MASCONOMET REGIONAL DISTRICT SCHOOL COMMITTEE

July 30, 2025

MEMBERS' PRESENT:	M. Alexander, Middleton Chair	A. Heaphy-Tenney, Topsfield
	M. Ogden, Topsfield	W. Hodges, Topsfield
	T. Currier, Middleton	L. MacInnis, Middleton
	J. Horrigan, Boxford	E. Clements, Boxford
	K. Petrone, Middleton	C. Bolzan, Boxford
MEMBERS ABSENT:	J. McLean, Boxford	
OTHERS PRESENT:	M. Harvey, Superintendent	

A. **Call to Order** – M. Alexander, Chair, called the School Committee Meeting of July 30, 2025, to Order at 7:05pm, at the High School Library.

B. Comments from the Audience – None.

C. Remarks from the Chair -
M. Alexander wished everyone a good summer.

D. **Response to MTA Climate**
M. Harvey presented the response from the Executive Leadership Team to the MTA climate survey. The Executive Leadership Team worked on this plan and how to respond to the survey and then met with MTA Leadership.

The following priority areas emerged from the survey:

1. **Lack of consistent, visible and supportive leadership at the school level**. M. Harvey reviewed the actions to be taken in response to the survey. Principals and Assistant Principals will participate in structured leadership walk throughs, be visible in hallways, classrooms and common areas. There will also be informal, scheduled classroom visits and drop-ins for relationship building. Non-evaluative classroom visits can provide feedback under the CBA.
2. **Hiring:** Two leadership positions filled this summer: STE Dept. Head, SS Dept. Head and Teaching Positions**.** The teachers wanted to review all candidates' applications. There were 35-40 resumes received with a large number that did not meet the qualifications. The hiring committee consisted of faculty members in MS and HS from the respective departments, Director of Teaching and Learning, Principals and Department Heads. Each committee recommended a finalist candidate to meet with the Executive Leadership Team and in both cases the recommended finalist was appointed to the position. This hiring process is consistent with past practice and is an inclusive process. MTA Leadership did not recommend any changes to this practice. Discussion regarding the hiring process and hiring committees took place. M. Alexander stated that more information is needed as to what the issue is regarding hiring so that it can be addressed. W. Hodges added that the hiring practice being followed is the same that has been used in the past and it is up to the School Committee to determine what valid issues are. E. Clements added that her interpretation of the

hiring issue is that the faculty is not being heard and the decisions are predetermined. Brad Denton added that the themes are communication and access to information and new policies will be put in place to address this. M. Harvey reviewed the past internal hirings and outside hirings.

3. **Inconsistent student discipline and behavioral accountability.** The student handbook will tighten up cell phone policies, tardiness, searches and social probation. An attendance committee will be organized at the HS. Staff training, more signage and a parent newsletter will be sent out outlining this information and charts hung in every classroom describing the consequences for violations. T. Currier expressed his concern with safety issues that need to be addressed. M. Harvey stated that listening sessions will help clarify what the issues are, and that he met with the MTA Leadership, and they had no clarifications. M. Ogden added that the School Committee needs to hear from the stakeholders regarding what the issues are and how to fix them.

4. **Erosion of trust, communication and staff morale.** Monthly Superintendent Listening Sessions will be launched which will rotate between buildings and include building principals and other members of the Executive Leadership Team. A Faculty Advisory Council will be established at each school which will meet with the principals monthly. Meetings with union leadership will continue to address concerns, and House meetings will be scheduled at the HS on the 4th Monday of each month.

5. **Invest in staff wellness supports (access to SEL/mental health resources, time for collaboration).** Mental health and first aid instruction will be added to PD as an investment in staff wellness. Shared planning and selection of courses for individual growth will also be built into the PD model. M. Odgen would like more face-to-face interaction between the Administration and staff, to be more accessible to staff. M. Harvey stated that he is careful not to over step the building Principals in either school. He is in the schools on a daily basis and makes himself available to everyone in the schools.

6. **Student Culture/Citizen Workshops – MS.** P. McManus stated that Citizen Workshops are held once a month. A committee will be established to develop a program building off of the Citizen Workshops by expanding and revising the program. The committee will incorporate feedback from the teams and student input.

7. **Faculty Meetings – MS/HS**. Faculty will provide topic suggestions for the meetings. Feedback will be obtained regarding MCAS scheduling and making adjustments as possible based on the feedback. P. McManus added that the Department Heads will be present more often for updates.

E. <u>Plan SC Retreat Agenda</u>

The retreat will be August 27, 2025, at The Center at 10 Elm, Boxford, MA at 5:30pm. The Agenda topics will include: Budget/DCI; Survey Response; Capital Goals; Turf. Discussion regarding subcommittees to work on the implementation of the goals and subcommittees choosing their goals. The yearly Agenda will be reviewed and the communications calendar for community relations subcommittee will be reviewed.

F. **Approval of the Collective Bargaining Agreement between the MRSD and the Support Staff.**

The CBA is a 3-year contract effective July 1, 2025, with COLA increases of 3.75%, 4% and 2%. Parental leave, staff children able to attend MASCO, and an increase to 403(B) to $400 per year. The union had ratified the CBA. MASCO is under no obligation to accept staff children; it is determined by space available and requires School Committee approval. A motion was made by W. Hodges to approve the Collective Bargaining Agreement between MRSD and the Support Staff. The motion was seconded by C. Bolzan and was unanimously approved.

MOTION: Approve Collective Bargaining Agreement
VOTE: 10-0, Motion Passed.

G. **Subcommittee Reports**

a. Community Relations – scheduling a meeting within the next week.
b. DCI/Budget – no update.
c. VOCAL – scheduling a meeting soon.
d. Policy – scheduling a meeting soon.
e. Liaison Updates – A. Heaphy-Tenney reached out to the FC to start a dialogue. W. Hodges was asked to provide feedback to the FC on how the budget season went. He also added that we need to be diligent moving forward with the data.
f. Negotiations – all of the bargaining contracts have been completed.

H. Superintendent's Report

M. Harvey advised the School Committee about the launch of the new website which is easier to navigate by parents and students, better functionality and better search tools. It will go live August 1, 2025.
Stantec is waiting for a response from the comments provided to the peer reviewer. Another site visit was conducted July 9th with the Agent and peer reviewer. The hearing was continued until August 7th and will be continued until August 21st due to vacations. Roof/HVAC update included a conference call with MSBA regarding reviewing the application and a site visit to be conducted in August. The feasibility step takes place in October with a 2-year staggered funding process to align with Town Meeting. During the feasibility stage, a designer and project manager are selected.

I. Consent Agenda

a. Approval of June 18, 2025, Meeting Minutes.
b. Warrants in the amount of $7,698,997.58
c. Accept Football Booster Donation.

A motion was made by W. Hodges to approve the Consent Agenda as presented. The motion was seconded by C. Bolzan and was unanimously approved.

MOTION: Approve Consent Agenda
VOTE: 10-0, Motion Passed

The Meeting was adjourned at 8:56pm on a Motion by W. Hodges, seconded by T. Currier and unanimously approved.

MOTION: Adjourn Meeting
VOTE: 10-0, Motion Carried.

Submitted By: ______________________________ Approved: ____________
Lynn Viselli, Recording Secretary Date

Per the Massachusetts Open Meeting Law, the list of documents that were either distributed to the Masconomet School Committee before the meeting in the packet or at the meeting.

1. Agenda
2. MTA Climate Survey Response
3. CBA between MRSD and Support Staff
4. Consent Agenda