VII

ADMISSION OF ADDITIONAL MUNICIPALITIES TO THE DISTRICT

Any other municipality or municipalities may be admitted to the District upon adoption of an amendment to these Bylaws after following the procedure outlined in this Part. Upon request by such municipality or municipalities, the Committee may by two-thirds vote seek an amendment of the enabling legislation to permit the admittance of a new member on such terms as outlined in the legislation as amended and, in the bylaw, as amended. Prior to seeking such an amendment to the legislation, the Committee shall notify the Commissioner of Elementary and Secondary Education and request a Reorganization needs conference pursuant to 603 CMR 41.02.

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Adopted: October 11, 2018

PART VIII

WITHDRAWAL

Section 8.1 Limitations and Procedure

The withdrawal of a Member Municipality from the District may be effected by an amendment to these by-laws in the manner hereinafter provided by this section. Any Member Municipality seeking to withdraw shall, by vote at an annual or special town meeting in the case of a town or by vote of the city council in the case of a city, request the Committee to draw up an amendment to these by-laws setting forth the terms by which such Member Municipality may withdraw from

the District, provided (1) that the Member Municipality seeking to withdraw shall remain liable for any unpaid operating costs which have been certified by the Treasurer of the District to the Treasurer of the withdrawing Member Municipality including the full amount so certified for the year in which such withdrawal takes effect and, (2) that the said Member Municipality shall remain liable to the District for its share of the indebtedness of the District outstanding at the time of such withdrawal, and for interest thereon, to the extent and in the same manner as though the Member Municipality had not withdrawn from the District. Prior to making such an amendment to the Bylaws, the Committee shall notify the Commissioner of Elementary and Secondary Education and request a Reorganization needs conference pursuant to 603 CMR 41.02. Once the requisite procedures under 603 CMR 41.02 and 41.03 have been followed, the Committee shall seek any necessary amendments of the enabling legislation prior to amending these Bylaws as set forth above.

Section 8.2 Cessation of Term of Office

Upon the effective date of withdrawal the term of office of the Member serving on the Committee from the withdrawing Member Municipality shall terminate and the total membership of the Committee shall be decreased accordingly.

Section 8.3 Payments of Certain Capital Costs Made By a Withdrawing Municipality

Money received by the District from the withdrawing Member Municipality for payment of funded indebtedness or interest thereon shall be used only for such purpose and until so used shall be deposited in trust in the name of the District with a Massachusetts bank or trust company having a combined capital and surplus of not less than \$50,000,000.

Section 8.4 Apportionment of Costs After Withdrawal

The withdrawing Member Municipality's annual share of any future installment of principal and interest on obligations outstanding on the effective date of its withdrawal shall be fixed at the average percentage prevailing for such Member Municipality at the last three annual apportionments made next prior to the effective date of the withdrawal. The remainder of any such installment, after subtracting the shares of any Member Municipality or Municipalities that have withdrawn, shall be apportioned to the remaining Member Municipalities in the manner provided in Section 3.5 or as may be otherwise provided in the amendment providing for such

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Adopted: October 11, 2018

withdrawal. Tuitions for students from a city or town that has withdrawn from the District, shall be determined in accordance with Chapter 74 of the General Laws.

PART IX

ADVISORY COMMITTEES

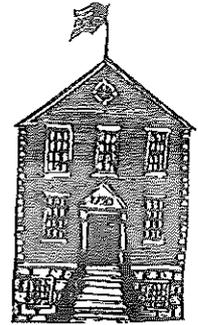
The Committee may, to assist it in the construction of any regional school building, appoint a building committee to advise it with respect to plans, specifications, appointment of architects, engineers, the letting of contracts, the supervision of construction, and any other assistance which the Committee may desire, and may appoint such other advisory committees as in its judgment may be necessary or as are required by law.

PART X

APPROVAL

These Bylaws shall be effective by two-thirds vote of the Committee (as defined in Section 2.6(B) of these Bylaws) in accordance with the Enabling Act duly adopted on the 6th day of October, 2011, and amended on this 11th day of October, 2018.

Will Dowd
217 Humphrey Street
Marblehead, Massachusetts 01945
wdowd@marbleheadindependent.com
781.910.8685



The Marblehead
INDEPENDENT

Dec. 18, 2025

Mr. Al Williams, Chair
Marblehead School Committee
c/o Marblehead Public Schools
9 Widger Road
Marblehead, Massachusetts 01945

Re: MHS Headlight distribution

Dear Chair Williams and Members of the Marblehead School Committee:

Please enter this letter into the public record for tonight's School Committee meeting and include it in the meeting materials packet. Thank you. Unfortunately, a prior commitment prevents my attendance.

I respectfully urge the committee to adopt a clear, student-first district policy for distribution of the MHS Headlight: nonexclusive sharing of the final PDF with any local news outlet that agrees to repost it unedited, with prominent credit to "MHS Headlight," and in compliance with student privacy and safety safeguards. In my eyes, the question before the district is straightforward: whether to restrict distribution of finished student work when a neutral policy can widen reach.

To keep the focus on students and ensure neutrality, I am asking the committee to adopt a straightforward district procedure: After the Headlight's students and adviser approve a final PDF for public distribution, the district shares that PDF simultaneously with any local news outlet that agrees in writing to repost it unedited, display prominent credit to "MHS Headlight," comply with student privacy and safety safeguards and district instructions related to them, refrain from publishing student contact information and receive distribution. This can be administered by the adviser (or designee) via a single district email list of outlets that have executed the standard repost agreement.

This is new territory. For many years, the Headlight's distribution through the Marblehead Reporter occurred by default because few local platforms existed. That has changed. Marblehead is now served by more than one public-service newsroom — the Marblehead Weekly News, the Marblehead Current and The Marblehead Independent — with the capacity to broaden access through print, websites, newsletters and social platforms. In a larger media landscape now, the district's best posture is neutrality: one student publication, one finished document, multiple doorways for residents to read it.

In full transparency, I make this request as one of five co-founders of The Marblehead Current and its first full-time employee, a position that was eliminated in early August for financial reasons. The Current's student journalism programs were built collaboratively during those years. The mentorship programs, internship pathways and professional development opportunities that have been cited in support of exclusivity were not created by one outlet alone. They were built by individuals who worked there, including people who are no longer employed there.

During my years at The Marblehead Reporter and The Marblehead Current, I have mentored more than two dozen college students and MHS students, including current Headlight editor-in-chief Grey Collins, beginning when he was a sophomore. Watching him grow as a journalist — and seeing him elevated through the Headlight and Current mastheads — has been one of the most rewarding parts of this work.

The Marblehead Independent may have been founded in September, but our reporting in Marblehead dates to 2011. Since launching the Independent, our commitment to student journalism has continued. In December, senior project coordinator Ms. Colleen Inglis confirmed that the Independent's proposal has been accepted into the senior project database, where students interested in reporting, photography, design and audience engagement can make direct contact for placements.

I'm laying the above out to provide context. This request is not a departure from those relationships; it is a continuation. The Independent has offered a dedicated digital page for the Headlight, amplified through our growing social media channels and placement in our weekly newsletter, which reaches more than 1,500 regular readers. We will continue to offer and expand professional opportunities and pathways into journalism through the senior project program and college internships.

Nonexclusivity expands access without altering a word. It does not replace print; it adds reliable places for families to find each issue and strengthens the archive students rely on for portfolios, scholarships and the public record.

And because the Headlight is produced in a taxpayer-funded public school, it should be broadly accessible as a practical matter, not routed through a single private gate. The district already distributes public-facing information across multiple channels for exactly this reason. The Headlight should be treated the same way: one student publication, multiple distribution channels, maximum community access.

A nonexclusive policy would not prevent any outlet from continuing to promote the Headlight, print it, mentor students or provide scholarships. It would simply ensure the district's distribution process remains neutral and centered on student access.

Should you have any questions, do not hesitate to contact me. I deeply regret not being able to attend your meeting tonight. Thank you for your time and for your service to Marblehead Public Schools.

Sincerely,

Will Dowd
Publisher and Editor
The Marblehead Independent



Lisa Manning <manning.lisa@marbleheadschoools.org>

Fwd: The MHS Headlight and Marblehead Current

Thu, Dec 18, 2025 at 8:42 AM

Al Williams <williams.al@marbleheadschoools.org>
To: Lisa Manning <manning.lisa@marbleheadschoools.org>
Cc: John Robidoux <robidoux.john@marbleheadschoools.org>

Lisa,
Can you please add this to our 12/18/25 meeting folder?
Thank you,
Al

----- Forwarded message -----

From: Leigh Blander <lblander@marbleheadnews.org>
Date: Wed, Dec 17, 2025 at 11:27 AM
Subject: The MHS Headlight and Marblehead Current
To: John Robidoux <robidoux.john@marbleheadschoools.org>, Michele Carlson <carlson.michele@marbleheadschoools.org>, Al Williams <williams.al@marbleheadschoools.org>, Melissa Clucas <clucas.melissa@marbleheadschoools.org>, Henry Gwazda <gwazda.henry@marbleheadschoools.org>, Kate Schmeckpeper <schmeckpeper.kate@marbleheadschoools.org>, Jennifer Schaeffner <schaeffner.jennifer@marbleheadschoools.org>

Hello all,

Please enter this email into the public record for the 12/18 SC meeting and include it in the materials packet. Thank you.

I'm writing in regards to this week's School Committee meeting agenda item regarding the MHS Headlight. I thought it might be helpful to give you a little background on the *Current's* close relationship with the student newspaper.

The *Current* has published the Headlight every week during the school year for the last several years. We are happy and proud to dedicate this space to aspiring journalists and civic leaders.

Previously, the Headlight had an exclusive relationship with the Marblehead Reporter. The *Current* had the same understanding with the Headlight team, including Thom Higgins.

The *Current* delivers weekly print editions of the Headlight to 10,000 homes and businesses. In addition, we run the paper on our popular website (which has had 1.7 million views so far in 2025) and share it on our active social media channels.

Most importantly to us, we mentor many Headlight reporters and photographers. I visit the Headlight team at MHS to talk to them about the importance of local news and what it's like to work in journalism. We offer internships to Headlight reporters, as well as free tickets to media events. Just this fall, we invited the entire Headlight staff to an evening with a Pulitzer Prize-winning photojournalist where they could ask questions and make connections. The Headlight's editor, Grey Collins, was invited to sit on the panel and really impressed the crowd.

Collins started as an intern at the *Current* and is now a paid reporter here.

The *Current* also awards an annual scholarship to a Marblehead student interested in journalism and/or civics.

The *Current* has worked hard and dedicated resources to build this relationship with the Headlight and its students. Please feel free to reach out if you have any other questions.
Thank you.

Warm regards,
Leigh Blander
Editor, Marblehead Current

12/18/25, 8:43 AM

Marblehead Public Schools Mail - Fwd: The MHS Headlight and Marblehead Current



NEWS FOR PEOPLE, NOT FOR PROFIT.

Leigh Blander

Co-Founder, Reporter

lblander@marbleheadnews.org
781.718.3324 (m)
MARBLEHEADCURRENT.ORG

--

Al Williams
School Committee Member
Marblehead, MA Public School District

"The opinions expressed within this email are my own and do not reflect those of the School Committee as a whole."

When writing or responding, please remember that the Secretary of State's Office has determined that email is a public record. This communication may contain privileged or other confidential information. If you are not the intended recipient, or believe that you have received this communication in error, please do not print, copy, retransmit, disseminate, or otherwise use the information. Also, please indicate to the sender that you have received this email in error, and delete the copy you received.



Lisa Manning <manning.lisa@marbleheadschoools.org>

Fwd: Statement from the Weekly News regarding the Headlight

Thu, Dec 18, 2025 at 8:40 AM

Al Williams <williams.al@marbleheadschoools.org>
 To: Lisa Manning <manning.lisa@marbleheadschoools.org>
 Cc: John Robidoux <robidoux.john@marbleheadschoools.org>

Lisa,
 Could you please add this to our meeting folder for 12/18/25?
 Thank you,
 Al

----- Forwarded message -----

From: Sophia Harris <sophia@itemlive.com>
 Date: Wed, Dec 17, 2025 at 7:04 PM
 Subject: Statement from the Weekly News regarding the Headlight
 To: <robidoux.john@marbleheadschoools.org>, <clucas.melissa@marbleheadschoools.org>, <schaeffner.jennifer@marbleheadschoools.org>, <schmeckpeper.kate@marbleheadschoools.org>, <gwazda.henry@marbleheadschoools.org>, <carlson.michele@marbleheadschoools.org>, <williams.al@marbleheadschoools.org>

Dear Members of the Marblehead School Committee,

Please include the following statement from the Marblehead Weekly News in the public record for the 12/18 School Committee meeting and include it in the materials packet.

If we have not met, my name is Sophia Harris, and I am the news editor for Essex Media Group, overseeing coverage for the *Daily Item*, the *Lynnfield Weekly News*, the *Marblehead Weekly News*, and the *Peabody Weekly News*, as well as our four quarterly magazines.

While I am very proud of the work I do today, my career in journalism did not begin in a professional newsroom.

It began with my high school newspaper.

That first experience, being entrusted with asking questions, telling stories, meeting deadlines, and understanding the responsibility that comes with publishing, is the reason I am in this position today.

It taught me not only how to write, but also how to think critically, listen carefully, and engage meaningfully with my community.

That is why I am passionate about supporting the students of Marblehead High School and advocating for their ability to publish *The MHS Headlight*. A student newspaper is not simply an extracurricular activity; it is an educational tool that gives students a voice and teaches them how to use it thoughtfully.

This is exactly what a community newspaper, and a community as a whole, should be offering the next generation of journalists: opportunity.

Through partnerships with Essex Media Group, students' work has the potential to reach beyond Marblehead and into surrounding communities through the *Daily Item*, which also serves Lynn, Saugus, Swampscott, Nahant, Lynnfield, and Peabody. For students interested in broadening their perspective, there are opportunities to report outside their hometown, gaining exposure to diverse communities and issues while developing professional-level skills.

12/18/25, 8:43 AM

Marblehead Public Schools Mail - Fwd: Statement from the Weekly News regarding the Headlight

Additionally, journalism is not limited to hard news. Our magazines offer space for feature writing, profiles, and creative storytelling — perfect for students who may be more interested in human-interest pieces, arts, culture, or lifestyle writing.

Not every student dreams of covering town meetings, but many would thrive writing about a beloved barista at Plus Café or the Crosby's cashier who brightens everyone's day. These stories matter, too, and they are often where young writers find their voice.

I would respectfully submit that as a community, we should provide as many opportunities as possible for students who are eager to learn, create, and contribute. Student journalism builds confidence, accountability, and pride in one's work, qualities that extend far beyond the newsroom and into any future career.

Someone once took a chance on me when I was younger. That chance made all the difference.

It would be a privilege to offer the same opportunity to the students of Marblehead High School.

Thank you for your time, consideration, and continued commitment to the education and growth of Marblehead's students.

Sincerely,
Sophia Harris
News Editor, Essex Media Group

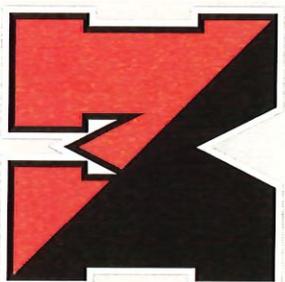
508-581-7679

--

Al Williams
School Committee Member
Marblehead, MA Public School District

"The opinions expressed within this email are my own and do not reflect those of the School Committee as a whole."

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Marblehead Public Schools

Enrollment Data

2019-2026

Presentation by: John Robidoux, Superintendent of Schools

Julia Ferreira, Assistant Superintendent of Teaching and Learning

Prepared for the Marblehead School Committee

December 18, 2025

MPS Enrollment 2019-2026 (DESE Oct. 1 data)



Grade	2019	2020	2021	2022	2023	2024	2025	2026	Average
K	176	164	136	147	173	165	165	155	160
1	203	190	160	162	167	186	174	173	176
2	260	208	180	170	178	171	188	174	191
3	205	245	190	177	184	182	173	189	193
4	221	204	200	169	168	187	175	151	184
5	197	222	190	200	177	171	184	169	188
6	224	197	202	190	210	179	170	161	191
7	230	260	203	195	206	235	180	170	190
8	236	228	249	195	212	208	231	177	217
9	258	231	225	238	196	216	207	211	222
10	267	258	228	218	243	199	218	201	229
11	261	253	248	225	214	244	195	211	231
12	263	256	247	245	224	215	241	185	234



Percent Change to Enrollment by Grade Level

Grade	2019	2020	2021	2022	2023	2024	2025	2026	Ave. % Change Over Time
K	176	164	136	147	173	165	165	155	-1.8
1	203	190	160	162	167	186	174	173	-2.25
2	260	208	180	170	178	171	188	174	-5.57
3	205	245	190	177	184	182	173	189	-1.16
4	221	204	200	169	168	187	175	151	-5.3
5	197	222	190	200	177	171	184	169	-2.06
6	224	197	202	190	210	179	170	161	-5.37
7	230	260	203	195	206	235	180	170	-4.62
8	236	228	249	195	212	208	231	177	-5.14
9	258	231	225	238	196	216	207	211	-2.54
10	267	258	228	218	243	199	218	201	-5.24
11	261	253	248	225	214	244	195	211	-2.67
12	263	256	247	245	224	215	241	185	-6.68

Average Annual Enrollment percent change over time = **-3.88%**



Historical View - Transfers in-state/out of state per year

<i>Transfers</i>	20-21	21-22	22-23	23-24	24-25
In-state private	148	74	62	62	83
In-state public (moved or Voc/Charter School)	75	68	48	48	70
Homeschool	5	8	2	2	6
Out of state	89	47	49	48	56
Total:	317	197	161	160	215

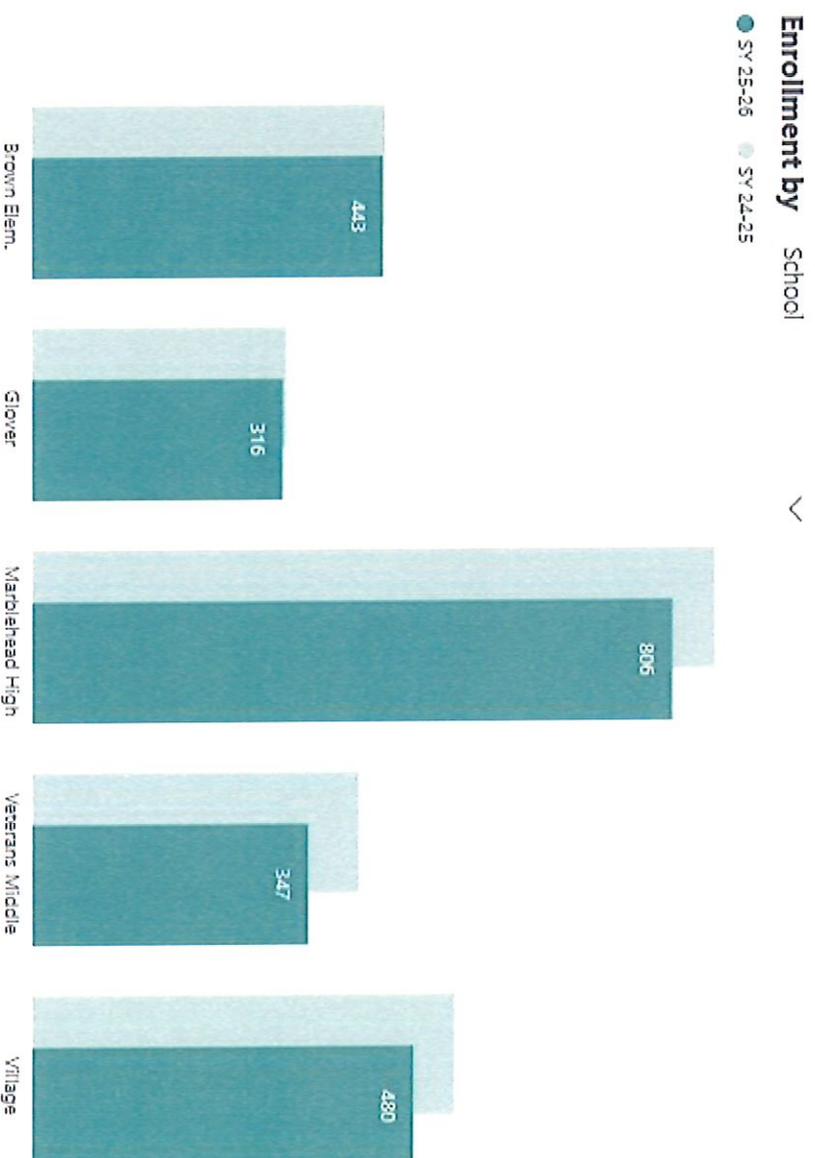


Enrollment by School SY 2024-25 to SY 2025-26

Total enrollment
(Oct. 1),
including
PreK-12:

24-25 = 2564

25-26 = 2394

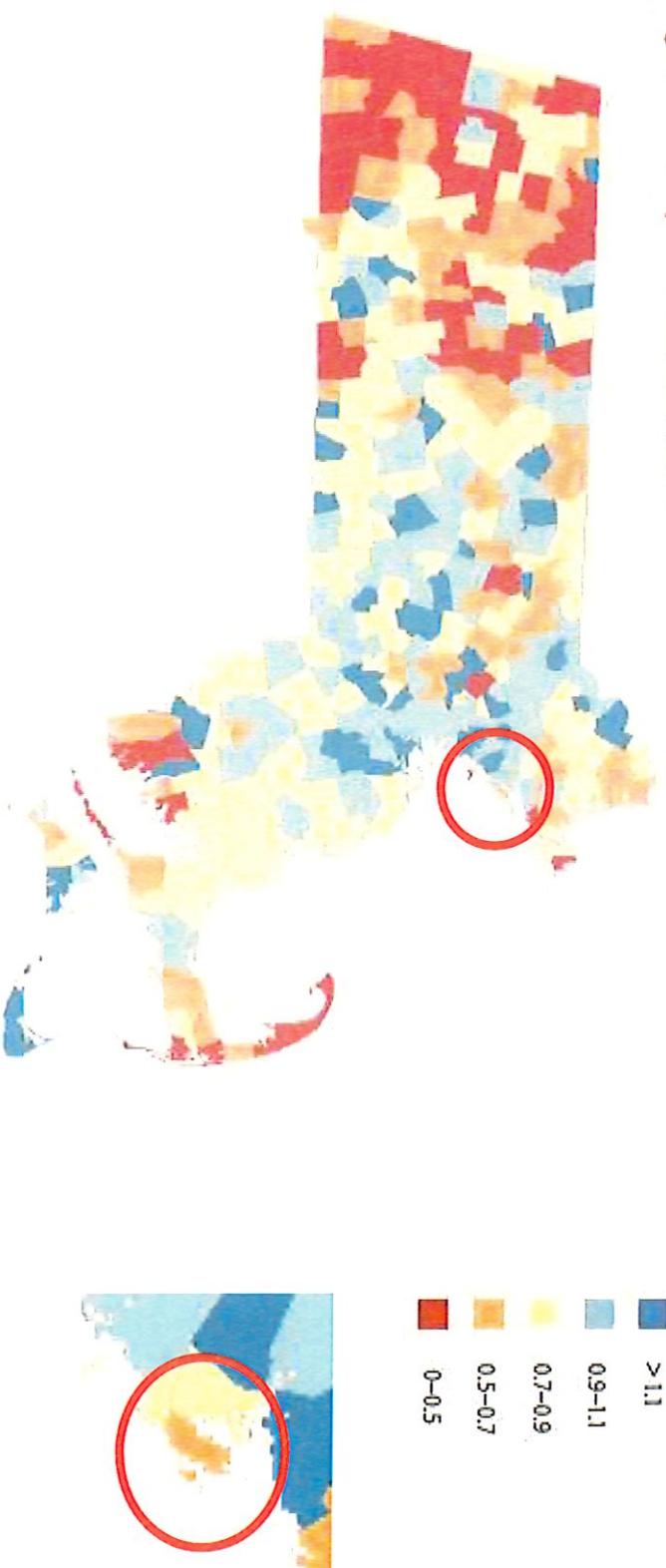


Report Findings: Pioneer Institute Public Policy Research



While low birth rates in Massachusetts predict an upcoming decline in statewide enrollment, geographic birth data can provide information about where the declines are likely to be the largest. As seen in Figure 8, births in western Massachusetts were especially low, while central Massachusetts and the greater Boston area had higher birth rates. Of course, low birth rates do not guarantee a decline in enrollment, as some towns may see enrollment boosted by migration.

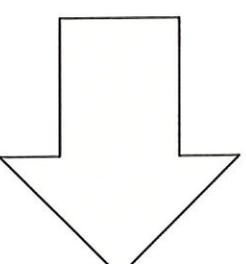
Figure 8: Births per 100 Residents, 2019





Percent Change to Enrollment SY 2018-2025

District	2018-19	2024-25	change	% change
Amesbury	2058	1793	-265	-12.88%
Beverly	4565	4503	-62	-1.35%
Danvers	3481	3238	-243	-6.98%
Georgetown	1404	1197	-207	-14.74%
Marblehead	3051	2564	-487	-15.96%
Masconomet	1785	1477	-308	-17.25%
Salem	3718	3831	113	3.04%
Swampscott	2212	2094	-118	-5.33%



The U.S. Department of Education projects that K-12 public education enrollment in Massachusetts will shrink by 40,000, or 4.5%, by 2030.



Total Resident Students Attending Private Schools Beyond MPS by Grade Level (24-26SY)

	K	1	2	3	4	5	6	7	8	9	10	11	12
24-2 5	26	21	28	26	27	8	32	45	36	34	49	43	0
25-2 6	35	23	18	25	28	30	37	35	40	32	41	49	33





Where are Marblehead resident students attending beyond Marblehead Public Schools? (25-26SY)

Private School	Number of Marblehead Resident Students Attending
Bishop Fenwick High School	7
Brooks School	6
Brookwood School	8
Covenant Christian Academy	1
Devereux School	7
Epstein Hillel Academy	32
Gann Academy	7
Glen Urquhart School	2
Governor's Academy	6



Where are Marblehead resident students attending beyond Marblehead Public Schools? (25-26SY)

Private School	Number of Marblehead Resident Students Attending
Great Rock Christian	1
Harborlight Montessori Beverly	3
Homeschool	14
Marblehead Charter	82
Middlesex	1
Northfield Mt. Hermon School	2
Phillips Academy	2
Phoenix School	1
Pingree	41



Where are Marblehead resident students attending beyond Marblehead Public Schools? (25-26SY)

Private School	Number of Marblehead Resident Students Attending
Shore Country Day School	12
St. John's Preparatory School	78
St. Mary's Elementary School - Lynn	3
St. Mary's High School - Lynn	15
Tabor Academy	9
Tower School	168
Vocational School	35
Waring School	10



School Reporting - DESE Data

Marblehead Data	Local Public Schools	Academic Regional Schools	Vocational Technical Regional Schools	Collaboratives	Charter Schools	Out-of-District Public Schools	Home Schooled	In State Private and Parochial Schools	Out of State Private and Parochial Schools	Total	Total Public	% Public
24-25	2,395	0	32	11	70	11	37	533	2	3,091	2,519	81.5
23-24	2,465	0	26	6	61	8	37	500	3	3,106	2,566	82.6
22-23	2,478	0	26	13	138	14	25	555	6	3,255	2,669	82.0
21-22	2,457	0	34	6	113	7	33	481	3	3,134	2,617	83.5

Source: <https://profiles.doe.mass.edu/statereport/schoolattendingchildren.aspx>



Enrollment Insights

- There is a pattern of losses at transitions (elementary→middle; middle→high).
- Broader demographic and housing trends (lower births, aging population, limited new family housing) will continue to affect enrollment numbers.
- Marblehead Public Schools will continue to closely monitor class sizes and secondary course enrollments based on projected enrollment and student need to ensure efficiency.
- Variability and fluctuations in data over the last eight years.
- Marblehead Public Schools strives for excellence in education in order to provide a high-quality PreK-12 learning experience for students.

12/5/25, 3:22 PM

Marblehead Public Schools Mail - Fwd: Clarification Request for Public Record from the December 4 School Committee Meeting

Hi Lisa,
Can the below email please be inserted into the Dec 18th School Committee meeting folder?
Thank you,
Al

----- Forwarded message -----

From: **President MEA** <president@marbleheadmassteacher.org>
Date: Fri, Dec 5, 2025 at 6:01 AM
Subject: Clarification Request for Public Record from the December 4 School Committee Meeting
To: Al Williams <williams.al@marbleheadschoools.org>
Cc: John Robidoux <robidoux.john@marbleheadschoools.org>, President MEA <president@marbleheadmassteacher.org>, <schmeckpeper.kate@marbleheadschoools.org>, <gwazda.henry@marbleheadschoools.org>, <clucas.mellssa@marbleheadschoools.org>, Jennifer Schaeffner <schaeffner.jennifer@marbleheadschoools.org>

Dear Mr. Williams and Members of the School Committee,

We are writing as co-presidents of the MEA to request that this email be included in the public record of the December 18, 2025 school committee meeting. During the school committee meeting on December 4, 2025, former committee member, Sarah Fox, who was attending as a member of the public, stated that any member of the public could call a point of order. We would like to clarify that, according to Robert's Rules of Order, the privilege to raise a point of order is reserved for current committee members. This ensures that meetings proceed in an orderly manner.

We also respectfully request that you clarify this point to the public at the next school committee meeting so that everyone understands the procedural guidelines that the school committee follows. This will help prevent future confusion.

We appreciate your attention to this matter and thank you for making this clarification part of the public record.

Sincerely,

Jonathan Heller and Sally Shevory

MEA Co-Presidents

--

Al Williams
School Committee Member
Marblehead, MA Public School District

"The opinions expressed within this email are my own and do not reflect those of the School Committee as a whole."

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Fri, Dec 5, 2025 at 3:22 PM

Lisa Manning <manning.lisa@marbleheadschoools.org>
To: Al Williams <williams.al@marbleheadschoools.org>
Cc: John Robidoux <robidoux.john@marbleheadschoools.org>, Kate Schmeckpeper <schmeckpeper.kate@marbleheadschoools.org>

Hi Al,
Sure, I will get that in now.

Have a great weekend!
Lisa
[Quoted text hidden]



E-Board						
Jonathan Heller Co-President	Sally Shevory Co-President	Robin Feins Treasurer	Coby Carlucci Secretary	Mary Miles Poictal Acton	Victoria Wyard New Member Liason	
MaryAnne Levine Brown School	Shelley Burns Village School	Marissa Hunt-Pomeroy MVMS	Jonathan Strzempok MHS	All Carey MHS	Samantha Rosato Instructional Assistants	James Douglas Custodians

Dear Chair Williams,

The Marblehead Education Association (MEA) hereby demands to bargain over the hours, wages, and working conditions of the newly recognized employees serving as Board Certified Behavior Analysts (BCBAs), Physical Therapists (PTs), and Occupational Therapists (OTs), as well as the Physical Therapist Assistants (PTAs), Occupational Therapy Assistants (OTAs), and Certified Nursing Assistants (CNAs).

We respectfully request that the Committee designate a bargaining team to represent the District in these negotiations and provide the MEA with several potential dates to begin the bargaining process. We look forward to engaging in good-faith discussions to establish fair and equitable terms for these valuable members of our school community.

Sincerely,

Jonathan Heller & Sally Shevory
Co-Presidents, Marblehead Education Association

Samantha Rosato
Instructional Assistant Representative, Marblehead Education Association

CC. John Robidoux, Superintendent
Anthony Parolisi, MTA Field Representative Organizer

Student Services Update

December 2025



Overview - Staff



Student Services District Staff

Assistant Superintendent of Student Services - **LisaMarie Ippolito**

Assistant Director of Student Services/Out of District Coordinator - **Victoria Ryan**

Executive Assistant of Student Services - **Kathleen Gustafson**

School Team Chairs and Administrative Assistants

Glover School Team Chairperson (PreK-3)- **Stuart N**

Brown School Team Chairperson (PreK-3) - **Tanya Brousseau, Karen Monje (.6)**

Village School Team Chairperson (4-6) - **Ashlee Liebman, Rebecca Raymond(.5)**

Veterans School Team Chairperson (7-8) - **Megan Aponte, Rebecca Raymond(.5)**

Marblehead High Team Chairperson (9-12) - **Trina Chin-Aleong, Peg Slattery (1.0)**

Student Services School-Based Staff

- Special Education Teachers
- School Psychologists
- Occupational Therapists (OT)
- Physical Therapists (PT)
- Speech-Language Pathologists (SLPs)
- Board Certified Behavior Analyst (BCBAS)
- Adjustment Counselors/Social Workers/
School Counselors
- Nurses
- Instructional Assistants



Overview - Student Services Department



Special Education
504
McKinney-Vento
Foster Care
DCF
Title VI
Title IX
Indicators 7, 13, 14
Special Education Grants

Home Hospital Tutoring
Problem Resolution System (PRS)
Hiring
Communication
Safety Care
Out of District Schools
Circuit Breaker
Special Education
Transportation

Mental Health Team
Speech Language
OT/PT
Adjustment Counselors
BCBA
School Psychologists
Records Requests
Tiered Focused Monitoring
Medicaid/Medicare

Student's Served



Title	23-24	24-25	25-26
Foster Care	7	6	4
McKinney Vento	11	7	7
Students on IEPs	505	439	469
Students on 504	226	249	281
Students Out of District	48	53	50

Safety Care (QBS Training)



Safety Care Trained Staff:

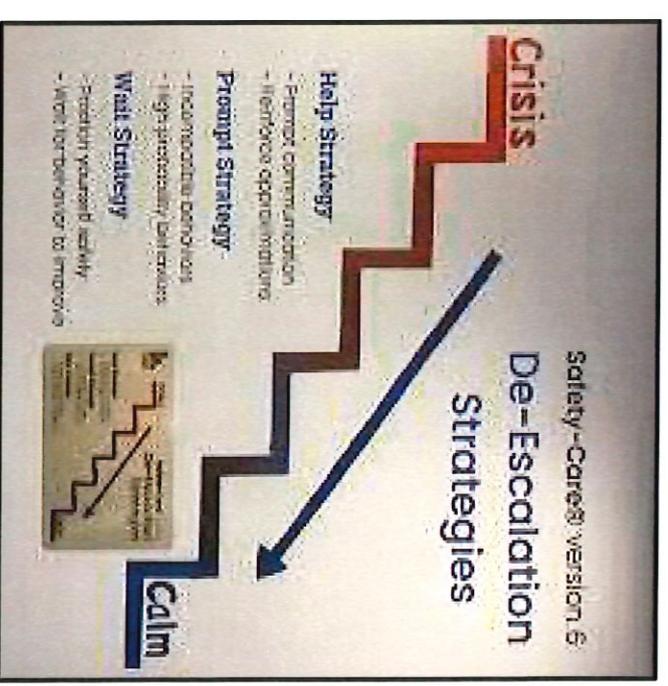
2024-2025: 53

2025-2026: 61

De-Escalation Training: November 19, 2025 - BCBA's

Entire District Professional Staff

Common language



What is Special Education?



“Special education, under the U.S. [Individuals with Disabilities Education Act \(IDEA\)](#), is specially designed instruction, at no cost, to meet the unique needs of a child with a disability, ensuring a Free Appropriate Public Education (FAPE) in the Least Restrictive Environment (LRE)”

Special Education Programs Defined

Inclusion Setting



Goals of the Program:	Providers & Consultants Team:	Strategies & Resources	Student Learning Profile	Grades Serviced
<p>to ensure that students with disabilities are educated alongside their general education peers in the least restrictive environment, while receiving the supports and services they need to succeed.</p>	<p>Special Education Teacher, IA, SLP, OT, Counselor/Psychologist, Assistive Tech Specialist</p>	<ul style="list-style-type: none"> ★ Equal Access to Education ★ Individualized Support ★ Social Integration ★ Academic Progress ★ Empowerment and Independence 	<p>Common areas of support may include attention, executive functioning, reading, writing, mathematics, processing speed, and working memory.</p>	<p>PreK - 12</p>

Special Education Programs Defined



Language-Based Classroom

Goals of the Program:	Providers & Consultants Team:	Strategies & Resources	Student Learning Profile	Grades Serviced
<p>Deliver rigorous, language-focused instruction to enhance academic achievement.</p> <p>Ensure access to grade-level curriculum through both direct and integrated language support. Promote independence, inclusion, and active engagement within the school community.</p>	<p>Special Education Teacher, IA, SLP(LB), OT, Counselor/Psychologist, Assistive Tech Specialist</p>	<ul style="list-style-type: none"> ★ Explicit Vocabulary Instruction ★ Structured Literacy Approach ★ Multisensory Techniques ★ Scaffolded Instruction ★ Modeling and Think-Alouds ★ Graphic Organizers ★ Sentence Frames and Language Supports ★ Embedded Language Instruction Across Subjects ★ Language-Based Intervention Programs (e.g., Wilson Reading System, Lindamood-Bell, Orton-Gillingham) 	<p>Students with average to above-average cognition requiring language-based instruction</p> <p>Challenges may include: Processing and organizing spoken/written language</p> <p>Decoding, fluency, accuracy, vocabulary, and pragmatic language</p>	<p>Grs. 2 - 12</p> <p>Brown</p> <p>Village</p> <p>Veterans</p> <p>MHS</p>

Special Education Programs Defined

Therapeutic Program



Goals of the Program:	Providers & Consultants Team:	Strategies & Resources	Student Learning Profile	Grades Serviced
<p>Create a safe, supportive environment designed for students with social-emotional challenges.</p> <p>Focus on developing emotional regulation, self-confidence, and positive decision-making skills.</p> <p>Ensure academic success by addressing underlying emotional and behavioral needs. Foster inclusion and active engagement within the broader school community.</p>	<p>Special Education Teacher, IA, SLP, OT/PT Counselor</p> <p>Psychologist, Assistive Tech Specialist</p> <p>BCBA</p>	<ul style="list-style-type: none"> ★ Coping skills instruction ★ social pragmatics coaching ★ behavior plans ★ visual supports ★ positive reinforcement ★ flexible seating/sensory tools ★ Safety-Care practices 	<p>May or may not require specialized academic instruction. Primary barriers to learning stem from challenges in emotional, behavioral, or communication-related regulation.</p>	<p>Grs. K - 12</p> <p>Brown</p> <p>Village</p> <p>Veterans</p> <p>MHS</p>

Special Education Programs Defined

ABA Program



Goals of the Program:	Providers & Consultants Team:	Strategies & Resources	Student Learning Profile	Grades Served
<p>Support students in developing verbal, nonverbal, or alternative communication methods to express needs and interact effectively. Teach and reinforce appropriate social interactions, peer engagement, and relationship-building skills. Identify the function of behaviors and implement evidence-based strategies to decrease behaviors that interfere with learning and safety. Foster self-care, organization, and adaptive skills to promote autonomy in school and community settings.</p>	<p>Special Education Teacher, IA, SLP, OT,/PT Counselor Psychologist, Assistive Tech Specialist BCBA AAC Consultant</p>	<ul style="list-style-type: none"> ★ Natural Environment Teaching ★ Behavior Plans ★ Task Analysis ★ Discrete Trial Training (DTT) ★ Positive Reinforcement ★ Safety-Care practices ★ Data Collection and Progress Monitoring 	<p>Students with below-average cognitive abilities who require support to access grade-level curriculum. These students benefit from structured, predictable routines and coordinated multidisciplinary services. Common profiles may include: Autism Spectrum Disorder, communication disorders, behavioral challenges, and genetic or medical conditions.</p>	<p>Grs. PreK- 12 or Age 22 Glover Village Veterans MHS</p>

Accountability Data

Students with Disabilities

Overall progress toward improvement targets

	2024	2025
Annual criterion-referenced target percentage	16%	56%
Weight	40%	60%
Cumulative Criterion-referenced target percentage (2024 x 40%) + (2025 x 60%)	40%	
Moderate progress toward targets		

2025 Points awarded

Indicator	Students with Disabilities- Student Group (Non-high school grades)			Students with Disabilities- Student Group (High school grades)		
	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
Achievement						
English language arts achievement	3	4	-	3	4	-
Mathematics achievement	2	4	-	0	4	-
Science achievement	2	4	-	4	4	-
Achievement total	7	12	67.5	7	12	47.5
Growth						
English language arts growth	3	4	-	2	4	-
Mathematics growth	2	4	-	2	4	-
Growth total	5	8	22.5	4	8	22.5
Four-year cohort graduation rate	-	-	-	0	4	-
Extended engagement rate	-	-	-	4	4	-
Annual dropout rate	-	-	-	4	4	-
High school completion total	-	-	-	8	12	20.0
Progress toward attaining English language proficiency	-	-	-	-	-	-
English language proficiency total	-	-	-	-	-	-
Chronic absenteeism	0	4	-	0	4	-
Advanced coursework completion	-	-	-	0	4	-
Additional indicators total	0	4	10.0	0	8	10.0
Weighted total	5.9	10.3	57%	5.8	10.7	54%
Percentage of possible points by gradespan	57%			54%		
2025 Annual criterion-referenced target percentage	Weight of non-high school results:63%			Weight of high school results:37%		
	56%			56%		

2024 Points awarded

Indicator	Students with Disabilities- Student Group (Non-high school grades)			Students with Disabilities- Student Group (High school grades)		
	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
Achievement						
English language arts achievement	0	4	-	1	4	-
Mathematics achievement	0	4	-	0	4	-
Science achievement	0	4	-	0	4	-
Achievement total	0	12	67.5	1	12	47.5
Growth						
English language arts growth	3	4	-	0	4	-
Mathematics growth	3	4	-	2	4	-
Growth total	6	8	22.5	2	8	22.5
Four-year cohort graduation rate	-	-	-	0	4	-
Extended engagement rate	-	-	-	4	4	-
Annual dropout rate	-	-	-	0	4	-
High school completion total	-	-	-	4	12	20.0
Progress toward attaining English language proficiency	-	-	-	-	-	-
English language proficiency total	-	-	-	-	-	-
Chronic absenteeism	2	4	-	0	4	-
Advanced coursework completion	-	-	-	2	4	-
Additional indicators total	2	4	10.0	2	8	10.0
Weighted total	1.6	10.3	16%	1.9	10.7	18%
Percentage of possible points by gradespan	16%			18%		
2024 Annual criterion-referenced target percentage	Weight of non-high school results:63%			Weight of high school results:37%		
	16%			18%		

