

Nantucket School Committee
Meeting Minutes
December 18, 2018

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2 Present Members: Zona Butler, Jennifer Iller, Tim Lepore, Pauline Proch, Steve Sortevik, & Henry Dupont

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4 The meeting was called to order by Chair, Tim Lepore, at 6:00 PM in the NHS Long Group Instruction Room. A
5 motion was made for approval of this agenda by Steve Sortevik, and seconded by Pauline Proch, and was approved
6 by the Committee.

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8 **Comments from Public - None**

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10 **Budget Development FY 20**

11 Superintendent Michael Cozort reminded the School Committee how this year's Budget presentations were changed
12 from the previous years to illustrate numbers that show everything that is needed and wanted, far beyond what might
13 be expected in TON appropriation. The increase figure totals approximately 1.9 Million and traditionally it has been
14 hovering at \$1 – \$1.2 Million. The Superintendent shared that he hoped the Town would grant \$1.4 Million, but
15 again, the revenues will determine the numbers. He reinforced that in previous years the presented budget numbers
16 did not outline everything that was in fact wanted or needed, and that those numbers presented to the School
17 Committee were already pared down. While cutting back is always a difficult task for the Administration, he thought
18 it was important to show the starting point to the School Committee. Steve Sortevik inquired about the roll forward
19 numbers of \$772,000 and if this was status quo because he thought it seemed higher than usual. The Superintendent
20 recapped that that number is indeed slightly higher, because we added counselors and support personnel in keeping
21 with the School Committee requests to focus on social emotional concerns and student-to-teacher or counselor ratios.
22 Pauline Proch added that she has sat in on the FinCom meetings and that they always are understanding and
23 recognize the growing needs of the schools, but maybe we can continue that conversation to address the pressing
24 needs. Mr., Sortevik stated he felt we could have that conversation when the Town Manager presented the Town
25 Budget at our next meeting Mr. Cozort cautioned that he and the Director of Finance, Martin Anguelov, have
26 already had those conversations and it is important to remember the Town has many requests from all the different
27 Town departments (Police, Fire, DPW, etc). Everyone has needs, not just the schools.

28
29 **Nantucket Elementary School – Principal Kimberly Kubisch**

30 Kimberly Kubisch shared that the Elementary School is 16% (\$4,753,105) of the overall budget and 96%
31 (\$4,565,129) of that is for payroll. She shared a request to increase a PreK teacher from .8 to 1.0 FTE – in order to
32 expand the number of days PreK is offered. She also is requesting four (4) new full-time Teaching Assistants in
33 Kindergarten, a full time SPED Options Teacher and .5 FTE for a Social worker, removing the need of splitting both
34 the Options & Social Worker between two schools and dedicating a full time person(s) at NES. These increases are
35 directly connected to the social-emotional challenges and how we can best support the students. There is also a need
36 to move a third grade teacher from NIS down to NES based on the class sizes and enrollment, therefore adding one
37 more teacher to the lower grades. The Superintendent mentioned the retirement of a highly paid Social Worker will
38 offset the addition of a social worker. Mrs. Proch is pleased to see the addition of TA's, adding this is a critical age
39 needing more adults for student ratios. Mr. Sortevik asked if this many assistants is more valuable than two teachers
40 with Mrs. Kubisch responding the Kindergarten staff has asked for the teaching assistant increase for eight plus years
41 and in trying to maintain class sizes at 18-20, this addition will preserve the optimum environment for class numbers.
42 Mr. Sortevik questioned why full-time teachers cost different amounts in each building and Superintendent Cozort
43 broadly reviewed how teachers are paid differently based upon experience and the specific need, with Special
44 Education and high school math and science teachers often coming in at a higher Step and Column rate. He shared
45 the average budget calculation is around a Bachelor-6 hire, but sometimes it is a Masters-6. It is hard to know how
46 the positions will fill. Additionally, the factor of who is leaving for retirement will counterbalance a higher paid
47 teacher, much depending on the position and there will always be a range. Zona Butler added she is in awe of the
48 teachers, especially those who teach in the Special Needs area. Jennifer Iller asked how the additional four TA's will
49 be shared and Mrs. Kubisch responded with a TA already in place, plus another SPED liaison, two rooms are covered
50 and the additional four will be one in each classroom.

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52 **Nantucket Intermediate School – Principal EveMarie McNeil**

53 Mrs. McNeil shared that the Intermediate School is 15% (\$4,340,404) of the overall budget and 97% (\$4,209,128) of
54 that is for payroll. Her request is for a Math Curriculum Coach, much like the ELA Coordinator implemented this
55 year at NIS and NES and which has helped tremendously. Mrs. McNeil had previously given MCAS statistics and
56 data to illustrate her thought of ongoing sustained Professional Development as a large component to parallel with
57 increases in student achievement. The Math Coach can help accomplish this goal, not only with instructional
58 practices, but acting as a resource. Mrs. McNeil also requests adding .2 FTE to the Spanish class already in 4 & 5th
59 grade, wishing to offer the language in 3rd grade and .5 Social Worker (as discussed in the NES budget request) to
60 facilitate having one in each elementary school. She discussed on-going interventions and how this increase can help
61 with outreach. She is grateful for the additional Guidance which helps with socialization at this age too. Mrs. Iller
62 asked how many days per week will Spanish be offered, because she has heard parents wanting more time for
63 language. Mr. Sortevik appreciated the focus on Math, but wondered if they can get a teacher into the classroom
64 instead. Mrs. McNeil explained the goal is the Coach for teachers, not students, to help improve their instructional
65 practices, but Mr. Sortevik felt this was the job of the Curriculum STEM Director. Mrs. McNeil replied the task is a
66 tall order for one person to do this for STEM K-12. She was thankful to Michael Horton, Director, who she said
67 does a great job, but this is not for one person to tackle. The Superintendent jumped in to remind the School
68 Committee that NIS has a Math Interventionist that goes into and pulls out of the classroom, and this Coach position
69 is an additional support to enhance the instructional practices and differentiation.

70

71 **Cyrus Peirce Middle School – Principal Peter Cohen**

72 Dr. Peter Cohen shared the Middle School is 15% (\$4,229,368) of the overall budget and 97% (\$4,113,772) of that is
73 for payroll. His requests this year are three: an additional 1.0 FTE Encore teacher to bring back Technology and /or
74 alleviate the pressure of the already very full Encore classes by adding another option; adding another full-time
75 Intensive Learning SPED assistant; and the increase of a .5 Social Worker to gain a full-time social worker rather
76 than sharing with NHS. Mrs. Butler asked about the support in Technology and does it equate time needed with the
77 1:1 Chromebook initiative and Mr. Sortevik said he would like to see the Encore increase be specific to Technology,
78 not “likely, or possibly.” He asked Dr. Cohen for a commitment on that hire, to which Dr. Cohen agreed, and
79 Superintendent Cozort added it will be contingent upon finding a qualified candidate. Mr. Sortevik then moved to
80 his Math focus and stated he is troubled that the CPS has no Math teaching focus as part of his request increases. Mr.
81 Sortevik went on to review the District Goals specific to Math and that the CPS Principal should request an increase
82 for a part-time teacher (at minimum). Dr. Cohen countered CPS has five teachers for Math which is more than any
83 other Core class, furthering he is not convinced more math is going to produce better scores. He also feels the
84 additional math instruction could be better served in the lower grades for foundational teaching, because the gap is
85 hard to close after 3rd grade. Mrs. Butler asked if this is the way to help and she likes the idea of the NIS Principal
86 offering more PD for teachers which will inevitably reach more children and foster better results. The debate
87 continued with Student Council Representative Henry Dupont stating helping teachers with teaching is important and
88 he thinks the foundation of Algebra is also important. The Superintendent offered there is no magic bullet and the
89 conversation is complex, because it covers class size, needs of students, parenting, grouping and ability patterns and
90 time on learning.

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92 **Nantucket High School – Principal, Dr. John Buckey**

93 Dr. John Buckey said he is proud to have fourteen high school alumni as part of his 70 person teaching faculty. The
94 high school is 20% (\$5,692,656) of the overall budget and 97% \$5,522,427) of that is for payroll. He pointed out
95 enrollment numbers have increased over the last five years showing an increase from 497 in FY15 to 550 in FY20.
96 To accommodate the growth he is asking for a full time bi-lingual teaching assistant, a full-time vocational teacher
97 and an additional .5 FTE Social Worker to make the HS a full time, not shared with CPS, position. He explained his
98 rationale behind the Vocational addition and said he would not name a specific class, because the increase
99 represented not one whole, but small increments in many vocational areas. Mrs. Iller asked if the .5 Social Worker
100 was indeed enough and does this take off pressure from Guidance. Dr. Buckey confirmed it absolutely would and his
101 proof is in this year’s tracking of student learning goals and the documented additional face-to-face meetings for
102 Guidance and students, as requested by the School Committee earlier in the year.

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Special Education Services – Director of Special Education, Michelle Brady

Mrs. Michelle Brady mentioned that while her numbers might look high as Special Services is at 21% (\$6,051,885) of the overall budget, and 84% (\$5,080,689) of that is for payroll, much of the equation is because the numbers are related directly to all the schools. Many of the asks for this year have been previously discussed in the school budget presentations, but with out of state tuition services and increasing IEP numbers, she would like to cut back contractual services and instead build on-staff positions. With this focus Mrs. Brady is asking for: a full time Board Certified Behavior Analyst (BCBA) to eliminate consultants who are only available one or two days per week; the increase of the PreK teacher from .8 to 1.0; an increase from .6 to 1.0 Bilingual Administrative Assistant to help with interpreting, interacting with the ELL population and translation of documents plus maintaining files required by DESE; and the additional Options teacher at NES. Mrs. Proch asked for more information regarding contractual services and also asked about the Alternative Education Program in the HS and where is that money coming from. Mr. Sortevik stated he was confused about contractual services for a Speech and Language hire and Mrs. Brady explained the resignation of our in house S&L teacher and therefore the need to hire from outside = contractual hires. She discussed using Grant money for some of this, but it does not net out any savings for the school. The School Committee reviewed the SPED budget lines with more queries about SPED district funding.

English Language Learners – Director, Kelly Cooney

Kelly Cooney reiterated how the ELL population has exploded 600% over the last 13 years and the staffing has increased to 10 which includes a Director, interpreters, liaison and multiple teachers throughout the district. The ELL department is 4% (\$1,116,392) of the overall budget and 97% (\$1,082,422) of that is for payroll. Due to the large influx of ELL families, she is asking for an additional 1.0 Bilingual Teaching Assistant at NHS, a full time SEI Coach, an additional .2 for the ESP Interpreter/Translator to make that a 12 month position, and an another 1.0 ESP Interpreter/Translator. She is concerned about the SEI area because she feels there is not enough SEI in the classroom, as required by the Department of Education and the Coach would provide help in lesson planning and implementation, much akin to the ELA or Math Coach previously mentioned.

The budget presentations provide an enormous amount of information. The School Committee appreciated the material and felt each one is easy to follow. Mrs. Iller reiterated her desire to continue the conversations regarding Middle School Athletics and the Superintendent assured her he is having discussions with the Athletic Director, exploring adding Stipends to the CBA. In summary, Superintendent Cozort reminded the School Committee that we can only push so far in asking the Town for more money, because they too have needs. Libby Gibson will present the Town budget to us in the beginning of January. Mr. Sortevik asked how FinCom works and feels the School Committee should ask for more than the Town is thinking of giving. Zona Butler agreed thinking aloud asking for more cannot hurt our chances of being awarded more. The Superintendent cautioned and the Chair, Dr. Lepore concurred, the School Committee can request more, but should be careful because of how supportive Finance has been to us in the past and that the numbers vary year to year. Mr. Cozort mentioned districts on the mainland are taking hits to their budgets and on Nantucket we have been fortunate to see increases to our budgets.

Committee discussion and votes to be taken

Vote to Approve Donation to NIS Activities Fund from Hayward Photography, \$2,554.95 Pauline Proch made a motion to approve, Jennifer Iller seconded, and the motion was approved.

Vote to Approve Donation to NHS Activities Fund from Hayward Photography, \$1,992.97 Steve Sortevik made a motion to approve, Jennifer Iller seconded, and the motion was approved.

Vote to Approve Donation to NIS Activities Fund from Friends of Nantucket Schools for Grade 5 Field Trip

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153 (transportation) to Freedom Trail, \$2,170.00 Jennifer Iller made a motion to approve, Zona Butler seconded, and the
154 motion was approved.

155
156 Vote to Approve Donation to the NHS Gift Account from Nantucket Wine & Food, for the NHS Culinary Arts
157 Program, \$10,000. Pauline Proch recused herself, Steve Sortevik made a motion to approve, Zona Butler seconded,
158 and the motion was approved.

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160 Vote to Approve the December 4, 2018, Meeting Minutes Jennifer Iller made a motion to approve the minutes, Steve
161 Sortevik seconded, and the motion was approved.

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163 Vote to Approve the Transfers & Invoices Jennifer Iller made a motion to approve, Pauline Proch seconded, and the
164 motion was approved.

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166 **Superintendent's Report–W. Michael Cozort**
167 **Annual Report**

168 Every year the Annual Report is put together with the help of each Administrator. It is amalgamation of all the areas
169 of the district and reports on the 2017-2018 school year. The Superintendent will send the report to Erika Mooney.

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171 **Space Utilization**

172 Based upon the request of Pauline Proch, Mr. Cozort and Mrs. Diane O'Neil have offered a spreadsheet snapshot of
173 the space use in CPS and NHS. This information provides detailed bookings in the buildings and easily shows how
174 NPS space is booked solid with reservations for each room and space available, every day, every weekend. The
175 schools are running out of room. Enrollment numbers continue on the rise. There is discussion to adding a mobile
176 classroom at CPS and even with our brand new NIS school, there is little room now there as well.

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178 **Subcommittees & Acknowledgements** - None.

179
180 **Student Council – Henry Dupont**

181 Student Council has adopted a Spirit week clothing-based spirit booster, coming soon. He reported Veritas is coming
182 out in a few days so the press week is heavy. Seniors are starting to hear from colleges for acceptances and they are
183 very busy with applying to schools and/or completing the Golf Club application, therefore the Seniors are a little bit
184 anxious. On Friday morning before break, the Student Council will hold their annual breakfast for the staff. A
185 School Committee member asked about the outcome of December Delight and Martin Anguelov from the audience
186 and through the Chair, responded, approximately \$33,000 with more dollars still trickling in.

187
188 **Horizon**

189 The School Committee will welcome Libby Gibson and Brian Turbitt, presenting the Town Budget for FY20. Also,
190 National Grid/Smart Power presentation, E-Sports Initiative in NHS, Enrollment, the District Report Card and the
191 timing of the NPS Budget Hearing. Mr. Sortevik asked about moving the Budget Hearing based on his wish to have
192 more discussions regarding the Budget, but with the Budget Calendar approved and Town moving forward, NPS has
193 no option to move the hearing forward. It also is dependent on the Public Notice for Open Meeting Law and having
194 appropriate calendar days for posting of such meetings.

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196 Finally, Mrs. Proch asked for an update regarding the Superintendent Search. Mr. Sortevik stated he knew of 18
197 applicants, Mrs. O'Connor added there are 19 in total.

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199 At 8:07 pm the School Committee adjourned on a motion made by Pauline Proch and seconded by Jennifer Iller, and
200 unanimously approved.

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202 Respectfully submitted,
203 Logan O'Connor, School Committee Clerk