



MEETING POSTING

TOWN OF NANTUCKET

Pursuant to MGL Chapter 30A, § 18-25

All meeting **notices and agenda** must be filed and time stamped with the Town Clerk's Office and posted at least 48 hours prior to the meeting (excluding Saturdays, Sundays and Holidays)

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NANTUCKET TOWN CLERK
Posting Number:T 624

Committee/Board/s | Nantucket School Committee Meeting

Day, Date, and Time | Tuesday, July 22, 2025, 6:00 PM

Location / Address | Meeting Trailer, Room A, 131 Pleasant Street
Nantucket, MA 02544

**Signature of Chair or
Authorized Person** | Katie Bedell

WARNING: IF THERE IS NO QUORUM OF MEMBERS PRESENT, OR IF MEETING POSTING IS NOT IN COMPLIANCE WITH THE OML STATUTE, NO MEETING MAY BE HELD!

AGENDA

- I. Call to order
- II. Welcome and approval of agenda
- III. Announcement: this meeting is being audio and video recorded
- IV. Public Comment
- V. Superintendent's Update
 - a. 2025-2026 Staffing Update
- I. Presentations and discussions of issues to the Committee
- II. 2025 MAP Summative Data Results - Dr. Mandy Bardsley and Melissa Devitt
- III. Superintendent Goals/Mid-Cycle Update - Superintendent Hallett
- VI. Committee discussions and votes to be taken
 - a. Vote to approve the donation from The Nantucket Education Trust to the Nantucket Community School Summer Boost for \$5,000.00
 - b. Vote to approve the donation from the Community Foundation for Nantucket to the Nantucket Community School Adult English for Speakers of Other Languages (ESOL) program for \$20,000.00
 - c. Vote to approve the donation from the Community Foundation for Nantucket to the Nantucket Community School Summer Boost program for \$9,000.00
 - d. Vote to approve the donation from Egan Maritime Institute to the Nantucket High School Vocational Technical Horticulture program for Heather Ring for \$2,569.00 to be deposited into the gift account
 - e. Vote to approve the donation from Egan Maritime Institute to the Nantucket High School Vocational Technical Horticulture program for Heather Ring for \$2,569.00 to be deposited into the gift account

OUR MISSION:

Nantucket Public Schools, in partnership with a caring community, will create a dynamic and equitable learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet local and global challenges.

- f. Vote to approve the donation from Egan Maritime Institute to the Nantucket High School Vocational Technical Horticulture program for Heather Ring for \$10,000.00 to be deposited into the gift account
 - g. Vote to approve the 2025-2028 contract for Dr. Mandy Bardsley, Assistant Superintendent of Teaching and Learning
 - h. Vote to approve the 2025-2028 contract for Mellisa Devitt, Assistant Superintendent of Academic Operations
 - i. Vote to approve the June 2, 2025, Reorganizational Meeting Minutes
 - j. Vote to approve the June 3, 2025 Meeting Minutes
 - k. Vote to approve the June 9, 2025 Scholarship Meeting Minutes
 - l. Vote to approve the June 17, 2025 Meeting Minutes
 - m. Vote to approve the June 20, 2025 Meeting Minutes
 - n. ~~Vote to approve the June 25, 2025 Meeting Minutes~~
 - o. Vote to approve Transfers and Invoices
- VII. Agenda for the next meeting, August 19, 2025 - Retreat
- VIII. Adjournment

NPS MAP

Spring 2025 Update

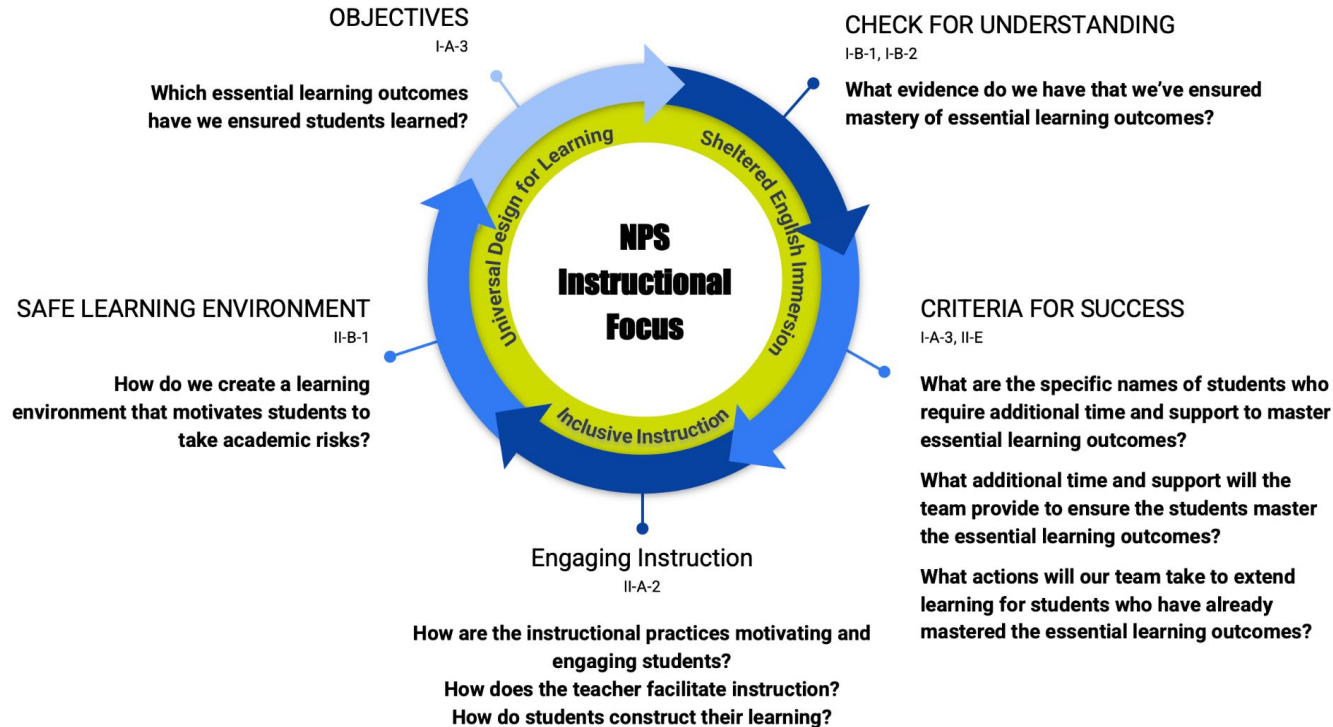


July 22, 2025

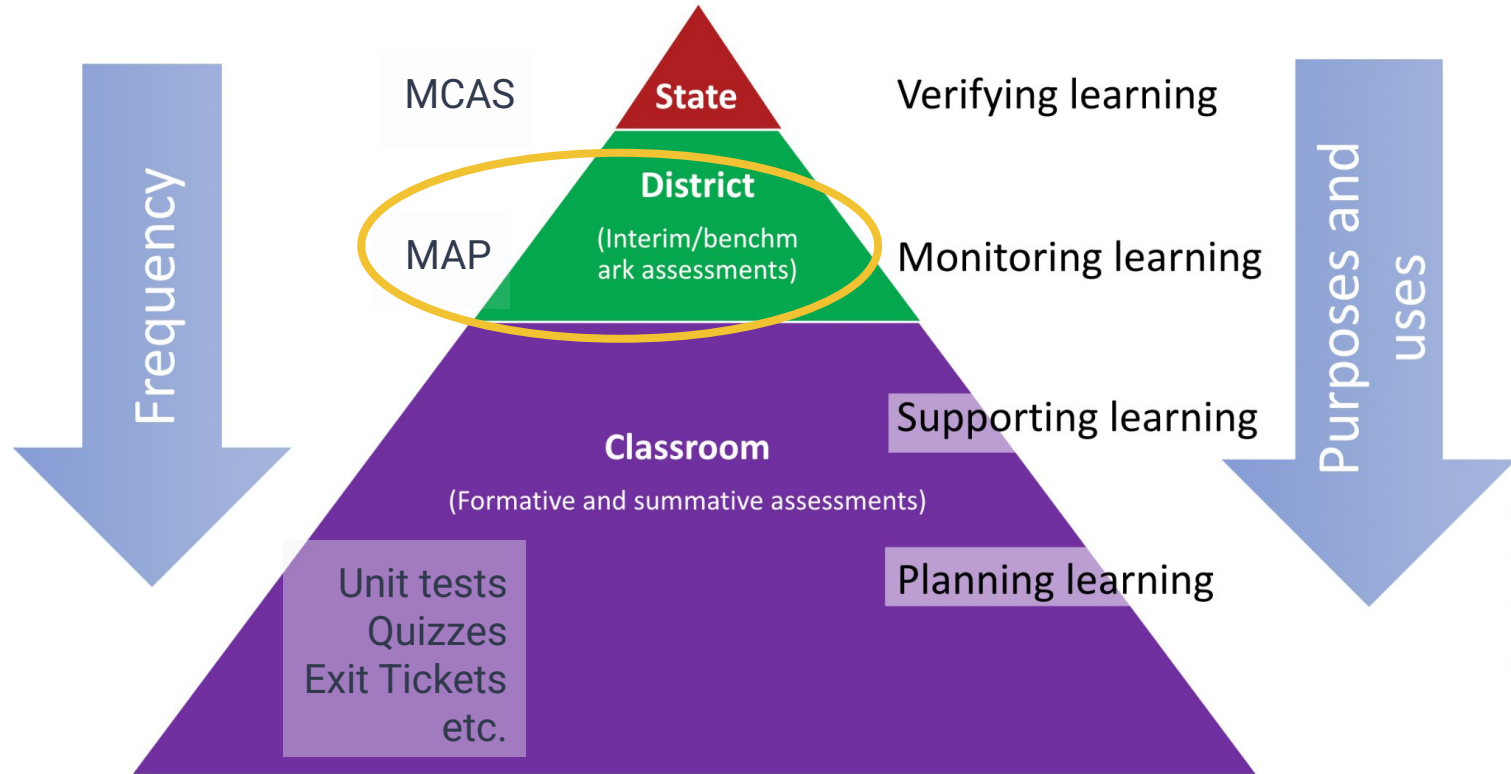
Agenda

- Reading followed by Math
 - Growth and Achievement
 - Demographics & Special Populations Data

NPS Instructional Vision



Assessment System

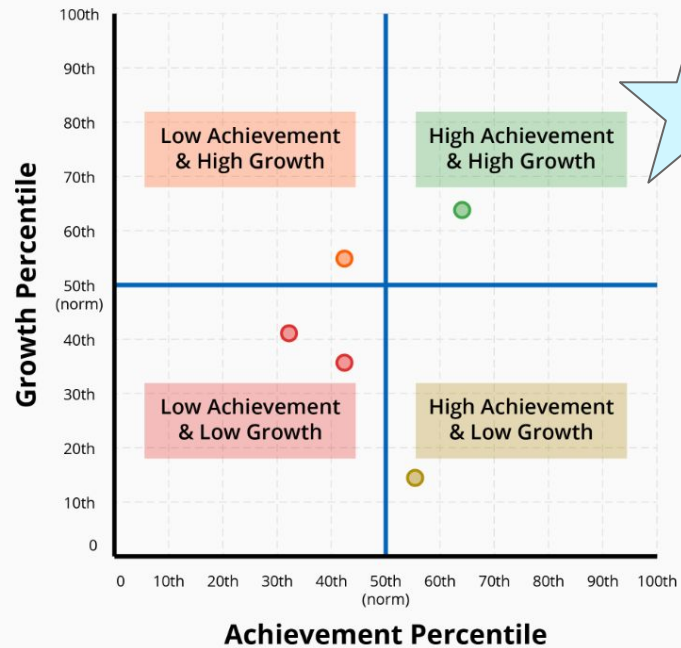


Terms

Data Point	Explanation
Growth Percentile	A percentile ranking based on MAP Growth Norms for observed growth between two testing terms. The graph shows the median (middle) percentile for a group of students.
Achievement Percentile	A percentile ranking based on MAP Growth Norms for achievement in one testing term. The graph shows the median (middle) percentile for a group of students.
Norm	The 50th percentile. Represents typical achievement/typical growth based on MAP Growth Norms.
Median	The middle value when a group of values is ordered from lowest to highest.

****The 50th percentile represents typical achievement/typical growth based on MAP Growth****

Growth



Achievement

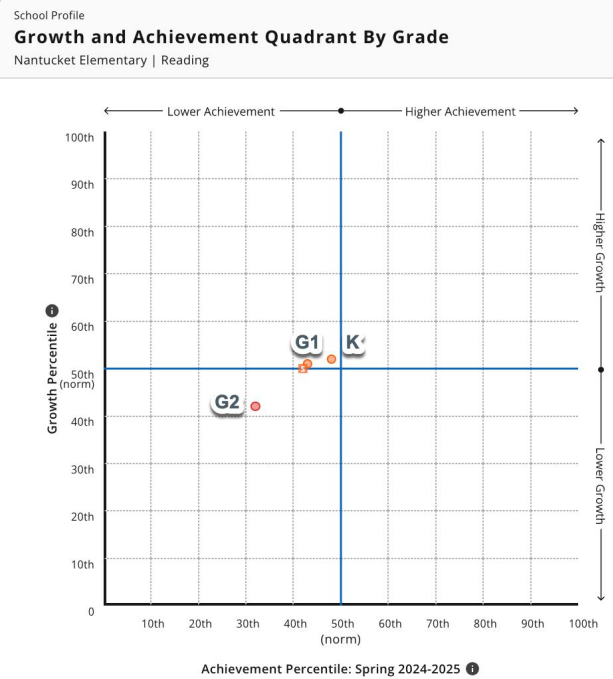
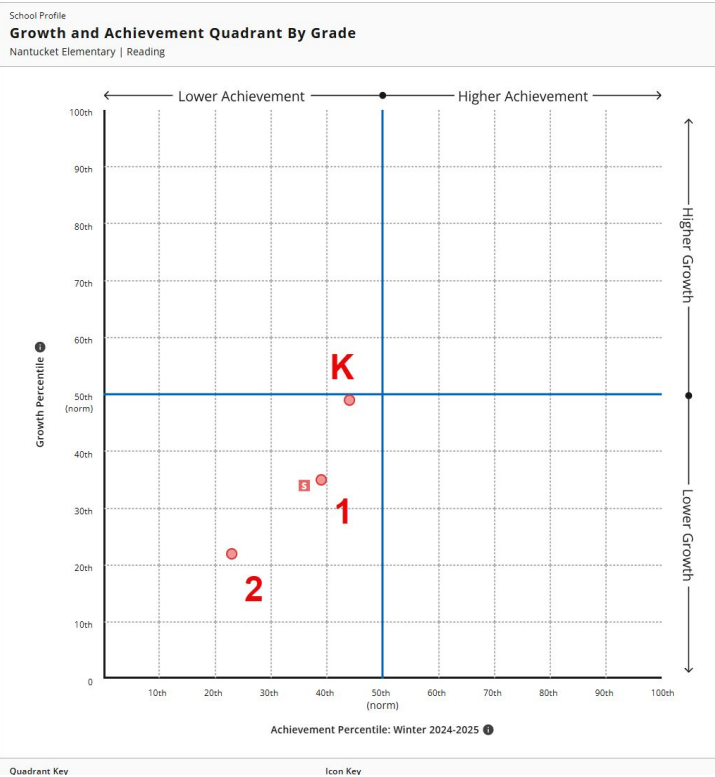
Norm:

- 50th percentile
- Typical growth/achievement

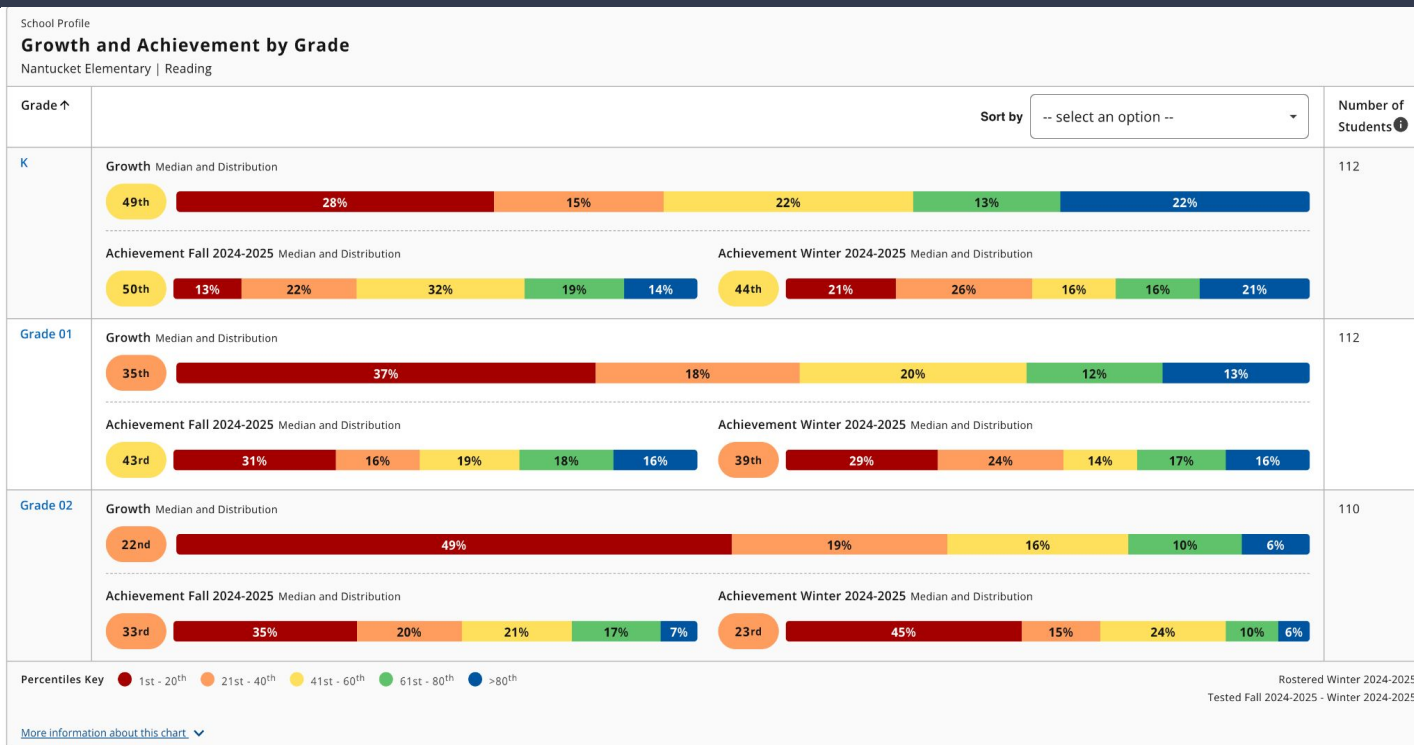
Reading

- NES
 - NIS
 - CPS
- 



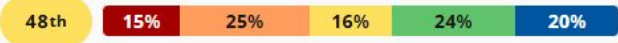
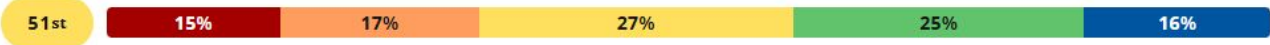





Quadrants – NES



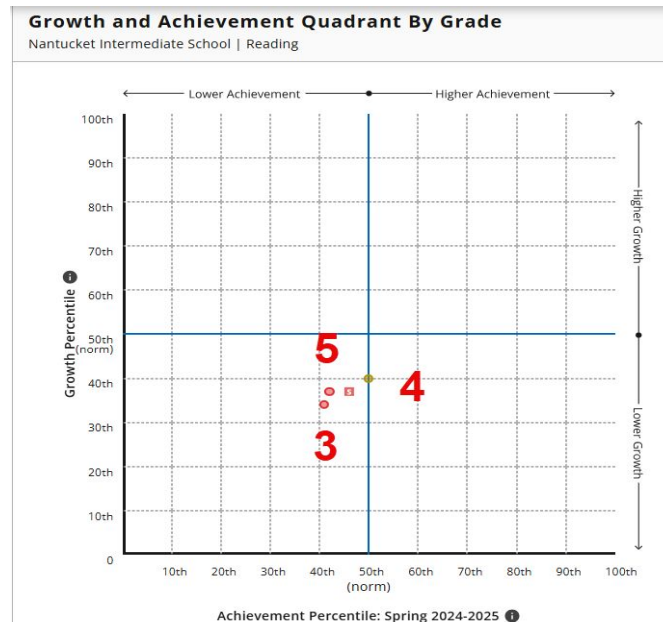
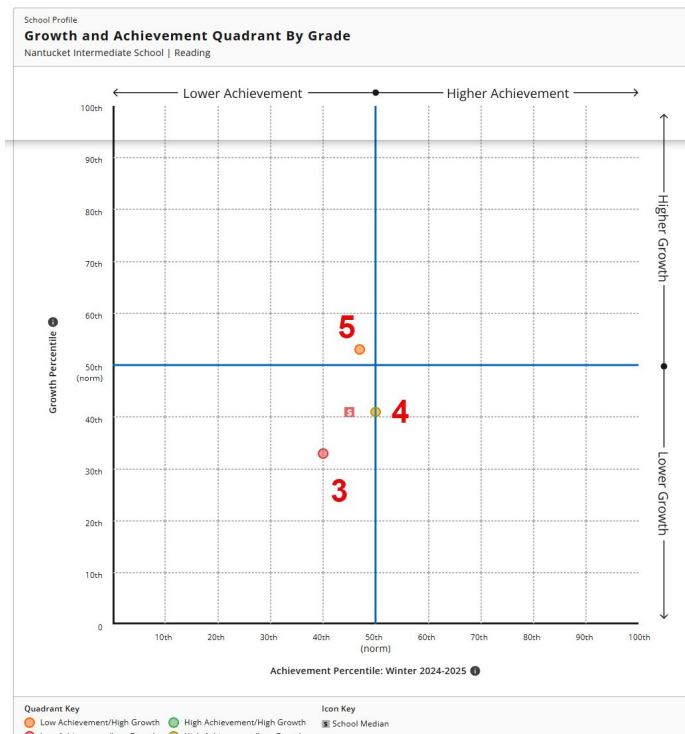
NES Winter Growth & Achievement



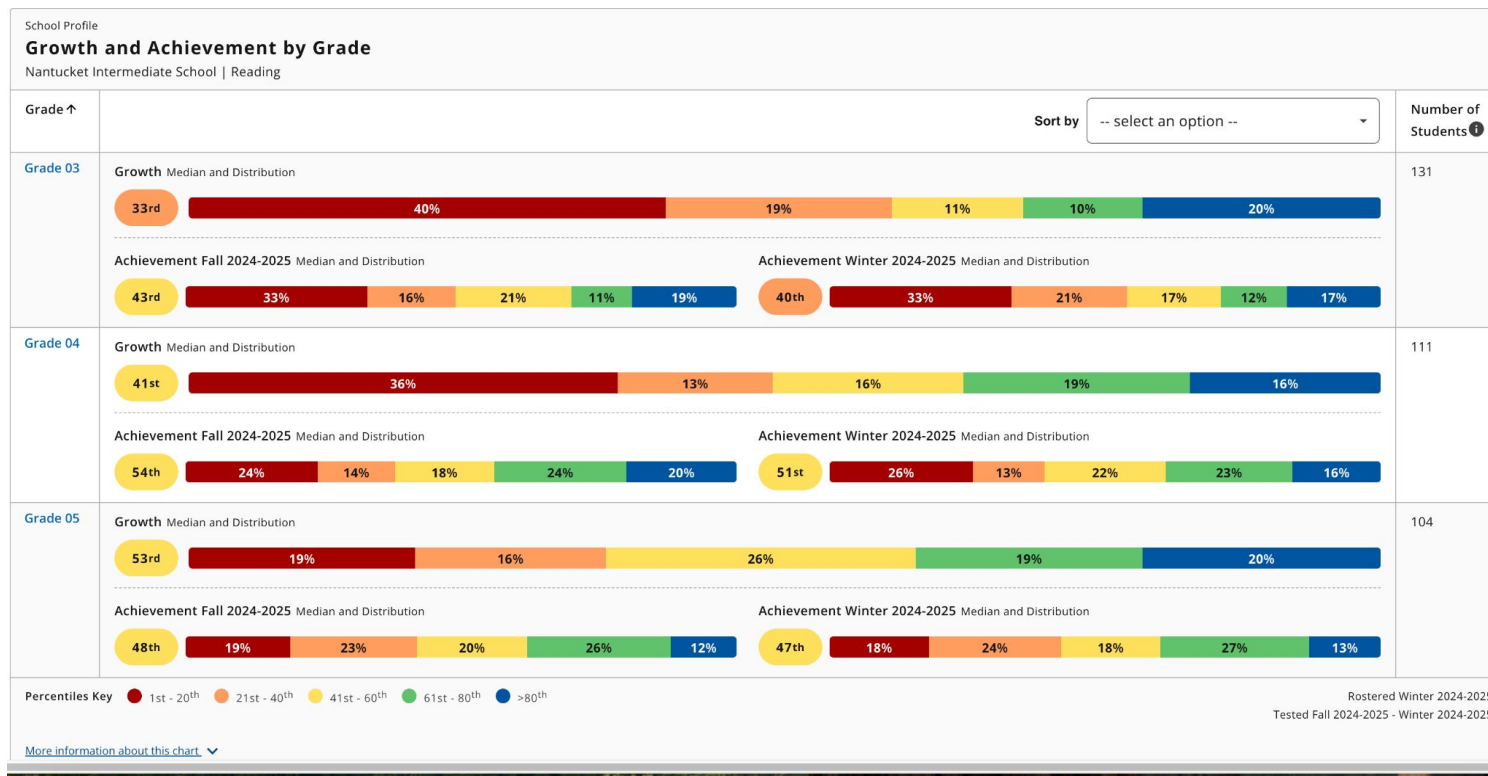
NES Spring Growth & Achievement

K	<p>Growth Median and Distribution</p>  <p>52nd 18% 18% 26% 16% 22%</p> <hr/> <p>Achievement Fall 2024-2025 Median and Distribution</p>  <p>51st 13% 21% 32% 18% 16%</p> <p>Achievement Spring 2024-2025 Median and Distribution</p>  <p>48th 15% 25% 16% 24% 20%</p>	109
Grade 01	<p>Growth Median and Distribution</p>  <p>51st 15% 17% 27% 25% 16%</p> <hr/> <p>Achievement Fall 2024-2025 Median and Distribution</p>  <p>41st 32% 16% 19% 18% 15%</p> <p>Achievement Spring 2024-2025 Median and Distribution</p>  <p>43rd 21% 26% 20% 13% 20%</p>	112
Grade 02	<p>Growth Median and Distribution</p>  <p>42nd 30% 19% 24% 20% 7%</p> <hr/> <p>Achievement Fall 2024-2025 Median and Distribution</p>  <p>35th 34% 21% 20% 17% 8%</p> <p>Achievement Spring 2024-2025 Median and Distribution</p>  <p>32nd 36% 22% 19% 19% 4%</p>	112

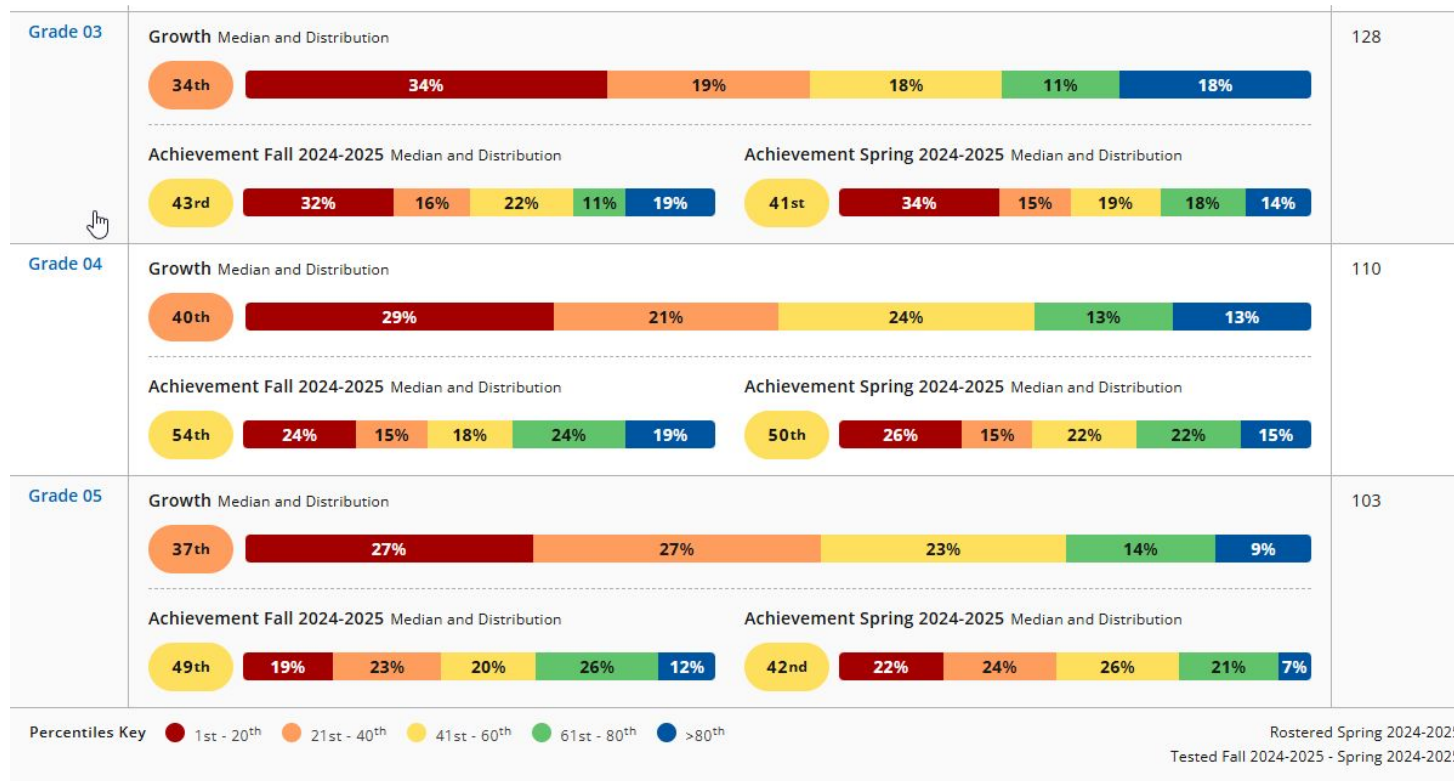
Quadrants- NIS



NIS Winter Growth & Achievement



NIS Winter Growth & Achievement

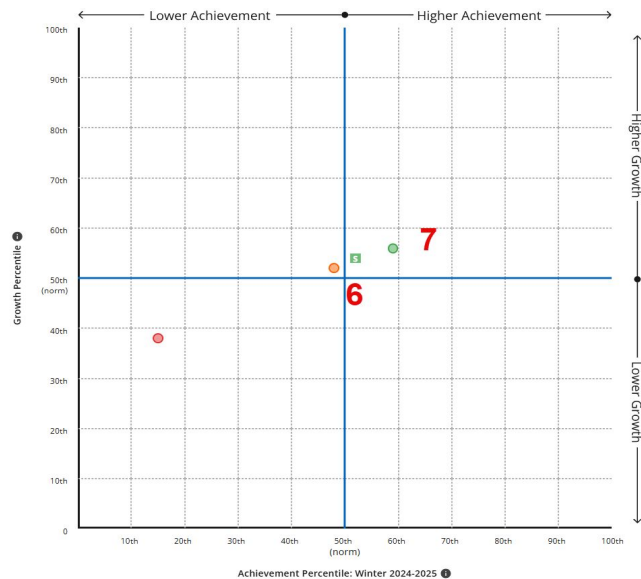


Quadrants – CPS

School Profile

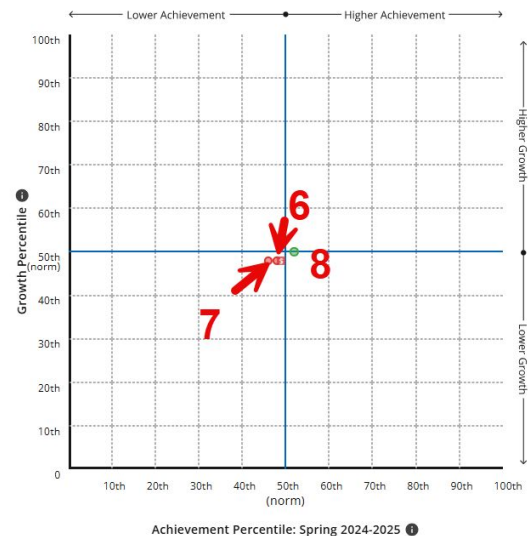
Growth and Achievement Quadrant By Grade

Cyrus Peirce | Reading



Growth and Achievement Quadrant By Grade

Cyrus Peirce | Reading



CPS Winter Growth & Achievement

School Profile		
Growth and Achievement by Grade		
Cyrus Peirce Reading		
Grade ↑	Sort by -- select an option --	Number of Students 1
Grade 06	Growth Median and Distribution	102
	52nd 17% 18% 23% 22% 20%	
	Achievement Fall 2024-2025 Median and Distribution 48th 16% 29% 18% 19% 18%	
Grade 07	Achievement Winter 2024-2025 Median and Distribution 48th 15% 21% 30% 13% 21%	111
	Growth Median and Distribution	
	55th 20% 21% 15% 16% 28%	
Grade 08	Achievement Fall 2024-2025 Median and Distribution 56th 11% 18% 25% 32% 14%	13
	Achievement Winter 2024-2025 Median and Distribution 57th 11% 20% 23% 32% 14%	
	Growth Median and Distribution	
	38th 39% 15% 23% 23%	
	Achievement Fall 2024-2025 Median and Distribution 17th 54% 38% 8%	
	Achievement Winter 2024-2025 Median and Distribution 15th 69% 15% 8% 8%	
Percentiles Key 1st - 20th 21st - 40th 41st - 60th 61st - 80th >80th		
More information about this chart		
		Rostered Winter 2024-2025 Tested Fall 2024-2025 - Winter 2024-2025

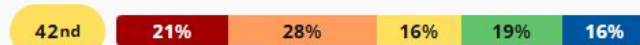
CPS Winter Growth & Achievement

Grade 06

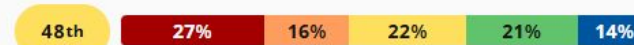
Growth Median and Distribution



Achievement Fall 2024-2025 Median and Distribution



Achievement Spring 2024-2025 Median and Distribution



106

Grade 07

Growth Median and Distribution



Achievement Fall 2024-2025 Median and Distribution



Achievement Spring 2024-2025 Median and Distribution



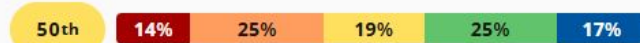
121

Grade 08

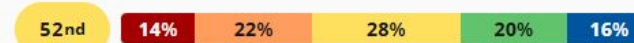
Growth Median and Distribution



Achievement Fall 2024-2025 Median and Distribution



Achievement Spring 2024-2025 Median and Distribution



98

Special Populations & Demographic Subgroups: MATH

Special Populations:

- EL
- SpEd

Subgroups:

- Black/African American
- Hispanic/Latino
- White



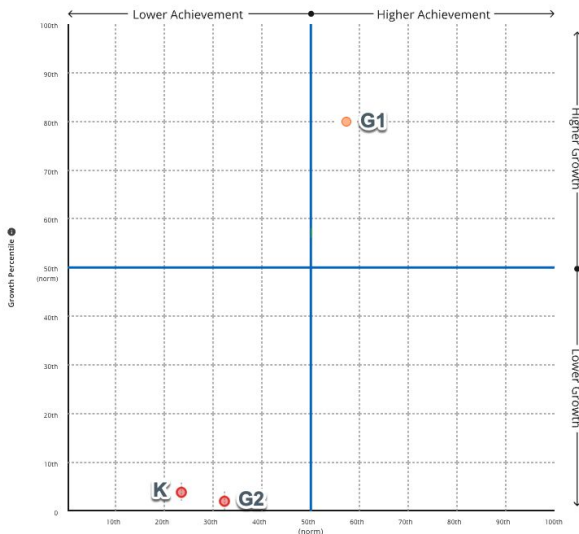
In ELA, the **observed growth** for special populations and demographic subgroups is **equal to or less than projected growth**.

Math

- NES
 - NIS
 - CPS
- 

NES: Growth & Achievement Quadrant by Grade

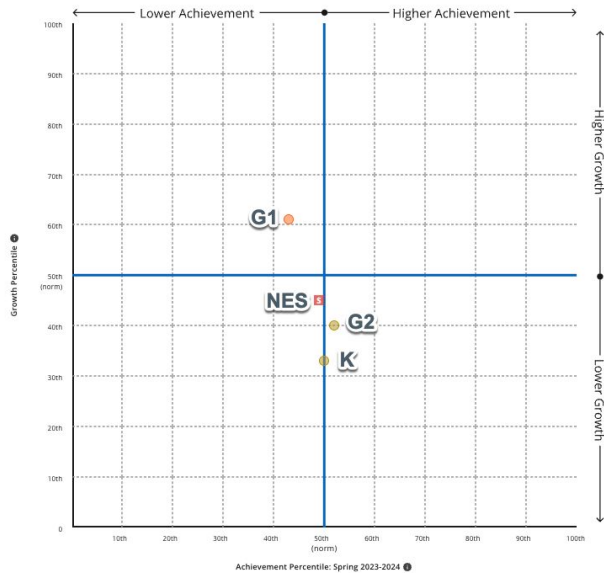
Fall to Spring 2023



****Note: Manually graphed because the report is not available****

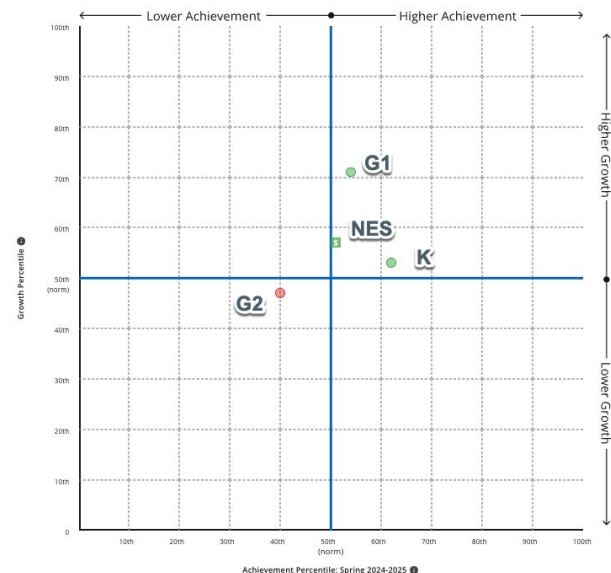
SY22 -Needs Assessment
SY23 -Curriculum Review

Fall to Spring 2024



Y1 Curriculum

Fall to Spring 2025

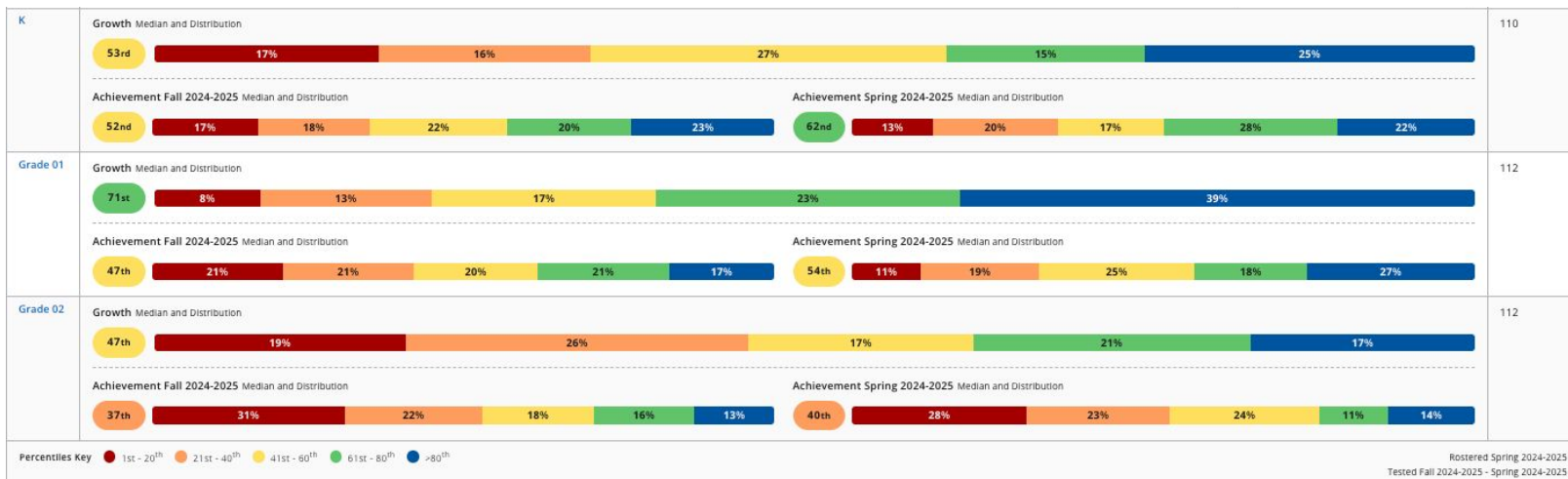
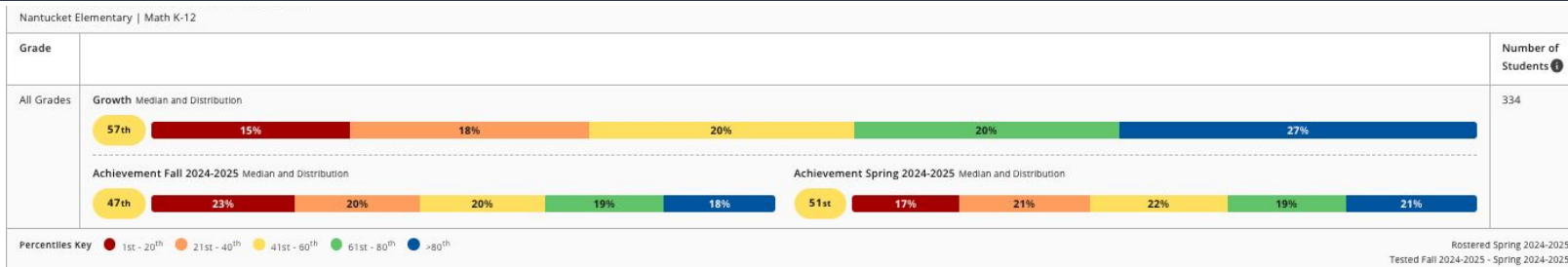


Y2 Curriculum

NES:

Winter 2025 Growth & Achievement Overview

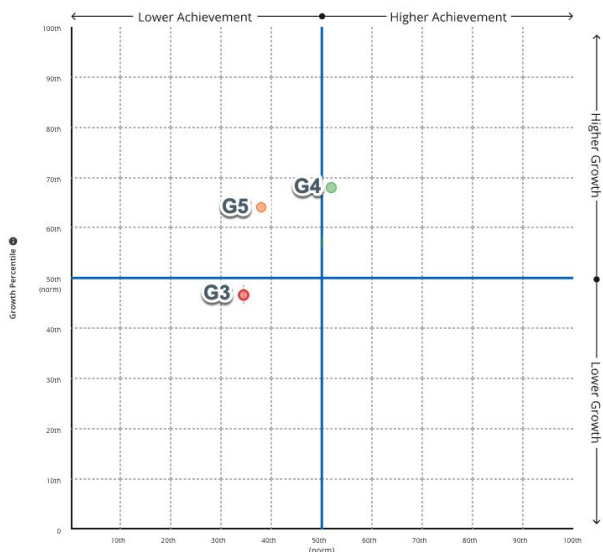
Goal:
Growth in Green
> 61st percentile



NIS:

Growth & Achievement Quadrant by Grade

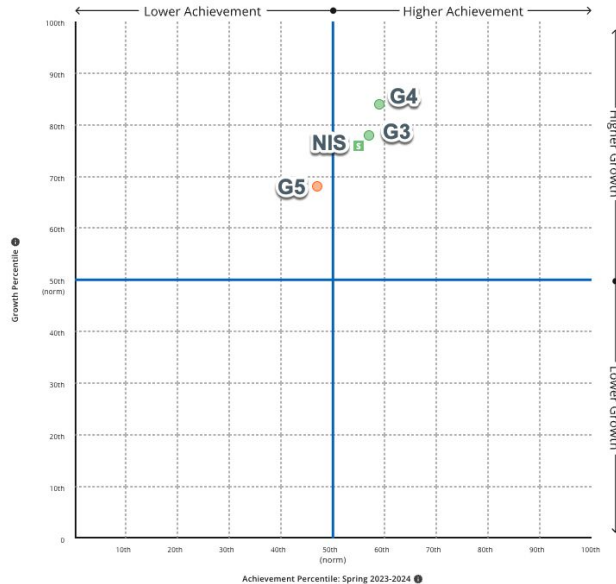
Fall to Spring 2023



****Note: Manually graphed because the report is not available****

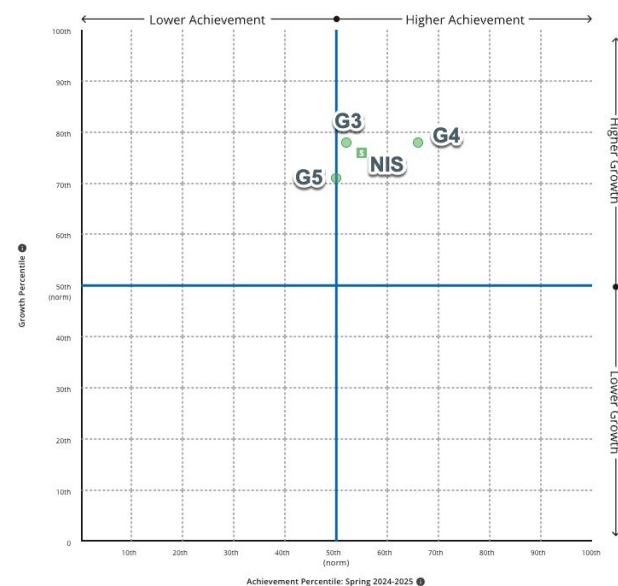
SY22 -Needs Assessment
SY23 -Curriculum Review

Fall to Spring 2024



Y1 Curriculum

Fall to Spring 2025

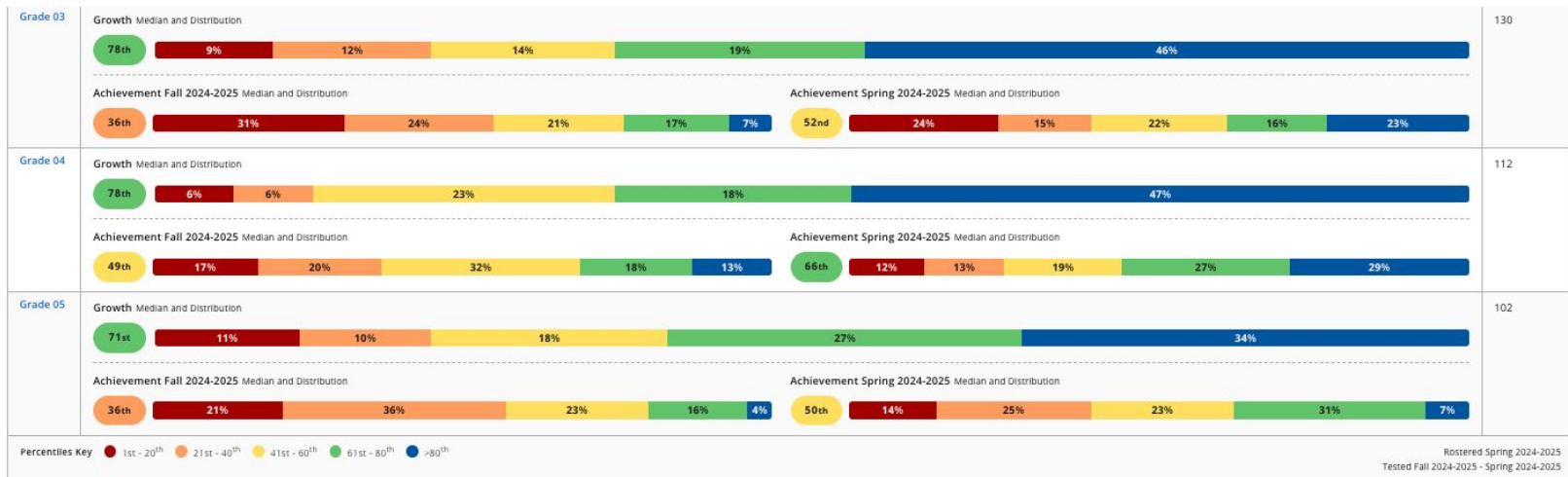
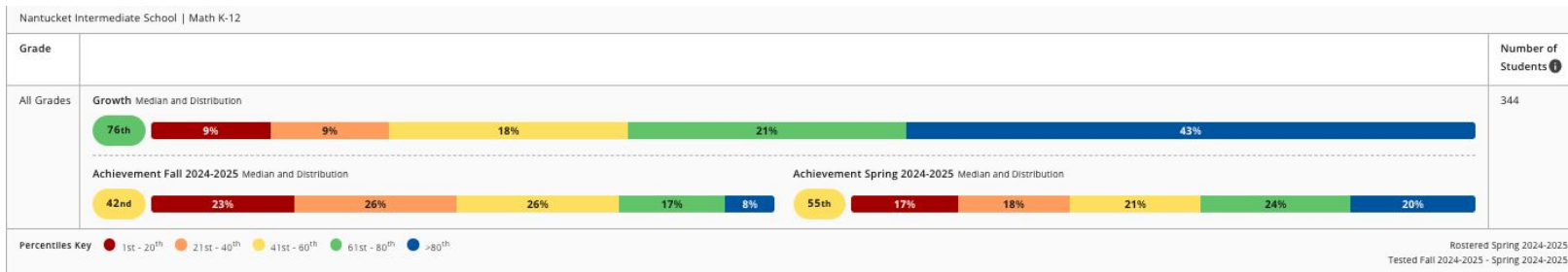


Y2 Curriculum

NIS:

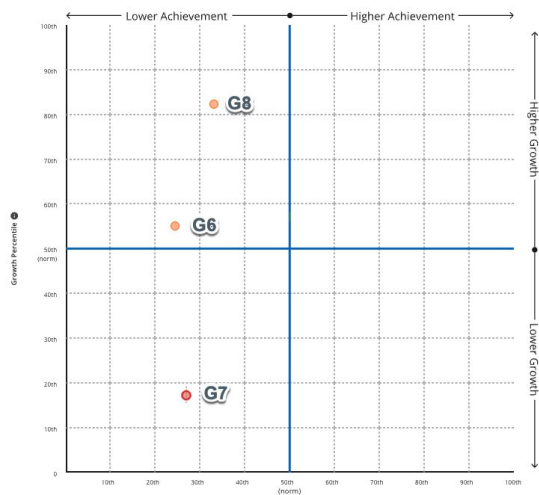
Winter 225 Growth and Achievement Overview

Goal:
Growth in Green
> 61st percentile



CPS: Growth & Achievement Quadrant by Grade

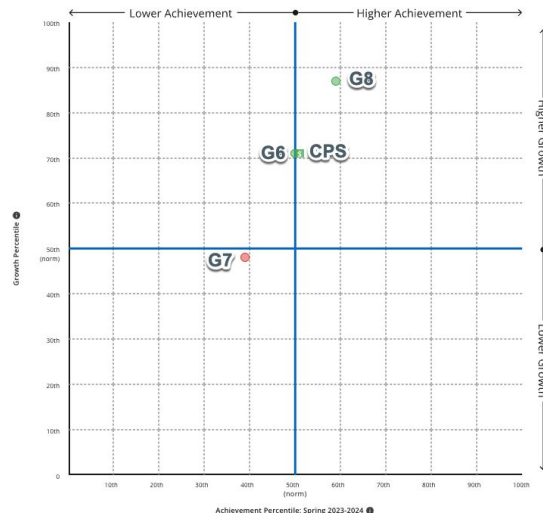
Fall to Spring 2023



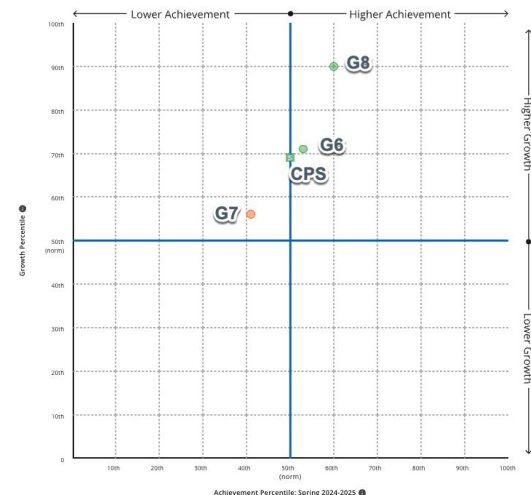
****Note: Manually graphed because the report is not available****

SY22 -Needs Assessment
SY23 -Curriculum Review

Fall to Spring 2024



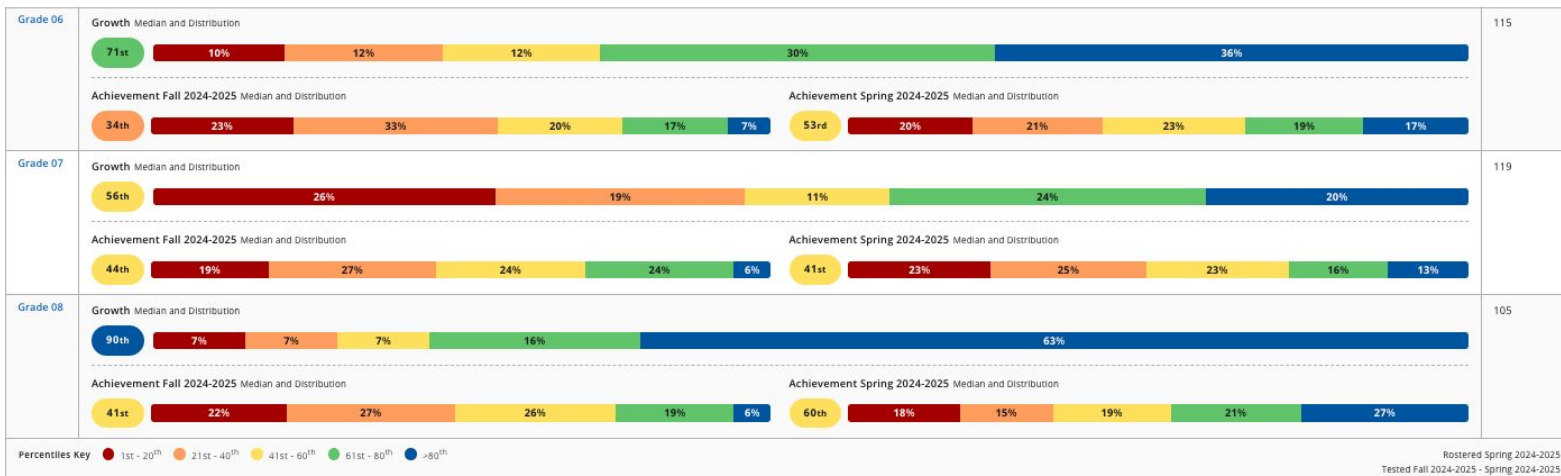
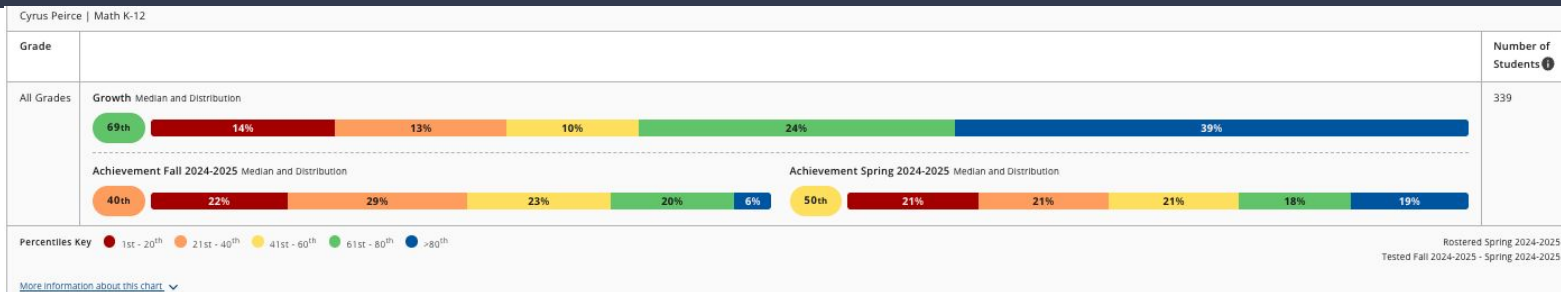
Fall to Spring 2025



Y1 Curriculum

CPS:

Winter 225 Growth and Achievement Overview



Special Populations & Demographic Subgroups: MATH

Special Populations:

- EL
- SpEd

Subgroups:

- Black/African American
- Hispanic/Latino
- White



In math, the **observed growth** for special populations and demographic subgroups is **equal to or greater than** the **projected growth**, except for:



- While G2 made made progress between winter and spring administrations, this is something to continue to follow



In math, we are **closing the gap** between the average observed growth in special populations and demographic subgroups **compared to growth of all students!!** One thing to further explore is:



- Students on IEPs are in most cases meeting their projected growth (this is good!), but not observing as much growth as all students (why is this?)



- Need to further examine if there is a trend by Special Services programming

DRAFT Superintendent's Performance Goals 2025-2026 – Elizabeth Hallett



Goal	Description	Alignment
Professional Practice Goal: Sustaining a Culture of Belonging and Inclusion through Collaborative Engagement		
1	<p>(CONTINUATION FROM <u>2024-25 Superintendent Goals</u> with modifications)</p> <p>Throughout the 2025-26 school year, I will continue to build a strong foundation for myself, for the District Leadership Team, and for the Nantucket School Committee for the critically important work of creating and sustaining a culture of belonging and inclusion through collaborative engagement in the classroom.</p> <p><u>Key actions / benchmarks:</u></p> <ul style="list-style-type: none"> I will continue to work with district leadership to rebuild and maintain positive culture and learning/working environment within our schools, programs and departments through support of efforts at each school around rebuilding culture and climate through the following: <ul style="list-style-type: none"> Sustaining Responsive Classroom practices at both NES, NIS, and CPS Supporting Year 2 of Restorative Practices at NHS Supporting/attending faculty meetings and newly created Professional Learning Communities (PLCs) at all four schools at least four (4) times per year NEW: Supporting ALLI professional development through the One8 Foundation at NHS Conducting learning walks with all school and district leaders at least three times per year that focus on collaborative learning, attention to inclusive and equitable pedagogy and classroom environments <p>NEW KEY ACTION STEP (replacing MASS REDI):</p> <ul style="list-style-type: none"> Along with the NPS District Administrative Team, I will participate in a year-long professional development opportunity throughout the 2025-26 school year with a focus on the following: <ul style="list-style-type: none"> Building structures and skills to support safe and meaningful discussion about leadership cohesiveness within the Administrative Team Creating new opportunities for communicative collaboration across school and district roles in order to move our team towards building and maintaining trust and transparency for successful adaptive change in the district One full-day PD meeting in November with subsequent 2-hour monthly sessions for the whole school year 	<p><u>2024-25 Focus Indicators for Leaders (from DESE Superintendent Rubric):</u></p> <ul style="list-style-type: none"> <u>I-B: Instruction</u> - Ensures that instructional practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness. <u>II-A: Environment</u> - Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, and emotional and social needs of students. <u>II-B: HR Management & Development</u> - Implements a cohesive approach to recruitment, hiring, induction, development, and career growth that promotes high quality and effective practice. <p><u>2023-28 District Strategy, Strategic Initiatives:</u> 1.2, 1.3, 2.2, 3.2</p> <p><u>2023-24 School Committee Goals:</u></p> <ul style="list-style-type: none"> Goal 3, Objective II: Access and Equity Goal 3, Objective III: Educational Continuity and Student Participation Goal 4, Objective I: Staff Recruitment, Selection and Assignment

Student Learning Goal: Improvement in Academic Growth and Achievement

2

(CONTINUATION FROM 2024-25 Superintendent Goals with modifications)

Throughout the 2025-26 school year, I will lead the district successfully towards improvement of student growth and achievement in ELA/Literacy, Math, Science, **and Social Studies**. Based on evidence from a variety data points (MCAS, ACCESS, MAP, school-based formative/summative assessments from fall/winter/spring administration), Nantucket Public Schools students will:

- show typical to ambitious growth in ELA/literacy, math, and science in all grades, with particular attention to the EL/Former EL subgroup

Key actions / benchmarks:

- With the District Leadership Team, I will support the implementation of high-quality professional development and collection/analysis of pertinent data throughout the year in the following areas (by May 2026):
 - Continued professional development on Sheltered English Instruction (SEI) instructional strategies and practices at NHS
 - NEW: Introductory professional development on SEI instructional strategies and practices at CPS
 - Year 3 of new Math Curriculum at NES, NIS, NHS
 - Year 2 of new Math Curriculum at CPS
 - **NEW: Year 1 of new ELA/Literacy curriculum at NIS and Grade 6**
 - **NEW: Strengthened Science of Reading curriculum and authentic text components at NES**
 - **NEW: Year 2 Social Studies curriculum at CPS**
- I will work with principals, assistant principals, and district directors to continue implementing instructional practices in the following ways:
 - Continuation of Year 2 Professional Learning Community initiative K-12 with a strong focus on **implementation of regular data cycle reviews and targeted Tier I and II intervention**
 - Regular classroom walkthroughs with attention to high expectations and grade-level learning in all instructional practices
 - Regular curriculum review cycle, 2022-2034

2024-25 Focus Indicators for Leaders (from DESE Superintendent Rubric):

- I-B: Instruction - Ensures that instructional practices in all settings reflect high expectations regarding content and quality of effort and work, engage all students, and are personalized to accommodate diverse learning styles, needs, interests, and levels of readiness.
- IV-B: Continuous Learning - Develops and nurtures a culture in which staff members are reflective about their practice and use student data, current research, best practices and theory to continuously adapt instruction and achieve improved results. Models these behaviors in the administrator's own practice.

2023-28 District Strategy, Strategic Initiatives:

- 1.1, 1.2, 2.4

2023-24 School Committee Goals:

- Goal 1, Objective II: Strong Instructional Leadership and Effective Instruction
- Goal 3, Objective II: Access and Equity
- Goal 3, Objective III: Educational Continuity and Student Participation

District Improvement Goal: Ensuring Safe and Secure Learning and Working Environments for All

3

(CONTINUATION FROM 2024-25 Superintendent Goals with modifications)

Throughout the 2025-26 school year, I will focus on strengthening Nantucket Public Schools safety and security practices across all schools and departments by examining current safety plans and drills, reviewing all district safety and security needs, and putting into place structures and systems that support physical and social/emotional well being of all students and staff.

Key actions / benchmarks:

- With collaboration of school and district leaders, Facilities and Grounds, and local authorities (NPD/NFD), I will ensure completion of the following by June 2026:
 - **NEW: creation and implementation of an action plan to address selected areas needing improvement highlighted in 2024-25 safety audit**
 - Increased lockdown, secure, and fire drills at a variety of times during the day (i.e., morning arrival, lunch, drop off, etc.) to ensure all staff and students are well prepared
 - ~~Updated safety handbooks ("red books") and go bags in every classroom and office~~ **(COMPLETE)**
 - ~~Full implementation of Raptor Technologies school entrance devices at each school~~ **(COMPLETE)**
 - Continued planning for NES vestibule with capital funds for FY26 and FY27
- With assistance from the Technology and Special Services Department, I will ensure completion of the following by June 2026:
 - A full network audit to determine problem areas of the NPS network **with action plan for improvements to be implemented during 2025-26**
 - Yearly service agreements with IT companies to ensure network safety, cybersecurity measures, and general student and staff protection from cyber threats
 - 100% completion of ArxEEd mandated training by all NPS staff and coaches
 - Regular meetings with Cape Cod Collaborative administrators and NPS bus drivers to ensure safe student pick-up and drop-off
 - Strengthened social/emotional and behavioral support for all students (i.e., Student Support Centers, Bridge Program), appropriate disciplinary structures including alternatives to suspension (i.e., PASS program in collaboration with Behavioral Health Innovators) and substance use assistance (i.e., SAVE program in collaboration with Nantucket Family Resource Center)
 - **NEW: Full Year 1 adoption of YONDR electronic devices pouch program at NHS and CPS in response to adoption of Policy IJNDD "Cell Phone and Personal Electronic Devices"**

2024-25 Focus Indicators for Leaders
(from DESE Superintendent Rubric):

- II-A: Environment - Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, and emotional and social needs of students.

2023-28 District Strategy. Strategic Initiatives:

- 1.2, 1.3, 3.1

2023-24 School Committee Goals:

- Goal 3, Objective IV: Partnerships and Services to Support Learning
- Goal 3, Objective V: Safety

District Improvement Goal: Strengthening Partnerships Across the District and Community

4

(CONTINUATION FROM [2024-25 Superintendent Goals with modifications](#))

By June 2026, I will continue to increase communication and collaboration between myself and staff, students, families, and community groups in order to strengthen partnerships, work collaboratively on essential community issues, share important information, seek feedback, and listen to a variety of diverse voices from the school community and community-at-large.

Key actions / benchmarks:

- I will be highly visible and accessible to the NPS and greater Nantucket communities through regular school visits and classroom walkthroughs, attendance at athletic and artistic events, and consistent collaboration with NPS staff, students, parents/families, and community partners. (all year)
- I will collaborate with community partners (i.e. Fairwinds, Community Solutions for Behavioral Health, Nantucket Cottage Hospital, Our House, Nantucket Historical Association, Dreamland, Town of Nantucket) to continue work on the following initiatives:
 - Community programming around youth behavioral/mental health
 - Community programming around educator mental health
 - Sustained community service options and possible community internships through School-to-Career
- I will maintain weekly communications with the School Committee and District Leadership Team to share important information around district happenings
- I will share a new "Superintendent's Quarterly Newsletter" four times per year with staff, School Committee, and NPS families.
- I will build capacity with Superintendent's Student Advisories at each school to identify year-long goals
- I will attend SNAC, ELPAC, and School Council or PTO meetings twice per year
- Together with the Technology Department and the district/school Webmasters, I will ensure full implementation of the NPS District Website **starting in August 2025**

2024-25 Focus Indicators for Leaders **(from DESE Superintendent Rubric):**

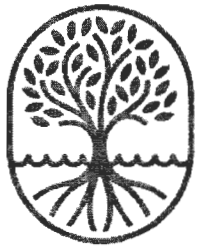
- II-A: Environment - Develops and executes effective plans, procedures, routines, and operational systems to address a full range of safety, health, and emotional and social needs of students.
- III-C: Sharing Responsibility - Continuously collaborates with families [and community members/organizations] to support student learning and development both at home and at school.

2023-28 District Strategy. Strategic Initiatives:

- 2.4, 3.1, 3.2

2023-24 School Committee Goals:

- Goal 3, Objective III: Educational Continuity and Student Participation
- Goal 3, Objective IV: Partnerships and Services to Support Learning



Nantucket Community School

Main Office: 30 Surfside Road
Downtown Office: 56 Centre Street
ncsinfo@npsk.org
508-228-7285 x6

July 1, 2024

Nantucket Education Trust
Hadley Dutra, President
PO Box 3163
Nantucket, MA 02554

Dear Hadley,

On behalf of the Nantucket Community School, I would like to extend our gratitude for your generous grant in the amount of \$5,000 to support our Summer Boost 2024 program.

Your support will be put to good use in our ongoing efforts to prepare Nantucket's youngest students for kindergarten and beyond.

Warm regards,

A handwritten signature in blue ink that reads "Andrea Wulffleff". The signature is written in a cursive, flowing style. The first name "Andrea" is written in a larger, more prominent script, and the last name "Wulffleff" follows it in a similar but slightly smaller script. The signature is positioned above the printed name and title.

Andrea Wulffleff
Assistant Director



Nantucket Community School

Main Office: 30 Surfside Road
Downtown Office: 56 Centre Street
ncsinfo@npsk.org
508-228-7285 x6

July 16, 2025

Sunny Daily
Community Foundation for Nantucket
PO Box 204
Nantucket, MA 02554

Subject: Nantucket Fund Grant
Project Title: English Students of Other Languages and Summer Boost

Dear Sunny,

The Nantucket School Committee and the Nantucket Community School are grateful to the Community Foundation for Nantucket and the Nantucket Fund for your generous grant award in the amount of \$20,000 in support of Adult English for Speakers of Other Languages (ESOL) classes and \$9,000 to support Summer Boost. Your ongoing support allows the Nantucket Community School to serve our community better.

Very Truly Yours,

Alicia E. Gaziadei

SECURITY FEATURES INCLUDE TRUE WATERMARK PAPER, HEAT SENSITIVE ICON AND FOIL HOLOGRAM.

ROCKLAND TRUST 2400
53-447/113
838
CHECK ARMOR
FRAUD PROTECTION

**COMMUNITY FOUNDATION
FOR NANTUCKET INC.
P.O. BOX 204
NANTUCKET, MA 02554
PH. 508-825-9993**

PAY TO THE ORDER OF **Nantucket Community School**

07/15/2025

\$*** 11,000.00

SECURITY FEATURES INCLUDE TRUE WATERMARK PAPER, HEAT SENSITIVE ICON AND FOIL HOLOGRAM.

ROCKLAND TRUST 2401
53-447/113
838
CHECK ARMOR
FRAUD PROTECTION

**COMMUNITY FOUNDATION
FOR NANTUCKET INC.
P.O. BOX 204
NANTUCKET, MA 02554
PH. 508-825-9993**

PAY TO THE ORDER OF **Nantucket Community School**

07/15/2025

\$*** 20,000.00

Twenty thousand dollars and 00/100*****

MEMORANDUM

Nantucket High School

TO: Nantucket School Committee
CC: Katie Bedell; Martin Angelov
FROM: Mandy K. Hilemn/MP
DATE: July 17, 2025
RE: Donations to NHS



SC meeting
7/22

Attached please find donation check (copied) for the Nantucket High School to be accepted by the Nantucket School Committee on behalf of the following donors:

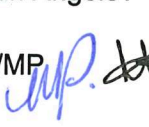
Egan Maritime Institute

10,000.00

Upon acceptance, the checks will be deposited in the NHS Student Gift Account to specifically benefit the Vo tech Horticultural program (H. Ring).

MEMORANDUM

Nantucket High School

TO: Nantucket School Committee
CC: Katie Bedell; Martin Angelov
FROM: Mandy K. Hilemn/MP 
DATE: July 16, 2025
RE: Donations to NHS



SC meeting
7/22

Attached please find Two donation checks (copied) for the Nantucket High School to be accepted by the Nantucket School Committee on behalf of the following donors:

Egan Maritime Institute	2,569.00
Egan Maritime Institute	2,569.00

Upon acceptance, the checks will be deposited in the NHS Student Gift Account to specifically benefit the Vo tech Horticultural program (H. Ring).

**NANTUCKET PUBLIC SCHOOLS
CONTRACT OF EMPLOYMENT
ASSISTANT SUPERINTENDENT**

This Employment Contract (CONTRACT) is made as of July 18, 2025 by and between the NANTUCKET PUBLIC SCHOOLS, acting by and through the Superintendent of Schools (Superintendent) and Amanda Bardsley, hereinafter referred to as the "Parties".

In consideration of the promise herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Nantucket Public Schools (hereinafter "NPS") hereby employs Amanda Bardsley as ASSISTANT SUPERINTENDENT OF TEACHING AND LEARNING (hereinafter "ASSISTANT SUPERINTENDENT") within the public schools of Nantucket, and the ASSISTANT SUPERINTENDENT hereby accepts employment on the terms and conditions contained in this CONTRACT:

2. **ASSIGNMENT:** At the inception of this CONTRACT, the ASSISTANT SUPERINTENDENT is hereby assigned to the NANTUCKET PUBLIC SCHOOLS. The Superintendent of Schools, in her sole discretion, following consultation with the ASSISTANT SUPERINTENDENT, may reassign or transfer the ASSISTANT SUPERINTENDENT to another ASSISTANT SUPERINTENDENT's position or administrator's position within the NPS.

3. **TERM:** The ASSISTANT SUPERINTENDENT shall be employed for a three-year period commencing July 1, 2025 through June 30, 2028. Renewal and extension of this CONTRACT and ASSISTANT SUPERINTENDENT'S employment shall be in accordance with M.G.L. c. 71, §41. This Section 3 shall constitute satisfactory notice from the Superintendent sixty days prior to the expiration date of this CONTRACT, pursuant to the said §41 that this CONTRACT shall not be renewed beyond the expiration of June 30, 2028 except by an agreement signed by the parties. If no written agreement is reached, the employment relationship shall cease as of the termination date of this CONTRACT and shall under no circumstances automatically extend.

4. **COMPENSATION:** The ASSISTANT SUPERINTENDENT shall be paid an annual salary, prorated as necessary, commencing as of the effective date of this Agreement, according to the following schedule:

	Contract Year	Base Salary
1 st	July 1, 2025-June 30, 2026	\$195,000.00
2 nd	July 1, 2026-June 30, 2027	To Be Determined
3 rd	July 1, 2027-June 30, 2028	To Be Determined

The ASSISTANT SUPERINTENDENT shall be entitled to retroactive compensation for the period of July 1, 2025 through July 22, 2025.

The ASSISTANT SUPERINTENDENT'S salary may be increased annually upon successful evaluation and recommendation of the Superintendent. The ASSISTANT SUPERINTENDENT'S base salary shall be subject to withholdings for state and federal taxes

and other withholding required by law or authorized by the ASSISTANT SUPERINTENDENT. The base salary shall be earned ratably throughout each of the Contract Years and shall be prorated for work of less than a full Contract Year. The base salary shall be payable in equal installments in accordance with the procedures for payment of other ASSISTANT SUPERINTENDENTS in the NPS. For the purposes of this CONTRACT, a Contract Year is July 1st to the following June 30th.

The ASSISTANT SUPERINTENDENT'S base salary in the 2nd and 3rd Contract Years shall not be less than her base salary in the prior Contract Year, provided, however, that the ASSISTANT SUPERINTENDENT'S base salary may be reduced upon any one or more of the following: (i) the ASSISTANT SUPERINTENDENT'S demotion; (ii) an administrative reorganization, (iii) the ASSISTANT SUPERINTENDENT'S transfer to another school or position, or (iv) a general salary revision affecting all ASSISTANT SUPERINTENDENT'S in the NPS.

Any adjustment in the ASSISTANT SUPERINTENDENT'S base salary made during the life of this CONTRACT shall be in the form of a written amendment signed by the Superintendent, and such amendment shall become part of this CONTRACT, but it shall not be deemed that the Superintendent and ASSISTANT SUPERINTENDENT have entered into a new CONTRACT or that the termination date of the CONTRACT has been extended.

5. **BENEFITS:** The ASSISTANT SUPERINTENDENT shall receive benefits, including but not limited to sick leave and personal leave benefits, in accordance with the policies of the Nantucket School Committee ("Committee") regarding working conditions and benefits for ASSISTANT SUPERINTENDENTS and as such may be modified from time to time by the Committee. The Committee may add to, eliminate, or change these benefits from time to time in its sole discretion. The ASSISTANT SUPERINTENDENT will be subject to all requirements and restrictions for such benefits including eligibility and notice requirements and usage restrictions.

Vacation: Without limiting any provisions in this Section 5, the ASSISTANT SUPERINTENDENT shall be entitled to twenty-five (25) days of vacation per Contract Year, to be taken at a time or times approved by the Superintendent. Up to five (5) unused vacation days may be carried over from one Contract Year to the next Contract Year.

Sick Leave: The ASSISTANT SUPERINTENDENT is entitled to eighteen (18) sick days annually. Unused sick days will accumulate to two hundred (200) days. At the time of retirement from Nantucket Public Schools, the ASSISTANT SUPERINTENDENT will be entitled to reimbursement for the unused sick days at the rate of \$150 per day up to 100 days.

Personal Leave: Up to three (3), per year, non-cumulative, to be taken at a mutually agreed time.

Bereavement Leave: May not exceed five (5) days, paid leave in the event of the death of a member of the employee's immediate family, defined as spouse, child, parent, sibling or domestic partner.

Holidays: Paid Holidays include the following:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day

- Patriots Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

Continuing Education – Tuition Reimbursement: The ASSISTANT SUPERINTENDENT shall be eligible for tuition reimbursement up to a maximum of three thousand dollars (\$3,000) per Contract Year for graduate-level courses with prior approval of the Superintendent and provided that the ASSISTANT SUPERINTENDENT has earned a grade of a B or better in each such course.

Professional Association Dues: NPS shall reimburse the ASSISTANT SUPERINTENDENT up to a maximum of one thousand dollars (\$1,000) per Contract Year for payment of dues, membership fees, and/or conference costs to professional associations or organizations with the prior approval of the Superintendent.

Group Health Insurance & Life Insurance: The ASSISTANT SUPERINTENDENT will be eligible to subscribe to one of the group health insurance plans and to the life insurance plan offered through the town of Nantucket (“Town”) and generally available to other employees in the Nantucket Public Schools at the same premium contribution rate in effect for other non-unionized administrators in the NPS. The ASSISTANT SUPERINTENDENT acknowledges and agrees that such plans, coverage, co-payments, deductibles, and premium contribution rates may change from time to time at the discretion of the Town.

6. DUTIES AND RESPONSIBILITIES: The ASSISTANT SUPERINTENDENT shall faithfully and effectively perform the duties contained in the job description of ASSISTANT SUPERINTENDENT, a copy of which is appended to this CONTRACT as Exhibit A. The Superintendent may modify the job description of the ASSISTANT SUPERINTENDENT from time to time, at the Superintendent’s sole discretion.

The ASSISTANT SUPERINTENDENT recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions. As a result, the ASSISTANT SUPERINTENDENT will perform the directed and implied duties of her position as determined by the Superintendent and will expend the time and effort necessary to effectively achieve the goals and purposes of the NPS.

7. LICENSE/CERTIFICATE: As a condition of continued employment, the ASSISTANT SUPERINTENDENT shall maintain throughout the course of her employment as ASSISTANT SUPERINTENDENT with the NPS, a valid and appropriate license/certificate qualifying her to serve as a public school ASSISTANT SUPERINTENDENT in the Commonwealth of Massachusetts and shall provide the Superintendent with a copy of such license/certificate. The ASSISTANT SUPERINTENDENT shall notify the Superintendent

within 24 hours or before the start of the next work day, whichever is earlier, of the suspension or revocation of such license/certificate or within 24 hours of the ASSISTANT SUPERINTENDENT's license lapsing.

8. **ANNUAL WORK SCHEDULE:** The ASSISTANT SUPERINTENDENT shall work two hundred and sixty days (260) total per Contract Year, within the same schedule as the Central Office Administrators, except for legal holidays recognized by the Committee (listed herein) and other leave available to the ASSISTANT SUPERINTENDENT under Committee policy or this CONTRACT. Days will be coordinated by mutual agreement of the ASSISTANT SUPERINTENDENT and the Superintendent.

9. **PERFORMANCE:** The ASSISTANT SUPERINTENDENT shall fulfill all aspects of this CONTRACT. Any exception hereto shall be by mutual agreement between the ASSISTANT SUPERINTENDENT and the Superintendent in writing. The Principal shall evaluate the performance of the ASSISTANT SUPERINTENDENT at least once each Contract Year.

10. **OTHER PROFESSIONAL DUTIES:** The ASSISTANT SUPERINTENDENT may accept speaking, writing, lecturing, consultant work or other engagements of a professional nature, provided they do not derogate from her duties as ASSISTANT SUPERINTENDENT for NPS, the engagement does not interfere with or detract from her work as ASSISTANT SUPERINTENDENT, and the ASSISTANT SUPERINTENDENT has received prior approval of the Superintendent. The ASSISTANT SUPERINTENDENT shall not use any NPS resources to prepare for or engage in any such outside professional activities and shall comply with the State Ethics Laws, Massachusetts General Laws chapter 268A, in preparing for and engaging in any outside professional activities. The ASSISTANT SUPERINTENDENT agrees that such activities shall be limited to not more than three (3) days in the aggregate per Contract Year.

11. **EARLY TERMINATION OF CONTRACT, SUSPENSION:**

A. EARLY TERMINATION

- (i) By the ASSISTANT SUPERINTENDENT: In the event that the ASSISTANT SUPERINTENDENT desires to terminate this CONTRACT before the term of service has expired, the ASSISTANT SUPERINTENDENT may do so by providing at least ninety (90) days written notice of her intent to terminate this CONTRACT to the Superintendent.
- (ii) By the SUPERINTENDENT: The Superintendent may dismiss, lay off, or demote the ASSISTANT SUPERINTENDENT for good cause and terminate this CONTRACT before the term of service has expired. "Good cause" herein shall be defined as any one or more of the following: insubordination, incompetency, neglect of duty, incapacity, conduct unbecoming an ASSISTANT SUPERINTENDENT, lack of funds, reductions in force, closure of a school, reorganization, or any ground put forth by the Superintendent that is not arbitrary, irrational, unreasonable, or irrelevant to the task of building and/or maintaining an efficient school or school system.

If the Superintendent intends to dismiss, demote or lay off the ASSISTANT SUPERINTENDENT, the Superintendent shall provide the ASSISTANT

SUPERINTENDENT with written notice of intent to dismiss, demote or layoff, as the case may be, with an explanation of the grounds for such dismissal, demotion or layoff. If the ASSISTANT SUPERINTENDENT so requests, the ASSISTANT SUPERINTENDENT shall be given a reasonable opportunity within fifteen (15) days after receiving such notice to review the decision with the Superintendent. At the meeting to review the decision with the Superintendent, the ASSISTANT SUPERINTENDENT may be represented by legal counsel or other representative of her choosing and at the ASSISTANT SUPERINTENDENT's own expense, and the ASSISTANT SUPERINTENDENT shall have the right to present information pertaining to the bases for the decision and to the ASSISTANT SUPERINTENDENT'S status. The ASSISTANT SUPERINTENDENT'S right to appeal, if any, are provided by and in accordance with M.G. L. chapter 71.

- (iii) **Salary and Benefits and Use of Accrued Vacation Time:** In the event of early termination of this CONTRACT for any reason including, but not limited to resignation of the ASSISTANT SUPERINTENDENT, dismissal or demotion of the ASSISTANT SUPERINTENDENT, or lay off of the ASSISTANT SUPERINTENDENT the NPS shall not be required to pay and the ASSISTANT SUPERINTENDENT shall not be entitled to receive salary payments and benefits payable after the effective date of the ASSISTANT SUPERINTENDENT's separation from employment or demotion. The ASSISTANT SUPERINTENDENT may request to use her accrued vacation days prior to her separation from employment and/or the Superintendent may schedule the ASSISTANT SUPERINTENDENT for vacation days prior to the ASSISTANT SUPERINTENDENT'S separation of employment.

B. SUSPENSION WITHOUT PAY:

The Superintendent may suspend the ASSISTANT SUPERINTENDENT without pay in accordance with the provisions of M.G.L. chapter 71, section 42D.

12. **RETIREMENT:** As required by law, the ASSISTANT SUPERINTENDENT shall be a member of the retirement plan of the Massachusetts Teachers Retirement Board and shall be subject to all of the obligations and rights associated therewith. Required retirement deductions shall be made from the ASSISTANT SUPERINTENDENT's pay.

13. **ENTIRE AGREEMENT:** This CONTRACT embodies the whole agreement between the NPS and the ASSISTANT SUPERINTENDENT and there are no inducements, promises, terms, and conditions or obligations made or entered into by either party other than those contained herein. This CONTRACT may not be changed except by a writing signed by the PARTIES.

14. **EVALUATION:** The Superintendent shall evaluate the performance of the ASSISTANT SUPERINTENDENT, annually.

15. **SEVERABILITY:** It is understood and agreed by the parties that if any part, term or provision of this CONTRACT is held by a court of competent jurisdiction to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the CONTRACT did not contain the particular part, term, or provisions held to be invalid.

16. **GOVERNING LAW:** This CONTRACT shall be interpreted, enforced, governed and construed under and in accordance with the laws of the Commonwealth of Massachusetts.

17. **DUPLICATE ORIGINALS:** This CONTRACT shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same instrument.

18. IN WITNESS WHEREOF, the parties have hereunto signed and sealed this CONTRACT and a duplicate thereof this _____ day of _____ the year 2025.

Amanda Bardsley
Assistant Superintendent of Teaching and Learning

Elizabeth Hallett, Ed. D.
Superintendent of Schools

Laura Gallagher Byrne
School Committee Chair

**NANTUCKET PUBLIC SCHOOLS
CONTRACT OF EMPLOYMENT
ASSISTANT SUPERINTENDENT**

This Employment Contract (CONTRACT) is made as of July 18, 2025 by and between the NANTUCKET PUBLIC SCHOOLS, acting by and through the Superintendent of Schools (Superintendent) and Mellisa Devitt, hereinafter referred to as the "Parties".

In consideration of the promise herein contained, the parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The Nantucket Public Schools (hereinafter "NPS") hereby employs Mellisa Devitt as ASSISTANT SUPERINTENDENT OF ACADEMIC OPERATIONS (hereinafter "ASSISTANT SUPERINTENDENT") within the public schools of Nantucket, and the ASSISTANT SUPERINTENDENT hereby accepts employment on the terms and conditions contained in this CONTRACT:

2. **ASSIGNMENT:** At the inception of this CONTRACT, the ASSISTANT SUPERINTENDENT is hereby assigned to the NANTUCKET PUBLIC SCHOOLS. The Superintendent of Schools, in her sole discretion, following consultation with the ASSISTANT SUPERINTENDENT, may reassign or transfer the ASSISTANT SUPERINTENDENT to another ASSISTANT SUPERINTENDENT's position or administrator's position within the NPS.

3. **TERM:** The ASSISTANT SUPERINTENDENT shall be employed for a three-year period commencing July 1, 2025 through June 30, 2028. Renewal and extension of this CONTRACT and ASSISTANT SUPERINTENDENT'S employment shall be in accordance with M.G.L. c. 71, §41. This Section 3 shall constitute satisfactory notice from the Superintendent sixty days prior to the expiration date of this CONTRACT, pursuant to the said §41 that this CONTRACT shall not be renewed beyond the expiration of June 30, 2028 except by an agreement signed by the parties. If no written agreement is reached, the employment relationship shall cease as of the termination date of this CONTRACT and shall under no circumstances automatically extend.

4. **COMPENSATION:** The ASSISTANT SUPERINTENDENT shall be paid an annual salary, prorated as necessary, commencing as of the effective date of this Agreement, according to the following schedule:

	Contract Year	Base Salary
1 st	July 1, 2025-June 30, 2026	\$194,000.00
2 nd	July 1, 2026-June 30, 2027	To Be Determined
3 rd	July 1, 2027-June 30, 2028	To Be Determined

The ASSISTANT SUPERINTENDENT shall be entitled to retroactive compensation for the period of July 1, 2025 through July 22, 2025.

The ASSISTANT SUPERINTENDENT'S salary may be increased annually upon successful evaluation and recommendation of the Superintendent. The ASSISTANT SUPERINTENDENT'S base salary shall be subject to withholdings for state and federal taxes and other withholding required by law or authorized by the ASSISTANT SUPERINTENDENT. The base salary shall be earned ratably throughout each of the Contract Years and shall be

prorated for work of less than a full Contract Year. The base salary shall be payable in equal installments in accordance with the procedures for payment of other ASSISTANT SUPERINTENDENTS in the NPS. For the purposes of this CONTRACT, a Contract Year is July 1st to the following June 30th.

The ASSISTANT SUPERINTENDENT'S base salary in the 2nd and 3rd Contract Years shall not be less than her base salary in the prior Contract Year, provided, however, that the ASSISTANT SUPERINTENDENT'S base salary may be reduced upon any one or more of the following: (i) the ASSISTANT SUPERINTENDENT'S demotion; (ii) an administrative reorganization, (iii) the ASSISTANT SUPERINTENDENT'S transfer to another school or position, or (iv) a general salary revision affecting all ASSISTANT SUPERINTENDENT'S in the NPS.

Any adjustment in the ASSISTANT SUPERINTENDENT'S base salary made during the life of this CONTRACT shall be in the form of a written amendment signed by the Superintendent, and such amendment shall become part of this CONTRACT, but it shall not be deemed that the Superintendent and ASSISTANT SUPERINTENDENT have entered into a new CONTRACT or that the termination date of the CONTRACT has been extended.

5. **BENEFITS:** The ASSISTANT SUPERINTENDENT shall receive benefits, including but not limited to sick leave and personal leave benefits, in accordance with the policies of the Nantucket School Committee ("Committee") regarding working conditions and benefits for ASSISTANT SUPERINTENDENTS and as such may be modified from time to time by the Committee. The Committee may add to, eliminate, or change these benefits from time to time in its sole discretion. The ASSISTANT SUPERINTENDENT will be subject to all requirements and restrictions for such benefits including eligibility and notice requirements and usage restrictions.

Vacation: Without limiting any provisions in this Section 5, the ASSISTANT SUPERINTENDENT shall be entitled to twenty-five (25) days of vacation per Contract Year, to be taken at a time or times approved by the Superintendent. Up to five (5) unused vacation days may be carried over from one Contract Year to the next Contract Year.

Sick Leave: The ASSISTANT SUPERINTENDENT is entitled to eighteen (18) sick days annually. Unused sick days will accumulate to two hundred (200) days. At the time of retirement from Nantucket Public Schools, the ASSISTANT SUPERINTENDENT will be entitled to reimbursement for the unused sick days at the rate of \$150 per day up to 100 days.

Personal Leave: Up to three (3), per year, non-cumulative, to be taken at a mutually agreed time.

Bereavement Leave: May not exceed five (5) days, paid leave in the event of the death of a member of the employee's immediate family, defined as spouse, child, parent, sibling or domestic partner.

Holidays: Paid Holidays include the following:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Patriots Day
- Memorial Day

- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Day

Continuing Education – Tuition Reimbursement: The ASSISTANT SUPERINTENDENT shall be eligible for tuition reimbursement up to a maximum of three thousand dollars (\$3,000) per Contract Year for graduate-level courses with prior approval of the Superintendent and provided that the ASSISTANT SUPERINTENDENT has earned a grade of a B or better in each such course.

Professional Association Dues: NPS shall reimburse the ASSISTANT SUPERINTENDENT up to a maximum of one thousand dollars (\$1,000) per Contract Year for payment of dues, membership fees, and/or conference costs to professional associations or organizations with the prior approval of the Superintendent.

Group Health Insurance & Life Insurance: The ASSISTANT SUPERINTENDENT will be eligible to subscribe to one of the group health insurance plans and to the life insurance plan offered through the town of Nantucket (“Town”) and generally available to other employees in the Nantucket Public Schools at the same premium contribution rate in effect for other non-unionized administrators in the NPS. The ASSISTANT SUPERINTENDENT acknowledges and agrees that such plans, coverage, co-payments, deductibles, and premium contribution rates may change from time to time at the discretion of the Town.

6. DUTIES AND RESPONSIBILITIES: The ASSISTANT SUPERINTENDENT shall faithfully and effectively perform the duties contained in the job description of ASSISTANT SUPERINTENDENT, a copy of which is appended to this CONTRACT as Exhibit A. The Superintendent may modify the job description of the ASSISTANT SUPERINTENDENT from time to time, at the Superintendent’s sole discretion.

The ASSISTANT SUPERINTENDENT recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions. As a result, the ASSISTANT SUPERINTENDENT will perform the directed and implied duties of her position as determined by the Superintendent and will expend the time and effort necessary to effectively achieve the goals and purposes of the NPS.

7. LICENSE/CERTIFICATE: As a condition of continued employment, the ASSISTANT SUPERINTENDENT shall maintain throughout the course of her employment as ASSISTANT SUPERINTENDENT with the NPS, a valid and appropriate license/certificate qualifying her to serve as a public school ASSISTANT SUPERINTENDENT in the Commonwealth of Massachusetts and shall provide the Superintendent with a copy of such license/certificate. The ASSISTANT SUPERINTENDENT shall notify the Superintendent within 24 hours or before the start of the next work day, whichever is earlier, of the suspension or revocation of such license/certificate or within 24 hours of the ASSISTANT SUPERINTENDENT’s license lapsing.

8. **ANNUAL WORK SCHEDULE:** The ASSISTANT SUPERINTENDENT shall work two hundred and sixty days (260) total per Contract Year, within the same schedule as the Central Office Administrators, except for legal holidays recognized by the Committee (listed herein) and other leave available to the ASSISTANT SUPERINTENDENT under Committee policy or this CONTRACT. Days will be coordinated by mutual agreement of the ASSISTANT SUPERINTENDENT and the Superintendent.

9. **PERFORMANCE:** The ASSISTANT SUPERINTENDENT shall fulfill all aspects of this CONTRACT. Any exception hereto shall be by mutual agreement between the ASSISTANT SUPERINTENDENT and the Superintendent in writing. The Principal shall evaluate the performance of the ASSISTANT SUPERINTENDENT at least once each Contract Year.

10. **OTHER PROFESSIONAL DUTIES:** The ASSISTANT SUPERINTENDENT may accept speaking, writing, lecturing, consultant work or other engagements of a professional nature, provided they do not derogate from her duties as ASSISTANT SUPERINTENDENT for NPS, the engagement does not interfere with or detract from her work as ASSISTANT SUPERINTENDENT, and the ASSISTANT SUPERINTENDENT has received prior approval of the Superintendent. The ASSISTANT SUPERINTENDENT shall not use any NPS resources to prepare for or engage in any such outside professional activities and shall comply with the State Ethics Laws, Massachusetts General Laws chapter 268A, in preparing for and engaging in any outside professional activities. The ASSISTANT SUPERINTENDENT agrees that such activities shall be limited to not more than three (3) days in the aggregate per Contract Year.

11. **EARLY TERMINATION OF CONTRACT, SUSPENSION:**

A. EARLY TERMINATION

- (i) By the ASSISTANT SUPERINTENDENT: In the event that the ASSISTANT SUPERINTENDENT desires to terminate this CONTRACT before the term of service has expired, the ASSISTANT SUPERINTENDENT may do so by providing at least ninety (90) days written notice of her intent to terminate this CONTRACT to the Superintendent.
- (ii) By the SUPERINTENDENT: The Superintendent may dismiss, lay off, or demote the ASSISTANT SUPERINTENDENT for good cause and terminate this CONTRACT before the term of service has expired. "Good cause" herein shall be defined as any one or more of the following: insubordination, incompetency, neglect of duty, incapacity, conduct unbecoming an ASSISTANT SUPERINTENDENT, lack of funds, reductions in force, closure of a school, reorganization, or any ground put forth by the Superintendent that is not arbitrary, irrational, unreasonable, or irrelevant to the task of building and/or maintaining an efficient school or school system.

If the Superintendent intends to dismiss, demote or lay off the ASSISTANT SUPERINTENDENT, the Superintendent shall provide the ASSISTANT SUPERINTENDENT with written notice of intent to dismiss, demote or layoff, as the case may be, with an explanation of the grounds for such dismissal, demotion or layoff. If the ASSISTANT SUPERINTENDENT so requests, the ASSISTANT SUPERINTENDENT shall be given a reasonable opportunity within fifteen (15)

days after receiving such notice to review the decision with the Superintendent. At the meeting to review the decision with the Superintendent, the ASSISTANT SUPERINTENDENT may be represented by legal counsel or other representative of her choosing and at the ASSISTANT SUPERINTENDENT's own expense, and the ASSISTANT SUPERINTENDENT shall have the right to present information pertaining to the bases for the decision and to the ASSISTANT SUPERINTENDENT'S status. The ASSISTANT SUPERINTENDENT'S right to appeal, if any, are provided by and in accordance with M.G. L. chapter 71.

- (iii) **Salary and Benefits and Use of Accrued Vacation Time:** In the event of early termination of this CONTRACT for any reason including, but not limited to resignation of the ASSISTANT SUPERINTENDENT, dismissal or demotion of the ASSISTANT SUPERINTENDENT, or lay off of the ASSISTANT SUPERINTENDENT the NPS shall not be required to pay and the ASSISTANT SUPERINTENDENT shall not be entitled to receive salary payments and benefits payable after the effective date of the ASSISTANT SUPERINTENDENT's separation from employment or demotion. The ASSISTANT SUPERINTENDENT may request to use her accrued vacation days prior to her separation from employment and/or the Superintendent may schedule the ASSISTANT SUPERINTENDENT for vacation days prior to the ASSISTANT SUPERINTENDENT'S separation of employment.

B. SUSPENSION WITHOUT PAY:

The Superintendent may suspend the ASSISTANT SUPERINTENDENT without pay in accordance with the provisions of M.G.L. chapter 71, section 42D.

12. **RETIREMENT:** As required by law, the ASSISTANT SUPERINTENDENT shall be a member of the retirement plan of the Massachusetts Teachers Retirement Board and shall be subject to all of the obligations and rights associated therewith. Required retirement deductions shall be made from the ASSISTANT SUPERINTENDENT's pay.

13. **ENTIRE AGREEMENT:** This CONTRACT embodies the whole agreement between the NPS and the ASSISTANT SUPERINTENDENT and there are no inducements, promises, terms, and conditions or obligations made or entered into by either party other than those contained herein. This CONTRACT may not be changed except by a writing signed by the PARTIES.

14. **EVALUATION:** The Superintendent shall evaluate the performance of the ASSISTANT SUPERINTENDENT, annually.

15. **SEVERABILITY:** It is understood and agreed by the parties that if any part, term or provision of this CONTRACT is held by a court of competent jurisdiction to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the CONTRACT did not contain the particular part, term, or provisions held to be invalid.

16. **GOVERNING LAW:** This CONTRACT shall be interpreted, enforced, governed and construed under and in accordance with the laws of the Commonwealth of Massachusetts.

17. **DUPLICATE ORIGINALS:** This CONTRACT shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same instrument.

18. IN WITNESS WHEREOF, the parties have hereunto signed and sealed this CONTRACT and a duplicate thereof this _____ day of _____ the year 2025.

Mellisa Devitt
Assistant Superintendent of Academic Operations

Elizabeth Hallett, Ed. D.
Superintendent of Schools

Laura Gallagher Byrne
School Committee Chair

DRAFT

SCHOOL COMMITTEE MEETING – ORGANIZATIONAL SESSION

Meeting Minutes - June 2, 2025

Present Members, Chair Timothy Lepore, Vice Chair Laura Gallagher Byrne, Tim Lepore, Esmeralda Martinez, Shantaw Bloise-Murphy, Vincent Murphy, Superintendent Elizabeth Hallett, and School Committee Clerk Katie Bedell.

The June 2, 2025, School Committee meeting was called to order at 12:21 PM at the Nantucket Public School Central Office by Chair Dr. Lepore with a motion made to approve the agenda by Laura Gallagher Byrne, seconded by Vincent Murphy and approved unanimously.

Dr. Lepore opened the meeting by inquiring if any members were interested in serving as Chair and proceeded to nominate Mr. Murphy. Mr. Murphy expressed that he did not feel he had sufficient experience for the role. Ms. Bloise-Murphy then nominated herself for Chair, followed by Mrs. Gallagher Byrne indicating her interest in the position as well. Ms. Bloise-Murphy expressed her support for Mrs. Gallagher Byrne and stated she would be happy to serve as Vice-Chair.

Mrs. Gallagher Byrne made a motion to appoint herself as School Committee Chair, which was seconded by Dr. Lepore and approved unanimously. Chair Gallagher Byrne then assumed leadership of the meeting and initiated the discussion regarding the Vice-Chair position. Ms. Bloise-Murphy made a motion to nominate herself for Vice-Chair, seconded by Dr. Lepore, and it was approved unanimously.

Dr. Lepore nominated Esmeralda for the role of Secretary, with a second from Vincent Murphy, and the nomination was approved unanimously.

NPS SCHOOL COMMITTEE STANDING SUB-COMMITTEES	
Sub-Committee	School Committee Representatives
Negotiations (Teacher)	<i>Laura Gallagher Byrne, Shantaw Bloise-Murphy, & Vincent Murphy</i>
Negotiations (Teacher Assistant)	<i>Not active this year</i>
Negotiations (ESP)	<i>Not active this year</i>
Negotiations (Custodians/Grounds)	<i>Not active this year</i>
Policies	<i>Laura Gallagher Byrne & Dr. Timothy Lepore</i>
Scholarship	<i>Laura Gallagher Byrne & Vincent Murphy</i>
Sick Bank	<i>Esmeralda Martinez</i>
Transfers and Invoices	<i>Esmeralda Martinez, Shantaw Bloise-Murphy, & Vincent Murphy</i>

NPS SCHOOL COMMITTEE	
Work Group or Task Force	School Committee Liaison
Ad Hoc Budget Advisory Committee	<i>Laura Gallagher Byrne & Shantaw Bloise-Murphy</i>
Cape Cod Collaborative	<i>Esmeralda Martinez, Vincent Murphy (alternative)</i>
Communications/Public Relations	<i>Esmeralda Martinez & Shantaw Bloise-Murphy</i>
Nantucket Educational Trust	<i>Laura Gallagher Byrne, & Shantaw Bloise-Murphy</i>
Superintendent's Safety and Security Committee	<i>Vincent Murphy</i>
Student Support Services	<i>Vincent Murphy</i>
Strategic Planning	<i>All Members</i>

Legislative Representative	<i>Laura Gallagher Byrne</i>
Diversity Task Force name change to Student Relations Task Force	<i>Esmeralda Martinez & Shantaw Bloise-Murphy</i>
Food Services Advisory Committee	<i>Esmeralda Martinez & Vincent Murphy</i>

A motion to adjourn at 12:53 PM was made by Esmeralda Martinez and seconded by Vincent Murphy, and approved unanimously.

Respectfully submitted,

Katie Bedell
School Committee Clerk

**Nantucket School Committee
Meeting Minutes
June 3, 2025**

Present Members: Chair Laura Gallagher Byrne, Vice-Chair Shantaw Bloise-Murphy (6:03 arrival), Timothy Lepore, Esmeralda Martinez, Vincent Murphy, Superintendent Elizabeth Hallett, and Student Council Representative Nora Sullivan

The June 3, 2025, School Committee meeting was called to order at 6:01 PM in the Nantucket High School LGI by Chair Laura Gallagher Byrne. A motion was made by Timothy Lepore, seconded by Vincent Murphy. The agenda was approved unanimously.

Announcement: this meeting is being audio and video recorded
There was no Public Comment

Superintendent's Update

Superintendent Hallett began her report with an enrollment update, noting a net increase of one student for the month of June, bringing the district total to 1,724 students. Enrollment at NES remained unchanged, NIS decreased by one student, CPS gained one student, and the high school also saw an increase of one student. She shared that new student registration will close on Friday, and any registrations after that date will be processed for the next school year, as is standard practice.

Dr. Hallett then reviewed the proposed School Committee meeting calendar, noting that meetings will generally continue on the first and third Tuesdays of each month. For July and August, only one meeting is proposed per month, with a summer retreat scheduled for July 22 and a regular meeting on August 19, noting it was a proposal. She then provided an overview of end-of-year activities, starting with an update on MCAS testing. The final test—high school science—will take place on Wednesday and Thursday of this week, marking the end of testing for the year.

The last day of school for seniors is Friday, June 6. That morning, there will be a senior breakfast, which all are welcome to attend. Graduation activities will begin the following week with rehearsals scheduled for Wednesday, Thursday, and a brief session on Friday, June 11, 12, and 13.

The Baccalaureate service for seniors, their families, teachers, and School Committee members will take place on Thursday, June 12 at 6:00 p.m. at the Congregational Church. Graduation will be held on Friday, June 13 at 5:00 p.m., followed by the senior parade, which is expected to begin around 7:00 p.m. This year's keynote speaker will be Casey Neistat, a well-known YouTuber and summer resident of Nantucket.

Additional promotion ceremonies are scheduled as follows: Pre-K on Monday, June 16 at 9:30 a.m.; Kindergarten on Tuesday, June 17 at 9:45 a.m.; and Grade 8 on Friday, June 20 at 9:00 a.m. CPS will host a Community Service Day on the half day, Monday, June 23. Dismissal for all students, teachers, and TAs on June 23 will be at 12:00 p.m.

Presentations and discussions of issues to the Committee

Suzanne Fronzuto provided an update on behalf of the Nantucket Special Education Parent Advisory Council (ACK-SEPAC), noting that co-chair Laura Steele was unable to attend. She highlighted the council's role in advising the district on special education programming and expressed appreciation for Deb Gately's consistent support. The district recently obtained a membership with MASPAC, which has broadened access to statewide resources. ACK-SEPAC hosted a Basic Rights Workshop in collaboration with the Federation for Children with Special Needs, a required annual event. It was well attended, including participation from families in other towns. A separate event, a Zoom webinar on the transition to adulthood, was held in partnership with Upper Cape Cod Tech and featured representatives from agencies such as DDS, MassAbility, DMH, and CORD. The session focused on preparing families for the legal and practical realities once a child turns 18. In early February, Jen Christensen, the high school transition specialist, presented on post-secondary options for students who may not follow a traditional college path. Her presentation covered programs focusing on academic, social, and vocational development, noting which are supported until age 22 and which require independent funding.

Dr. Hallett also shared updates regarding potential changes to the Department of Education and the possible impacts on students receiving special education services.

Fronzuto identified two main challenges for ACK-SEPAC: family attendance and the outdated website. Many families are interested in the information but are overwhelmed with responsibilities at the end of the day. To address this, meetings will shift to a bimonthly schedule, with alternate months reserved for “Uncommon Parents” gatherings—informal, parent-only sessions. These will be held offsite and earlier in the evening, with the possibility of providing child care to encourage participation.

The second ongoing issue is the outdated SEPAC webpage, which can be off-putting for new families seeking current information. While updates are expected, no timeline has been confirmed.

To increase visibility and communication, ACK-SEPAC plans to replace its annual welcome letter with a one-page flyer distributed at IEP meetings and open houses, rather than through the usual beginning-of-year school mailings, which often get lost among other documents. This approach aims to strengthen outreach and community engagement.

Ms. Fronzuto made a formal request for the School Committee to consider granting ACK-SEPAC a seat at the table, as other districts have. Ms. Bloise-Murphy inquired about the status of the new website, and Superintendent Hallett responded that the Ed Tech Director would be presenting next and could provide an update. Chair Gallagher Byrne asked for clarification regarding the nature of the seat being requested, to which Ms. Fronzuto explained that it would be for representation, not voting.

English Language Learner Department Update, Barbara Cohen, Director of English Language Learners

Barbara Cohen, Director of English Language Learners, provided an update on the ELL Department, following a prior presentation from December 3, 2024. Her report focused on ACCESS testing results, Seal of Biliteracy achievements, and upcoming departmental initiatives. Ms. Cohen reviewed the six English proficiency levels used in the program, noting that most students plateau at level 3 due to its broad range. Students exit services upon reaching an overall score of 4.2 and a literacy score of 3.9. This year, 352 of 389 eligible students participated in ACCESS testing. A total of 47 students exited the program: 10 from NHS, 10 from CPS, 22 from NIS, and 5 from NES. Ten students took the alternate ACCESS due to significant special needs. Of the total, 374 students remain in active services, 130 are former ELLs, and 15 opted out of services.

Ms. Cohen explained that the Department of Education expects students to exit services within six years, which aligns with the exit patterns seen—fewer at the early elementary level (NES), and more exiting at the intermediate and upper levels (NIS, CPS, and NHS), where students are closer to the six-year mark. She also noted barriers at the high school level, including external responsibilities, academic struggles, and the challenges faced by newcomers arriving later in their academic careers. The Seal of Biliteracy program continues to grow. This year, 49 students took a world language assessment in Spanish, Portuguese, Russian, Polish, or Bulgarian. Twenty-two seniors earned the seal, one of whom qualified in both Spanish and Portuguese, with another student next year potentially earning it in Spanish and Russian. Ten juniors also earned the seal and will be recognized at graduation next year. Ms. Cohen expressed hope that more students in world language courses, including Latin, would participate in the future.

In terms of departmental progress, the district is undergoing a compliance review and has received a draft report that will be presented to the administrative team. Areas requiring corrective action will be addressed next year. Ms. Cohen highlighted the department's successful participation in the MATSOL conference, made possible by a \$7,800 grant, which allowed the entire ESL team to attend. She also noted staffing updates: two ESL teachers are leaving, one new teacher has been hired for the high school, and elementary interviews are upcoming. Professional development for sheltered English immersion (SEI) strategies will continue next year, and the department plans to pilot co-teaching at the elementary level. The goal is to keep students in the general education classroom with in-place language support, particularly at the kindergarten and first-grade levels, to reduce transition time and better support language acquisition within the classroom environment.

Mr. Murphy asked for clarification on the proficiency levels required for students to exit the ELL program. Then asked whether languages beyond the five listed for the Seal of Biliteracy were available. Ms. Cohen confirmed that other languages do exist for the seal, but students have not yet requested assessments in them. Mrs. Martinez inquired whether the Seal of Biliteracy was a class or a test, and Ms. Cohen clarified that it is a world language assessment, not a class. Mrs. Bloise-Murphy asked if any students who exit the program experience regression. Ms. Cohen explained that exited students are monitored for four years through teacher assessments and noted that while regression is possible, it has only occurred in one case so far that she has seen.

Technology Update, Stephanie Hoban, Director of Educational Technology

Stephanie Hoban, Director of Educational Technology, provided an overview of her first year with Nantucket Public Schools, highlighting key accomplishments and future plans. Her primary focus this year has been on improving cybersecurity and infrastructure. She detailed several major upgrades, including enhancements to the firewall and filtering systems, with geo-blocking enabled to restrict access to international sites—only U.S.-based web traffic is allowed, creating occasional access challenges for teachers. Stricter filtering rules have been applied across all networks, and multifactor authentication (MFA) has been expanded to desktops used by front office staff, with plans to implement MFA for all staff and student Google accounts next year. Ms. Hoban emphasized the importance of student data privacy and reported that the district is now actively participating in the Student Data Privacy Consortium. All paid software must comply with privacy standards, and non-compliant tools are being phased out. Two managed service providers have been hired, Northeast Technologies and Logically Systems, to oversee network systems and firewall security, respectively. On physical safety, Ms. Hoban collaborated with district staff to roll out training and emergency response tools, including Raptor badge systems. In terms of instructional tools, she introduced Learning Ally and Edpuzzle to provide alternatives to YouTube, which is now restricted for students under 14. Learning Ally offers human-read audiobooks for students with reading deficits, while Edpuzzle enables interactive video learning. Ms. Hoban also shared the district's progress on integrating artificial intelligence (AI) in a controlled and educational way. An AI investigation team selected "School AI" as the only approved student platform. This tool allows teachers to create secure, monitored AI experiences for students, including chatbot interactions that can flag concerning responses. AI will be the focus of next year's school opening keynote and professional development offerings.

Looking ahead, the district will update its phone and announcement systems, install 53 new interactive panels across all schools, upgrade staff laptops and the Mac lab, and improve network infrastructure at NHS and CPS. The district is also reviewing its communications tools and internet filter systems for improved functionality. Ms. Hoban concluded by recognizing the upcoming retirement of Joanne Johnson, praising her contributions and support during a challenging first year. Joanne's role will be replaced by two new positions: a Network Manager and a Database & Information Systems Manager. Ms. Hoban expressed deep gratitude to her department and the entire school community for their warmth and support throughout her first year.

Mr. Murphy expressed appreciation for the graphics in the presentation and asked how Edpuzzle works. Ms. Hoban explained that Edpuzzle allows teachers to import videos, often from YouTube, which is otherwise blocked, and customize them for classroom use. Once a video is placed into Edpuzzle, it bypasses YouTube restrictions. Teachers can also create their own videos, and students have the option to create videos as well.

Ms. Bloise-Murphy asked whether there were any funding issues related to laptops and new software, and how the Raptor system has been received. Ms. Hoban responded that there were no issues with laptops, though the new phone system may cost more than last year. She shared that the visitor sign-in feature of the Raptor system has been very successful, while the emergency drill component is still a work in progress. She noted that more frequent drills are needed for the system to become second nature.

Mrs. Gallagher Byrne asked how student data privacy is managed in relation to educational programs. Ms. Hoban explained that while programs without a data privacy agreement are not automatically blocked, teachers are encouraged to check the district website to see if an agreement exists before using a new tool. If an agreement is not in place, teachers can request one. The district can often "piggyback" off agreements established by other Massachusetts schools, such as Newton, by creating a legal document called an Exhibit E. However, if no agreement exists anywhere in the state, the teacher must wait until one is secured, which can be a lengthy process.

Dr. Hallett asked about the website. Ms. Hoban showed a preview of the website, explaining how items have been cleaned up and hopes to have it rolled out by the end of the school year.

Committee discussions and votes to be taken

Mr. Murphy asked for clarification on the discrepancy in the number of students and adults on the field trip form, assuming it is because they do not know the final number. Through the chair, Dr. Hallett explained that because it is so far in the future, they do not know the exact number. They cannot start fundraising until the field trip is approved. Mr. Murphy was appreciative to receive the information in advance and was happy to vote.

Vote to approve the Music Department's overnight field trip to Disney World, Florida, February 23, 2026 - February 28, 2026. Vincent Murphy made a motion to approve, seconded by Timothy Lepore, and with no opposed vote, the motion was approved unanimously

Vote to approve Transfers & Invoices. *Timothy Lepore made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Student Council Representative - Nora Sullivan

Student Council Representative Nora Sullivan shared several updates from Nantucket High School. Last Friday, the school hosted its annual Special Olympics, as well as the senior ball, both of which had strong attendance and were well-received. This is the final week of school for seniors, who began taking finals on Monday; exams will continue through Thursday. To mark their last week, senior class officers organized a spirit week with themed dress-up days, including Senior Citizen Day, Childhood Self Day, Career Day, Wave-Off Day, and Future Plan Shirt Day. Freshmen will take the science MCAS on Wednesday and Thursday. The district-wide chorus concert will also take place on Wednesday at 7 p.m., featuring students from NES, NIS, CPS, and NHS. Last week, the final episode of Whaler Word aired, and next Monday, the Accidentals and Naturals will perform their annual concert for NIS students during the school day. Ms. Sullivan also shared sports highlights. Both boys' and girls' lacrosse teams won their opening Division 4 state tournament games. The boys defeated Lenox Memorial 14–2, securing the number four spot, and the girls beat Wahconah Regional 15–4, placing them at number eight. Upcoming matches include girls' tennis vs. Advanced Math and Science Academy and girls' lacrosse vs. Manchester Essex on Wednesday, and boys' lacrosse vs. Sandwich on Thursday. Lastly, Ms. Sullivan commended the drama club for their recent performance, noting that while the audience was small, the students did an excellent job.

Sub-Committee/Work Group Report

The committee had a reorganization meeting.

Agenda for the next meeting, Hiring/Staffing update, Appointment of Clerk, Athletics Annual Report, Facilities Annual Report, Year End Utilities Usage

Adjournment

Motion to adjourn at 7:10 PM by Timothy Lepore, seconded by Vincent Murphy, and with none opposed, the motion was approved unanimously.

Respectfully submitted,
Katie Bedell
School Committee Clerk

**Nantucket School Committee
Scholarship Subcommittee
Meeting Minutes
June 9, 2025**

Present Members: Chair Laura Gallagher Byrne and Vince Murphy

This meeting is an in-person participation meeting in compliance with Governor Charlie Baker's statement allowing public bodies the ability to hold a meeting at a physical location that is open to the public, without requiring to provide alternative means of remote access. Additional guest was Dr. Elizabeth Hallett

The June 9, 2023 School Committee Scholarship Subcommittee meeting was called to order at 12:08 pm in the Nantucket Public Schools Central Office. Laura Gallagher Byrne, Vince Murphy, and Dr. Hallett reviewed scholarship applications along with other documents to determine current senior students as well as alumni who were eligible for the Evelyn Maglathlin and Miriam Congdon Scholarships, which are traditionally determined by the School Committee. After reviewing the multiple documents put forth, including determination of students' level of need, 20 recipients were chosen. For the Maglathlin Scholarships, 10 students were selected to receive a scholarship of \$1,000 each. For the Congdon Scholarship, 2 students received a scholarship of \$1,000 and 8 students received \$500 scholarships.

The meeting was adjourned at 1:02 pm.

Respectfully submitted,

Beth Hallett
Superintendent of Schools

Nantucket School Committee
Meeting Minutes
June 17, 2025

Present Members: Chair Laura Gallagher Byrne, Vice-Chair Shantaw Bloise-Murphy, Timothy Lepore, Esmeralda Martinez, Vincent Murphy, Superintendent Elizabeth Hallett, and Student Council Representative Nora Sullivan

The June 17, 2025, School Committee meeting was called to order at 6:00 PM in the Nantucket High School LGI by Chair Laura Gallagher Byrne. A motion was made by Timothy Lepore, seconded by Shantaw Bloise-Murphy. The agenda was approved unanimously.

Announcement: this meeting is being audio and video recorded

Public Comment

Tina Steadman, a preschool teacher and special education liaison at Nantucket Elementary School, shared a story that highlighted the positive impact of education. She reflected on a recent event in which author Meg Medina visited NES and was introduced by the NES student council, made up of six second-grade students—one from each class. Ms. Steadman described how the students took the stage at the NHS auditorium with poise and confidence in front of more than 400 attendees, including NES PreK–2 students and the Lighthouse School's lower school. Each student had written and read part of the introduction, demonstrating fluency, emotion, and individuality. She emphasized the diversity of the group, which included bilingual students, students with IEPs, and various cultural backgrounds. One student even memorized his portion and delivered it with eye contact, which Ms. Steadman found particularly remarkable for a second grader. She noted that many of the students had been with NES since preschool and expressed deep pride in their growth, attributing their success to the dedication of NES teachers, administrators, therapists, and support staff. Ms. Steadman concluded by saying how proud she is to be part of the NES community and urged the School Committee to share in that pride.

Meredith Lepore spoke as a parent and expressed concern about the lack of certified reading instructors for dyslexic students at Nantucket Elementary School. She pointed out that, despite having approximately 15 administrators above the principal level who do not work directly with children, NES still does not have a certified Orton-Gillingham instructor, although one staff member is reportedly close to completing training. Ms. Lepore emphasized that children must learn to read by third grade, as delays can significantly widen the learning gap, especially for the estimated 20% of students who are dyslexic. She questioned why more resources are not allocated to early reading instruction and why current certified instructors are placed in grades 3–5 instead of earlier grades where intervention is most critical. She also criticized the apparent prioritization of administrative facilities and staffing over direct student support. Ms. Lepore urged the School Committee to make early literacy a top-down priority and to ensure that all students, regardless of language background, receive the support needed to learn to read from pre-K through grade 3. Additionally, she requested that committee members consistently use their microphones during meetings to improve audio for those watching at home and advocated for more accessible participation options, such as virtual public comment, noting that attending in person is often difficult for parents.

Mr. Douglas, Station Manager of NCTV, began by addressing recent concerns about audio quality at School Committee meetings. He shared that NCTV has been working with IT and plans to include updated equipment, including cameras and microphones, in the town's next capital plan. He acknowledged the poor condition of the speakers and committed to improving the broadcast experience. Mr. Douglas highlighted recent NCTV successes, including the first live broadcast of the NHS graduation at Vito Capizzo Stadium, which received positive feedback. He announced that the 8th grade promotion ceremony will be broadcast live on Friday at 9:00 a.m. He also shared that NCTV received a national award for its Election Day coverage last fall. The project included a student-run exit poll led by Ms. Christie's class and alum John Carl McGrady. The poll closely matched the actual results, and Mr. Douglas will accept the award at a national media conference next week. Mr. Douglas thanked Mr. Chip Clunie, the Facilities Department, and IT for helping make the Town Meeting broadcast possible. He also recognized Kevin Serrano for his years of work on School Committee meetings and other NCTV programming. Kevin will be transitioning to college but staying involved with the district. Mr. Douglas reported

that Nantucket Sports Connection had a strong year and is nearing town government viewership numbers. He thanked Travis and Matt for their flexibility and support throughout the season. He also expressed gratitude to the Nantucket Golf Club Foundation and other supporters who make the sports program possible, as it is not funded by the town or schools. He closed by recognizing Mr. Shawn Davis, NHS alum and former Whaler athlete, for his work teaching and mentoring students through NCTV, including hands-on experience with Sports Connection productions.

Mr. Shawn Davis, Nantucket High School alumnus from the Class of 2013, expressed his gratitude for the opportunity to speak on behalf of Charles Douglas, NCTV, and the Nantucket Sports Connection. He reflected on the program's beginnings five years ago when he and Chris Morris first launched it with the goal of giving back to the community. Though the early days involved long hours and technical challenges, he is proud of how far the program has come under Mr. Douglas's leadership. Mr. Davis emphasized the positive impact of the Sports Connection on student athletes, their families, and the wider community. He noted that when he was in high school, this level of coverage didn't exist, and he's proud of what the program now offers. He highlighted the involvement of several students in the production side, including Olivia Nascimento, Won Scott, and Colby Lucas, crediting them for their dedication and technical contributions. He stated the program represents the spirit of community and emphasized the importance of continued support. Mr. Davis concluded by thanking the athletic department, the Nantucket Golf Club, and all community supporters. He also shared his pride in being able to teach students both at NCTV and at Our House, and looks forward to growing the program in future seasons.

Nantucket High School student Rose Rosales addressed the ongoing staffing challenges within the district, emphasizing that although all teaching positions are currently filled, that alone does not ensure quality education for students. She noted that housing remains the primary barrier to recruiting and retaining strong educators, with qualified candidates often turning down positions due to the inability to secure housing on the island. Rose acknowledged that while long-term solutions like building new housing may seem costly and ambitious, they are both achievable and necessary. She proposed launching a widespread advertising campaign to raise awareness among voters and town officials about the urgency of the teacher housing crisis. She also recommended increasing efforts to encourage residents to rent homes, rooms, or cottages to educators, emphasizing the need for consistent and visible outreach through signs, radio ads, and public messaging. She called on the committee and administration to build on her ideas and explore new solutions, urging action instead of continued complacency. She stressed that quality education depends on securing stable housing for teachers and that the community must act with urgency to support the district's future.

Superintendent's Update

Superintendent Hallett welcomed Grade 1 student Abby Backus and her teacher, Jami Witherell, a K-2 STEM educator at Nantucket Elementary School. Ms. Witherell, in her first year on the island after a decade teaching in Greenfield, shared her excitement about bringing the Massachusetts School Building Authority contest to Nantucket. Despite realizing partway through the process that she was guiding 120 first graders through essay writing and art submissions, she credited the instructional assistants for their crucial support in making the project possible. Out of more than 60,000 first-grade entries across Massachusetts, Abby Backus was selected as one of ten regional finalists. At the State House event in Boston, attended by the Backus family, Abby was announced not only as a regional winner but as the grand prize winner. Her artwork will be featured on the cover of the Massachusetts Treasurer's Report later this year. Ms. Backus read her essay to the committee, and the committee congratulated her on her outstanding accomplishment.

Dr. Hallett provided a hiring update, reporting that the district is in a relatively good position, having filled 16 of the 24 open teaching positions, with eight still remaining. The majority of the remaining vacancies are in specialized service areas, including two special education teachers, two social workers, a Tier III adjustment counselor at the high school, a school psychologist, and a speech and language pathologist. She noted that these roles are difficult to fill across the country and that similar staffing challenges are being seen across the Cape. The district continues to advertise and recruit actively. For support staff, the district still needs approximately 7-10 teaching assistants, though that number is fluid. Recent hires have filled an ESP position at NIS and a grounds position. The district will also continue to support new hires with housing as needed. Additional updates included the successful high school graduation, the completion of the year for PreK and Kindergarten students, the upcoming eighth-grade promotion ceremony scheduled for Friday, June 20 at 9:00 a.m., and a retiree ice cream

social taking place tomorrow at 2:30 p.m.

Presentations and discussions of issues to the Committee

Facilities Annual Report and Year-End Utilities Update - Charles Clunie, Director of Facilities

Mr. Charles Clunie, Director of Facilities and a Nantucket High School Class of 1981 alumnus, began by praising his facilities and grounds team, highlighting key crew leaders Michelle Kremer, Dimo Boychevo, Barry Mailloux, Elita Tejada, and Joe Perry for their hard work and leadership. He shared plans for new office space behind the old Kaiser property next to the central offices, including visuals of what the 24 Surfside offices will look like from First Way. Mr. Clunie described attending the Massachusetts School Building Expo at Gillette Stadium with his team, which offered opportunities to connect with many vendors and explore new ideas related to security, painting, and more. He noted this was a valuable and enjoyable experience for the crew, suggesting it could be attended every other year to keep ideas fresh. He reviewed recent accomplishments, such as roofing work on the vocational wing, painting window trims, installing mini-split systems, and ongoing classroom renovations. He emphasized that summer is the prime time for maintenance and improvements. Regarding upcoming projects, Mr. Clunie reported the town approved funding for security cameras, and they are now collecting bids. Additional plans include two-way radios, pulling up rugs at LGI, and installing more mini splits, though costs have increased significantly due to tariffs and other factors. Lastly, he mentioned the exciting NES vestibule project, aimed at creating a covered area at the front of the school to shelter students before school hours. He closed by inviting any questions.

Mrs. Martinez asked if there was a design for the NES vestibule. Mr. Clunie said they are currently working on the drawings.

Mr. Murphy asked if Mr. Clunie had spoken to National Grid about incentives for the mini splits. Mr. Clunie agreed it was a good idea but said they have not done so yet.

Mrs. Bloise-Murphy asked if tariffs had affected other items. Mr. Clunie explained that construction costs have increased, but everyday supplies like garbage bags and cleaning products have not been impacted.

Mrs. Bloise-Murphy also asked if pricing increases would affect the already approved capital projects. Mr. Clunie confirmed they would.

Dr. Lepore asked about the timeline for the asphalt track. Mr. Clunie said they are working on schematic drawings for a full renovation of Capizo Stadium, including a new asphalt track and a natural turf field to address the PFAS situation.

Ms. Wendelken asked what a mini split is. Mr. Clunie explained that it is a unit installed in a room that can function as both an air conditioner and a heater. Ms. Wendelken then asked if the number of mini-splits would be limited due to tariffs. Mr. Clunie replied that their main concern is the capacity of the electrical system and how much load it can handle.

Athletics Annual Report - Travis Lombardi, Athletic Director & Matthew Hunt, Assistant Athletic Director

Mr. Travis Lombardi, Director of Athletics and Nantucket High School Class of 1998, presented the annual athletics report. He began by noting a successful year for Whaler athletics, with strong participation across all three seasons at both Nantucket High School (NHS) and Cyrus Peirce School (CPS). Participation included 246 NHS athletes in eight fall sports, 165 in seven winter sports, and 188 in eight spring sports. CPS also saw robust engagement across multiple sports each season. He highlighted several team and individual accomplishments. In the fall, boys' and girls' soccer, field hockey, and girls' volleyball all qualified for state tournaments. Suz Perraner was named Cape & Islands League co-MVP for field hockey, and the football team's Island Cup win over Martha's Vineyard at Fenway Park was a memorable moment. Thirty student-athletes were named league all-stars. During the winter, swimming and diving was the only team to qualify for states. Both girls' swimming and girls' basketball won league championships. Individual honors went to Maddie Lombardi (basketball co-MVP), Maya Johnson (girls' swimming MVP), and Jake Johnson (boys' swimming MVP), with 32 winter all-stars recognized. In the spring, both tennis and lacrosse teams for boys and girls qualified for state tournaments. Girls' tennis and girls' lacrosse each reached the Elite 8, while boys lacrosse advanced to the Final Four for the second consecutive year. Twenty-four students were named league all-stars in the spring. Mr. Lombardi noted significant individual milestones, including Vicky Todorova earning All-State volleyball honors, Adney Brannigan becoming girls soccer's all-time leading scorer, Mason Lower scoring her 100th lacrosse goal, and Rory Murray setting the school 5K cross country record. He acknowledged the addition of three new varsity head coaches and highlighted

professional development, including certifications in CPR, first aid, and AED for Athletic Trainer Tyler Kopka and Assistant Athletic Director Matthew Hunt. Mr. Hunt was also credited with developing and launching the Whalers Athletics app, aimed at improving communication and engagement.

Mr. Lombardi also praised the return of the Whaler Pep Band at home football games, thanking Mr. Pepard for his support in enhancing game-day spirit. Before concluding, he addressed transportation challenges due to the 2:30 school dismissal time, explaining its negative impact on athletic scheduling, particularly delays in picking up visiting teams arriving on the 2:00 boat. He noted the issue stems from driver shortages and timing constraints and emphasized the need for collaborative solutions. Mr. Lombardi closed by expressing gratitude for the community's support and affirmed his commitment to building on this year's success to ensure continued growth and opportunity in Whaler athletics.

The committee thanked the athletic department for its efforts and achievements. Dr. Hallett acknowledged the challenges related to busing and shared that an additional driver is expected to be added, which should help free up a bus for athletic teams.

Review Draft Cell Phone Policy - Superintendent Hallett

Dr. Hallett presented the draft cell phone policy, noting that it aligns with ongoing discussions at the state level about limiting student use of personal devices in schools. She emphasized that while the conversation around this topic includes various research-based concerns, Nantucket Public Schools views the proposed policy as a positive opportunity. The goal is to encourage stronger communication between students and teachers, as well as foster healthier peer relationships. Currently, cell phones are not allowed in the middle and high schools, with caddies available at the high school for storage during the day. The proposed draft policy would formalize a no-phone-use rule from the first to the last bell. Dr. Hallett asked the committee to consider the policy for a future vote and invited questions or comments, noting that the middle and high school principals and assistant principals were also present to provide input if needed.

Committee members raised several questions about the draft cell phone policy. Mr. Murphy's primary concern centered on how students would access their phones during extreme emergencies. Dr. Hallett explained that Yondr would be providing the locking pouches, with unlocking magnets available in the front office. Mr. Murphy questioned whether limiting access to a single location would pose a problem, and Dr. Hallett responded that they had been advised to keep magnets at the front office to help manage arrivals and dismissals, noting that most schools have only 3–4 magnets and staff typically bring them out as needed. Mr. Murphy suggested exploring options for additional unlocking locations, and Dr. Hallett agreed to research this with the vendor.

Mrs. Martinez asked how the policy would be enforced, and Dr. Hallett acknowledged that they are still in the early stages, initially relying on the honor system and staff reminders. When Mrs. Martinez asked how staff would identify which phone belongs to which student, Dr. Hallett noted that each student would have their own assigned pouch. Martinez also asked about smartwatches, and Dr. Hallett confirmed they would also be required to go in the pouches.

Mrs. Bloise-Murphy agreed with Mr. Murphy's concerns and questioned whether the current classroom phone storage methods, like baskets, had been effective. Dr. Hallett explained somewhat, but it has to be enforced by the teacher.

Mrs. Gallagher Byrne expressed support for the draft cell phone policy, acknowledging that while she values the ability to stay in contact with her child as a parent, she recognizes the need for such a policy. She noted that it may ultimately be mandated by the state, making it less of a local decision, and emphasized that the draft has undergone thorough review. Overall, she stated she is in favor of implementing the policy.

Dr. Lepore noted that teachers have reported cell phones as a disruption in the classroom. Ms. Wendelken added that similar concerns had been raised about not being able to contact a parent in an emergency. Dr. Hallett emphasized that using cell phones during emergencies is often unsafe and that the goal is to assure parents that their children are safe inside the building.

Committee discussions and votes to be taken

Vote to approve the donation from the Community Foundation for Nantucket to the Nantucket Community School for \$28,700.00 to support programs at 56 Centre Street, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve the donation from the Jean F. and David G. Nathan Fund for \$250.00 to the Nantucket

Community School pool programs, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve the grant from the Nantucket Education Trust to the Nantucket Community School, Summer Boost program for \$6,000.00, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve the grant from ReMain Nantucket to the Nantucket Community School for \$12,500.00 for marketing and communication, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve the grant for \$15,400.00 from One8 Foundation to Nantucket Public Schools to support staff travel to programming, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve the grant for \$600.00 from SkewU Massachusetts Professional Learning Community for Darren Lucas-Hayes at Nantucket High School, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve the appointment of School Committee Clerk, Katie Bedell, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve April 15, 2025 Meeting Minutes, Shantaw Bloise-Murphy motioned to approve with the amendment noting her presence at the meeting. Vincent Murphy seconded the motion, and it was approved unanimously.

Vote to approve the May 6, 2025 Meeting Minutes, Shantaw Bloise-Murphy motioned to approve with the amendment noting her presence at the meeting. Vincent Murphy seconded the motion, and it was approved unanimously.

Vote to approve the May 20, 2025 Meeting Minutes, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Vote to approve Transfers & Invoices, Timothy Lepore made a motion to approve, seconded by Shantaw Bloise-Murphy, and with no opposed vote, the motion was approved unanimously

Student Council Representative - Cecilia Wendelken & Nora Sullivan

Chair Gallagher Byrne introduced the student council representatives, Nora Sullivan and Cecilia Wendelken, for their final meeting appearance. She expressed her sincere appreciation, noting it had been a joy to have both students serve and that their contributions brought double the joy to the committee. She thanked them warmly and led the committee in a round of applause in their honor.

Ms. Sullivan reported on the series of events leading up to graduation for the senior class. The week began with Senior Awards Night on Tuesday, June 10th, where students received a range of honors, including departmental, athletic, and book awards, as well as scholarship announcements and the naming of the class valedictorian and salutatorian. Seniors participated in graduation rehearsals on Wednesday, Thursday, and Friday mornings. On June 12th, the class held their Baccalaureate service at the First Congregational Church, which featured speeches from local clergy, class advisor Mr. Cothran, and included poems and music shared by seniors. Graduation took place on Friday the 13th and, despite the date, was a successful event with clear weather. The commencement speaker was Casey Neistat, whose address was well-received. The celebrations concluded with a car parade through town. Ms. Wendelken shared that this is the final full week of school, with the last day being Monday, June 23rd. Juniors, sophomores, and freshmen are currently taking their final exams, resulting in an altered schedule for the week. Class officer elections for the upcoming school year were recently held during advisory, though results are not yet available. She concluded by expressing gratitude on behalf of both student representatives for the opportunity to be involved throughout the year, noting how much they enjoyed witnessing the behind-the-scenes work and thanking the committee and Ms. Hilemn for the experience.

Agenda for the next meeting, June 20 voting meeting at Central. July 22, 2025, Retreat: School Committee Goals aligned to DESE District Standards and Indicators

Adjournment

Motion to adjourn at 7:11 PM by Vincent Murphy, seconded by Shantaw Bloise-Murphy, and with none opposed, the motion was approved unanimously.

Respectfully submitted,
Katie Bedell
School Committee Clerk

DRAFT

**Nantucket School Committee
Meeting Minutes
June 20, 2025**

Present Members: Chair Laura Gallagher Byrne, Vice-Chair Shantaw Bloise-Murphy, Timothy Lepore, Esmeralda Martinez, Vincent Murphy, and Superintendent Elizabeth Hallett

The June 20, 2025, School Committee meeting was called to order at 12:01 PM in the Nantucket Public Schools Central Office by Chair Laura Gallagher Byrne. A motion was made by Timothy Lepore, seconded by Shantaw Bloise-Murphy. The agenda was approved unanimously.

Due to the presence of members of the public at the meeting, Chair Gallagher Byrne requested to open public comment. A motion was made by Shantaw Bloise-Murphy and seconded by Timothy Lepore. The motion passed unanimously.

Public Comment

Eliza Tripp, a parent of a student with type 1 diabetes, expressed significant concern about the proposed cell phone policy. She explained that her son relies on his phone to monitor his glucose levels and emphasized the importance of being able to communicate with him in case of a medical emergency.

Carlese Moore, a parent, agreed with the concerns raised by Eliza Tripp.

Committee discussions and votes to be taken

Dr. Lepore inquired about the rationale behind the hiring of two Assistant Superintendent positions. Dr. Hallett clarified that no new administrative positions have been created, noting that the organizational charts from the previous year and the proposed FY26 chart show consistent staffing. She emphasized that these roles are vital to the functioning of the district, reflecting a structure similar to other departments in town government that utilize deputy directors. Dr. Lepore acknowledged that the district has had Assistant Superintendents in the past. Mr. Murphy agreed with the comparison to other town departments, noting that many have deputy or assistant-level leadership positions, which reinforces the importance and appropriateness of the Assistant Superintendent roles within the school district.

Dr. Hallett also explained that the title change for the Special Education position is specific to district-level responsibilities, particularly in the evaluation and supervision of two Administrators. Mr. Murphy asked for clarification about the curriculum director position and whether it was being posted. Dr. Hallett confirmed that it is not being posted or filled as a new position—again reinforcing that no additional staffing is involved, only a title change. She also noted that the votes on these matters were intended for the prior week's agenda but were inadvertently left off.

Mrs. Martinez inquired why the Food Service Director position was not included on the FY26 organizational chart. Dr. Hallett explained that the position is employed by Chartwells, not Nantucket Public Schools, but noted she would be happy to add it back to the chart if the committee preferred.

Dr. Lepore asked whether the new Assistant Superintendent roles would impact student interaction. Dr. Hallett assured the committee that both Assistant Superintendents would continue their roles under curriculum, including working with students.

Mrs. Bloise-Murphy asked who the Food Service Director reports to within the district. Dr. Hallett clarified that the individual reports to the Finance Director or the Facilities Director in matters related to safety or equipment.

The committee discussed that the current vote for the Assistant Superintendent titles pertained solely to a title change, with Dr. Hallett clarifying that contracts would be addressed at a separate meeting. Following this clarification, the committee proceeded with the vote.

Vote to approve a title change for Dr. Amanda Bardsley from “Curriculum Director of STEM” to “Assistant Superintendent of Teaching and Learning”, effective July 1, 2025, Esmeralda Martinez made a motion to approve, seconded by Timothy Lepore, and with no opposed vote, the motion was approved unanimously

Vote to approve a title change for Mellisa Devitt from “Curriculum Director of Humanities” to “Assistant Superintendent of Academic Operations”, effective July 1, 2025, Timothy Lepore made a motion to approve, seconded by Vincent Muphy, and with no opposed vote, the motion was approved unanimously

Vote to approve a title change for Dr. Debra Gately from “Director of Special Services” to “Executive Director of Special Services”, effective July 1, 2025, Timothy Lepore made a motion to approve, seconded by Esmeralda Martinez. Shantaw Bloise-Murphy was opposed. The motion was approved.

Vote to adopt Policy IJNDD, Cell Phone and Personal Electronic Devices,

The chair would like to have an open forum and move the voting on Policy IJNDD to a further meeting.

Dr. Hallett encouraged the committee not to wait too long.

Mrs. Gallagher Byrne would like to allow the community another opportunity to speak.

Dr. Lepore worries about the meeting lacking teacher input.

Mr. Murphy read the policy part about the medical concern with the policy.

Mr. Murphy has no problem with an open meeting, but would like to make it sooner rather than later.

There was a discussion to try and have a representative from Yondr available to answer questions.

Dr. Hallett stated that the policy and the product are two different things, sharing that it is important to make sure we have enough time to order the product.

In discussing the date for a public forum, a parent in the audience requested to comment as he did not think he could attend the future date. The Chair allowed it.

Jason Graziadei, parent of two children in the school system, strongly encouraged the committee to pass this policy.

The committee unanimously agreed to table the vote on Policy IJNDD. Chair Gallagher Byrne expressed support for postponing the vote until after the public forum. A motion to delay the vote was made by Esmeralda Martinez, seconded by Timothy Lepore, and, with no opposition, the matter will be put on hold.

Adjournment

Motion to adjourn at 12:37 PM by Shantaw Bloise-Murphy, seconded by Esmeralda Martinez, and with none opposed, the motion was approved unanimously.

Respectfully submitted,
Katie Bedell
School Committee Clerk