

APPROVED



## MCCPS Board of Trustees

### Minutes

#### Monthly Board Meeting

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##### **Date and Time**

Tuesday January 25, 2022 at 7:00 PM

##### **Location**

MCCPS

17 Lime St

Marblehead, MA 01970

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##### **Trustees Present**

Artie Sullivan (remote), Ian Hunt (remote), Jessica Gelb (remote), Jessica Xiarhos (remote), NDack Toure (remote), Nick Santoro (remote), Paul Baker (remote), Peter Cheney (remote), Peter Cohen (remote), Rodolphe Herve (remote), William Rockwell (remote)

##### **Trustees Absent**

Richard Doron

##### **Guests Present**

Andrea Barlow (remote), Carol McEnaney (remote), Elizabeth Burns (remote), Jeff Barry (remote), Molly Wright (remote), Thomas Phillips (remote)

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#### **I. Opening Items**

##### **A. Record Attendance and Guests**

##### **B. Call the Meeting to Order**

Artie Sullivan called a meeting of the board of trustees of MCCPS Board of Trustees to order on Tuesday Jan 25, 2022 at 7:03 PM.

**C. Accept Remote Participation**

Paul Baker made a motion to accept remote participation.

Rodolphe Herve seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Artie Sullivan	Aye
William Rockwell	Abstain
Paul Baker	Aye
Peter Cohen	Aye
NDack Toure	Aye
Ian Hunt	Aye
Richard Doron	Absent
Nick Santoro	Aye
Peter Cheney	Aye
Jessica Xiarhos	Aye
Rodolphe Herve	Aye
Jessica Gelb	Aye

**D. Approve Minutes**

**E. Approve Minutes of Dec 21, 2021 meeting**

Peter Cheney made a motion to approve the minutes from 12-21-2021 Monthly Board Meeting on 12-21-21.

Paul Baker seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Nick Santoro	Aye
Peter Cohen	Aye
Richard Doron	Absent
William Rockwell	Aye
Ian Hunt	Aye
NDack Toure	Abstain
Artie Sullivan	Aye
Jessica Xiarhos	Aye
Rodolphe Herve	Abstain
Jessica Gelb	Aye
Paul Baker	Aye
Peter Cheney	Aye

**II. New Board Member**

**A.**

**Presentation/Interview/Vote on Perspective Board Member - Tim Wadlow**

Paul Baker presented Tim Wadlow to the Board. Tim outlined his experience and wish to join the Board and help out and give back in any way that he can.

Jessica Gelb discussed that different hats need to be worn when a Board member, no longer a parent when you're at the table.

Good long term thinker/Business owner/Olympian

Rodolphe Herve made a motion to add Tim.

William Rockwell seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Peter Cohen	Aye
Rodolphe Herve	Aye
Peter Cheney	Aye
Richard Doron	Absent
Paul Baker	Aye
William Rockwell	Aye
Nick Santoro	Aye
Ian Hunt	Aye
Jessica Xiarhos	Aye
Jessica Gelb	Aye
Artie Sullivan	Aye
NDack Toure	Aye

**B. Presentation/Interview/Vote on Perspective Board Member - Tim Wadlow - Part 2**

Nick Santoro made a motion to Invite Tim to join us at the "virtual table".

Peter Cheney seconded the motion.

The board **VOTED** to approve the motion.

**Roll Call**

Nick Santoro	Aye
Rodolphe Herve	Aye
Peter Cohen	Aye
Peter Cheney	Aye
NDack Toure	Aye
Richard Doron	Absent
Jessica Gelb	Aye
William Rockwell	Aye
Paul Baker	Aye
Ian Hunt	Aye
Artie Sullivan	Aye
Jessica Xiarhos	Aye

**III. Public Comment**

**A.**

### **Public Comment**

5th grade teacher Molly Wright spoke regarding growing concerns regarding salaries. Historically, only 1-2% salary bumps for staff.. Innovation/cutting edge outweighed the low salaries. Only offered 1-2 year contracts. Should be based on experience, and equitably. Salary negotiation structure is faulty and needs revamping. Perhaps steps perhaps/transparency required.

## **IV. Review of Previous Meeting Action Items**

### **A. Review of Previous Meeting Action Items**

See agenda....Board members and committee members desperately required.

## **V. Board Annual Items**

### **A. Upcoming Meeting Agenda Items**

### **B. Board Goals for SY 2021-2022**

See agenda.

## **VI. HOS Report**

### **A. Monthly Report**

See agenda.

Melissa Wilson our new school nurse/military experience/hit the ground running.

State offering home test kits/ MCCPS has signed up for the symptomatic.

Bullying of 7th grade update re. parent letter. Procedure .. relied on hoping that incidents would improve/temporary success, but overall failed and sadly bullying increased. TikTok involved and helped identify the poster of the bullying comments. Better communication required all around. Title 9 procedures improved and in line with State guidelines.

Peter Cheney, recommended "Greater Good" as a fabulous tool to address these issues and "educate" the students.

## **VII. Other Business**

### **A. Head of School Mid Cycle Review**

See Agenda for Peter's update in full.

#1)..Feedback/ teaching Force

#2)..Academic Excellence/Criteria for/ Student portfolios

#3) Communication/Faculty meetings/Individual faculty meetings/Community/Town Hall meeting/Teacher-parent communication/Personnel Committee implementing teacher survey feedback/Alumni/ Local business outreach/ Capital campaign/

Rudolphe expressed his thanks for Peter's thoughtful presentation.  
MCAS results addressed/Academic Excellence will present to Board in February.

HoS Evaluation from Board members due at noon 2/4/22.

**B. 22-23 School Calander**

Draft proposal of 2022/23 School Calendar in packet for review. Will revisit at 3/1/22 Board meeting.

**C. Board and Committee Composition**

Bottom line....As well as Board members we are in dire need of committee members, especially on Personnel and Governance.

**D. School Culture and Behavior**

Please see Peter's HoS update in packet for greater detail.

There has been a marked increase in behavioral issues this year and staff are struggling to deal with this. Faculty are trying valiantly to remind students of their personal responsibilities to themselves and each other and are constantly to reinforce the ethos of our school culture.

**VIII. Committee Updates**

**A. Governance Committee**

Paul gave a quick update. Unfortunately, Cyndi Canavan has left the committee after 20 plus years of sterling service to MCCPS. Her expertise, sense of humor and fabulous judgement will be greatly missed. Governance now has but 4 members. (2 faculty, 1 parent and myself).

**B. Finance Committee**

Finances are in decent shape so far this year. See agenda packet for details.

**C. Personnel Committee**

Artie shared that the Internal staff evaluation of HoS is almost complete and will be ready for approval at the March Board meeting. Personnel will be discussing salaries, the possibility of tenure and/or step increases.

**D. Academic Excellence**

Jessica X shared that there was no meeting held so far. A meeting is planned for Friday 1/28/22. MCAS update/presentation will not be ready for 3/1/22 Board meeting but should be all set for the 3/29/22 Board meeting.

## **E. Development & Communications**

Committee met on 1/24/22

Topics discussed included raising money for the murals, general beautification/upgrades to the school building.

Also discussed hosting an "entrepreneur fair" in the autumn of 2022.

## **F. Strategic Plan Committee**

Will meet 1/27..both Nick and Tim will be part of the committee

## **G. Facilities Task Force**

The mural for the front of the building is a go and Alex Cook is the artist contracted to do the work.

Ariane Purdy and Andrea Barlow have secured \$8,000 in grants. An additional \$12,000 need to be raised to fully fund the project.

Peter Cheney suggested "sponsor a block/brick" to help raise funds.

Repainting of brickwork needs to happen on many areas of the exterior wall( this will not impact the mural)

Replacement of roof..3 proposals in hand at present...none of them cheap. (Flat roofs generally have a 25 year lifespan).

Renters lease in the warehouse will be revisited...possible increase?

Brad Rogers/ Strom/Purdy construction/plans have been floated.

If exterior windows are needed to bring more natural light into the building care will be taken to ensure that the new mural will not be impacted during construction.

## **H. Covid/Pandemic Response Task Force**

Ndack shared that the Task Force would be meeting next Monday, 1/31/22.

## **IX. Public Comment**

### **A. Public Comment**

No Public comment

## **X. Board Member Comments and Resolutions**

### **A. Board Member Comments and Resolutions**

Flower pots for staff organized and distributed by Jessica Gelb. Will be delivered next week. Please Venmo Jessica money asap:)

Faculty potluck scheduled for next Wednesday 2/2/22 at Noon..Board members invited and welcome.

## XI. Closing Items

### A. Recap Action Items

Remember HoS evaluations due back to Artie by noon on 2/4/2022.

### B. Meeting Evaluation

Meeting was constructive. Lot of material covered. No meeting in February due to February break. Instead there will be two Board meetings in March held on 3/1/22 and 3/29/22 respectively .

### C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:35 PM.

Respectfully Submitted,

Paul Baker

Ian Hunt made a motion to adjourn meeting.

Peter Cheney seconded the motion.

The board **VOTED** to approve the motion.

#### Roll Call

Nick Santoro	Aye
Peter Cohen	Aye
Paul Baker	Aye
Peter Cheney	Aye
Artie Sullivan	Aye
Ian Hunt	Aye
Jessica Gelb	Aye
Jessica Xiarhos	Aye
Richard Doron	Absent
William Rockwell	Aye
Rodolphe Herve	Aye
NDack Toure	Aye

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## Documents used during the meeting

- Tim Wadlow - Resume.pdf
- HOS Report to Board of Trustees 1\_25\_22.pdf
- HoS Mid-Cycle Self Assessment - January 2022.pdf
- HOS Mid-cycle Evaluation Form, 21-22.docx
- DRAFT MCCPS MASTER CALENDAR 2022-2023.pdf

- [Composition.pdf](#)
- [Dec-21.pdf](#)
- [FinCom\\_notes\\_Dec\\_2021.pdf](#)