

NEWBURYPORT SCHOOL COMMITTEE

NEWBURYPORT, MASSACHUSETTS

**School Committee Business Meeting
6:30PM**

Monday, June 16, 2025

SC Business Meeting Agenda June 16, 2025

SC Business Meeting Agenda Notes June 16, 2025

SC Warrant June 16, 2025

SC Business Meeting Minutes June 2, 2025

Single-Use Plastics Presentation

MOU AFSCME & Newburyport School Committee

Policy BEDF – Voting Method

Policy HB – Negotiations Legal Status

Superintendent's Report

Newburyport Public Schools
School Committee Business Meeting
Monday, June 16, 2025 at 6:30PM

Sr./Community Center, 331 High Street, Newburyport, MA 01950

Join Zoom Meeting
<https://us02web.zoom.us/j/88677326868?pwd=qGCmkrRQM5ablXPWY0TldNvWZhvl5P.1>

Meeting ID: 886 7732 6868

Passcode: 186839

The Mission of the Newburyport Public Schools, the port where tradition and innovation converge, is to ensure each student achieves intellectual and personal excellence and is equipped for life experiences through a system distinguished by students, staff, and community who: - practice kindness and perseverance - celebrate each unique individual - value creativity; experiential, rigorous educational opportunities; scholarly pursuits; and life-long learning - provide the nurturing environments for emotional, social, and physical growth - understand and embrace their role as global citizens.

Please note: The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 & streamed via <https://ncmhub.org/share/channel-9/>.

School Committee Business Meeting Agenda

1. Call to Order & Pledge of Allegiance
2. Public Comment
3. Staff Retirement Recognitions
4. *Warrant – *possible Vote*
5. *Meeting Minutes 6/2/2025 – *possible Vote*
6. Student Representative Report
7. Single-Use Plastics Presentation
8. *Collective Bargaining Agreement between the American Federation of State, County and Municipal Employees Union (AFSCME) and Newburyport School Committee for period July 1, 2025 – June 30, 2028 – *possible Vote*
9. Subcommittee Updates
 - a. Finance Subcommittee – Brian Callahan
 - b. Policy Subcommittee – Kathleen Shaw
 - c. Communications Subcommittee – Sarah Hall
 - d. Teaching & Learning Subcommittee – Breanna Higgins
 - e. Superintendent Evaluation Subcommittee – Mayor Sean Reardon
10. Superintendent's Report: *Year End Activities and Leadership Retreat*
11. New Business

* Possible Vote

Adjournment

** The School Committee reserves the right to call **executive session**, as provided under Chapter 30A, Section 21(a)(2), of the General Laws to discuss strategy sessions in preparation for negotiations, collective bargaining and/or potential litigation.

Newburyport Public Schools
School Committee Business Meeting
June 16, 2025 at 6:30PM

Sr./Community Center, 331 High Street, Newburyport, MA 01950

AGENDA NOTES

Join Zoom Meeting

<https://us02web.zoom.us/j/88677326868?pwd=qGCmkrRQM5ablXPDY0TldNvWZhvlSP.1>

Meeting ID: 886 7732 6868

Passcode: 186839

Please note: The listing of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law. The meeting will be televised locally live on Comcast Channel 9 & streamed via <https://ncmhub.org/share/channel-9/>.

School Committee Business Meeting Agenda

3. Staff Retirement Recognitions

Congratulations to the following staff members that will be retiring after many years of dedicated service to Newburyport Public Schools: Eileen Barry (Molin Special Ed teacher - 11 years), Anne Enaire (Molin 4th Grade teacher - 25 years), Jay Murphy (Nock PE teacher - 28 years), Karen Sullivan (Bresnahan Special Ed teacher - 11 years), and Paul Yameen (NHS Wellness teacher - 27 years), as well as four Instructional Assistants from the Bresnahan: Faith Sweeney (20 years), Ellen Sullivan (16 years), Sarah Barcock (3 years) and Catherine McCloy (14 years), and also Dawn Stewart (Central Accounting – 8 years), George LeBuff (Bresnahan Custodian – 10 years), and Pam Hubbard (Bresnahan Caeteria Lead – 21 years).

4. *Warrant – possible Vote

5. *Meeting Minutes 6/2/2025 – possible Vote

6. Student Representative Report: *The high school student representative will provide the report.*

7. Single-Use Plastics Presentation

Jen Groskin and Katara Harding will present a project completed by 16 students regarding Single-Use Plastics in the cafeterias. Several proposed alternatives / solutions will also be presented. (attached)

8. *Collective Bargaining Agreement between the American Federation of State, County and Municipal Employees Union (AFSCME) and Newburyport School Committee for period July 1, 2025 – June 30, 2028 – possible Vote (attached)

On June 10, 2025 the AFSCME Union voted to ratify the Memorandum of Understanding (MOU) for the period July 1, 2025 – June 30, 2028. Tonight the School Committee will discuss the agreement and vote to ratify the Memorandum of Understanding (MOU) between AFSCME and the School Committee for a collective bargaining agreement for the period July 1, 2025 – June 30, 2028, in accordance with Policy BEDF – Voting Method and HB – Negotiations Legal Status. (attached)

9. Subcommittee Updates

- a. Finance Subcommittee – Brian Callahan
- b. Policy Subcommittee – Kathleen Shaw
- c. Communications Subcommittee – Sarah Hall
- d. Teaching & Learning Subcommittee – Breanna Higgins
- e. Superintendent Evaluation Subcommittee – Mayor Sean Reardon

10. Superintendent's Report: *Year End Activities and Leadership Retreat*

11. New Business

* Possible Vote

FYI: Upcoming Dates:

- ✓ SEPAC meeting: Thursday, June 12 @ 6:00PM
- ✓ Last Day - Grades PK –K students: Monday, June 16
- ✓ FINCOM meeting: Wednesday, June 18 @ 8:00AM
- ✓ Nock Class Day: Wednesday, June 18 @ 9:00AM
- ✓ City Council Special Budget meeting: Wednesday, June 18 @ 6:00PM
- ✓ Juneteenth – closed: June 19th
- ✓ Flag Raising – City Hall: June 19 @ 10:00AM
- ✓ Last Day Grades 1 – 12 students: Friday, June 20
- ✓ Molin Awards: Friday, June 20 @ 1:00PM
- ✓ Last Day Teachers: Monday, June 23
- ✓ Communications Subcommittee meeting: Thursday, June 26 @ 5:00PM

School Committee Warrant

FY25-WARRANT 8151

A-Warrant

June 16, 2025

Warrant 8151	\$ 595,897.83
---------------------	----------------------

A Warrant	\$ 66,564.32
------------------	---------------------

Total of Warrant	\$ 662,462.15
-------------------------	----------------------

NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING
Senior/Community Center, 331 High Street, Newburyport, MA 01950

Monday, June 2, 2025

Present: Mayor Sean Reardon, Juliet Walker, Andy Boger, Kathleen Shaw, Brian Callahan, Breanna Higgins and Sarah Hall

CALL TO ORDER / ROLL CALL

Vice Chair Juliet Walker called the School Committee Business meeting of the Newburyport School Committee to order at 6:30 PM. Roll call found all members present except Mayor Sean Reardon (arrived 7:29PM). All those present stood for the Pledge of Allegiance.

Executive Session:

Motion:

On a motion at 6:32PM by Brian Callahan and seconded by Andrew Boger it was

VOTED: to move into Executive Session for the purpose of discussing strategy as it relates to non-contract related business, as an open meeting may have a detrimental effect on the bargaining position of the Committee.

Motion Passed

Roll Call Vote

School Committee Member	Vote
Mayor Sean Reardon	absent
Juliet Walker	Yes
Andrew Boger	Yes
Brian Callahan	Yes
Breanna Higgins	Yes
Kathleen Shaw	Yes
Sarah Hall	Yes

School Committee returned to regular business meeting – call to order at 7:03PM.

Public Comments - none

Warrant

Motion:

On a motion by Brian Callahan and seconded by Sarah Hall it was

VOTED: to approve the Warrant in the amount of \$415,303.41 as presented.

Motion Passed

Mayor Sean Reardon absent

Minutes

Motion:

On a motion by Breanna Higgins and seconded by Brian Callahan it was

VOTED: to adopt the minutes for the May 5th and May 19th School Committee meetings.

Motion Passed

Mayor Sean Reardon absent

Student Representative Report

Maddie Jackman presented the student report which included Mindful May and the school-wide Gratitude Garland at the Bresnahan, STEAM and STEM expo's at the Molin, literature circles and overnight field trips at the Nock, and Seal of Biliteracy awards, the German student visit, and graduation at the High school.

Cell Phones – NHS Community Dialogue

Lynne Cote (Library Media Specialist), Eric Schildge (Nock ELA Teacher), and students Tommy Rich and Caroline Jones presented feedback regarding the Cell Phone Community Dialogue held at the high school on May 13, 2025. They explained the purpose of a community dialogue and the reason for having one, along with the preparation and timeline, their approach, dialogue questions used, who attended, and what they learned from the interview process. They also shared their findings collected from the exit tickets. Principal Andy Wulf reviewed recommended adjustments to the high school's cell phone policy.

Agenda Change

Motion:

On a motion by Brian Callahan and seconded by Mayor Reardon it was

VOTED: to move item #8 in the meeting agenda to be heard before item #7 (Special Education Programming Overview).

Motion Passed

Superintendent's Contract

Vice Chair Juliet Walker explained proposed modifications to Superintendent Gallagher's contract, specifically an increased salary due to a market adjustment that accurately reflects comparables in the CAL region, incorporate the current annuity and travel expenses into the total salary, and extend the duration of the contract by one year (ending June 30, 2028).

Motion:

On a motion by Brian Callahan and seconded by Breanna Higgins it was

VOTED: to increase Superintendent Sean Gallagher's annual salary to \$225,815 and extend his contract by one year (ending June 30, 2028).

Motion Passed

Special Education Programming Overview

Director of Student Support Services Brad Brooks and Program Directors Jeanna Guardino and Elise Comeau provided a presentation about Student Services. Mr. Brooks reviewed department staffing and explained the benefits of the new organizational structure. He also reviewed the departments role, program goals, various specialized district programs and the Transitional Services Post Grad program. Programming needs were discussed, including the new TIDES program that the district will pilot this summer. The presentation ended with highlights of the past year.

SUBCOMMITTEE UPDATES

Finance Subcommittee

Brian Callahan stated FINCOM will hold a combined meeting with the Communications Subcommittee on June 3rd. The next FINCOM meeting will be held on June 18th at 8:00AM.

Policy Subcommittee

Kathleen Shaw stated they will meet next on June 9th at 7:00PM.

Communications Subcommittee

Sarah Hall stated the May 29th meeting has been cancelled due to the joint meeting with FINCOM on June 3rd at 6PM in Central office.

Teaching & Learning Subcommittee

Breanna Higgins stated that School Improvement Plans will be reviewed at their next meeting on June 4th at 6:30PM in the Nock library.

Superintendent's Evaluation Subcommittee

Mayor Sean Reardon will be sending a self-evaluation to Superintendent Gallagher, and by June 16th he plans to send the School Committee members a form to be filled out.

Superintendent's Report

The Superintendent spoke about several annual senior traditions that he was able to attend: Senior Class Clap-out, Scholarship Night and the Promenade. He also attended the STEM Showcase for grades 1 – 3 held at the Bresnahan. The final Superintendent Advisory Council meeting of the year included a discussion on the budget presentation and possible agenda topics for next year.

New Business

- Brian Callahan shared names of award winners for the Senior Car Parade.
- The PTO is sponsoring the Spring Fling at the Bresnahan on Friday, June 6th.

ADJOURNMENT

Motion:

On a motion by Brian Callahan and seconded by Mayor Reardon it was

VOTED: to adjourn the Business meeting of the Newburyport School Committee at 8:37PM.

Motion Passed

Submitted by: Maddie Jackman

Location: Senior Center

Bresnahan News

Gratitude Garland

The Bresnahan focused on *Mindful May* this month. The students are so excited that we're bringing back our school wide Gratitude Garland as a way to practice mindfulness all month long. Students are taking time to think about things they are grateful for, and writing or drawing pictures of those things on strips of colored paper that are then being connected into a garland. We're hopeful that we have enough grateful thoughts to wrap around our entire school building during a whole school celebration on June 5th!

STEAM Expo

Last week the Bresnahan hosted their annual STEAM Expo! Sixteen exhibitors volunteered their time and expertise to make this event possible. This year was especially meaningful due to the large participation from both students and faculty.

The event provided a wide variety of hands-on learning experiences. Students had the opportunity to create music with fruit, produce stop-motion films, witness colorful fire demonstrations from AP Chemistry students, construct binary code bracelets, explore water properties, program robots, and so much more. The enthusiasm and energy throughout the gym was inspiring, reflecting the success of this collaborative effort in enriching STEM education for our students.

Thank you to all staff, parents, and volunteers who contributed to making this event such a meaningful day. A heartfelt thank you to our Newburyport PTO for funding and sponsoring this event. Another sincere thank you to Mayor Reardon and Superintendent Gallagher for attending the event to show support. And an enormous THANK YOU to Bresnahan Stem Teacher, Kristin Spinny for planning it all!

Molin News

The Molin had a wonderful visit with Jarrett J. Krosoczka, author of the *Lunch Lady* series and many other books. During the presentation, he shared his journey to becoming an author, explained his writing process, and talked about the sources of his inspiration. He also led guided illustration sessions with each grade level, teaching students how to draw characters from his stories.

"One Dollar, One Meal, One HUGE Difference!" – Fundraiser Success!

We are incredibly proud to share that our amazing 4th and 5th grade students at Molin School raised an outstanding \$15,000 in just two weeks during our recent Dollar Drive and Condiment Collection to support *Our Neighbor's Table*! Thanks to their dedication, enthusiasm, and compassion, our students helped provide 15,000 meals for individuals and families experiencing food insecurity in our community. Each dollar truly made a difference, and the impact of their efforts will be felt far beyond our school walls.

We are so grateful to our families, friends, neighbors, and everyone who supported this important cause—whether through dollars, condiments, or online donations. Your generosity and community spirit helped turn this fundraiser into an incredible success.

Molin students have shown what it means to care, take action, and make a meaningful difference—one dollar at a time.

Nock News

6th Grade

Students have been hard at work on literature circles, engaging in thoughtful discussions and deepening their reading comprehension skills. In social studies, they are channeling their creativity and knowledge by designing their own civilizations as part of their ancient civilizations project.

7th Grade

Excitement is building as the 7th grade prepares to head out to Camp Jewell! It promises to be a memorable trip filled with learning, adventure, and team-building experiences.

8th Grade

The 8th grade recently returned from their trip to Philadelphia. The visit was a great success—students had a meaningful, educational, and fun experience exploring the city's rich history. We are now preparing for the 8th Grade Class Day, which will take place on June 18th.

High School News

The Newburyport bands, orchestras, and choirs from grades 7-12 will be competing at the music in our parks festival, this Friday in Holyoke, MA. After the competition they will enjoy a day at Six Flags New England, where they will receive awards at the end of the day. The Nock ensembles have been attending this competition for several years, with the NHS ensembles joining last year, in what has become a new tradition of competitive performance for Newburyport music.


14 seniors in the class of 2025 received the Massachusetts Seal of Biliteracy in English & Spanish and 2 two received the award for English, Portuguese and Spanish - Congratulations!

German students visited the Goethe Institute in Boston on Wednesday, May 28th. The director and two interns from Germany welcomed the group and gave students an overview of the cultural institute.

The main focus of the visit was to learn about the elements present in the German fairy tales by the Brothers Grimm and compare and contrast them with American fairy tales.

**And last but not least,
Congratulations to the Class of 2025 on
their graduation yesterday.**

Single-use Plastics



Presented by

Jackson Boger

Edrik Olsen

Abigail Selvitella

Charlotte Stephensen

Kennedy Carter

Lua Murphy

Colbie Richard

Annabel Baker

Violet Harris

Amelia Wallace

Kaya Field

Avery Shaw

Grace Cotter

Quinn MacDonald

Valentina Carneiro

Emme Baptiste



Charlotte and Amelia and Avery

The problem: we use too much single-use plastic in our cafeteria!



The Problem With Plastic in Landfills: Methane

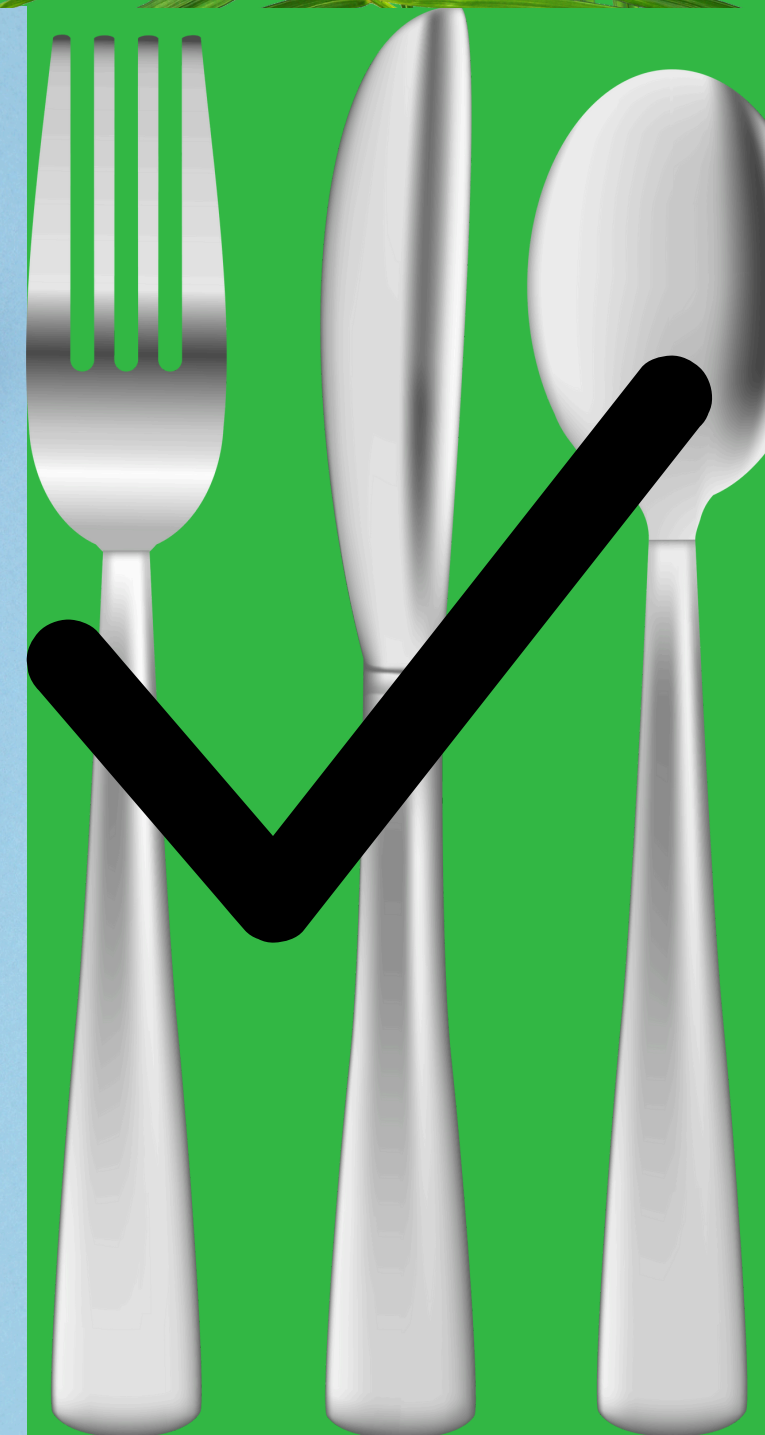
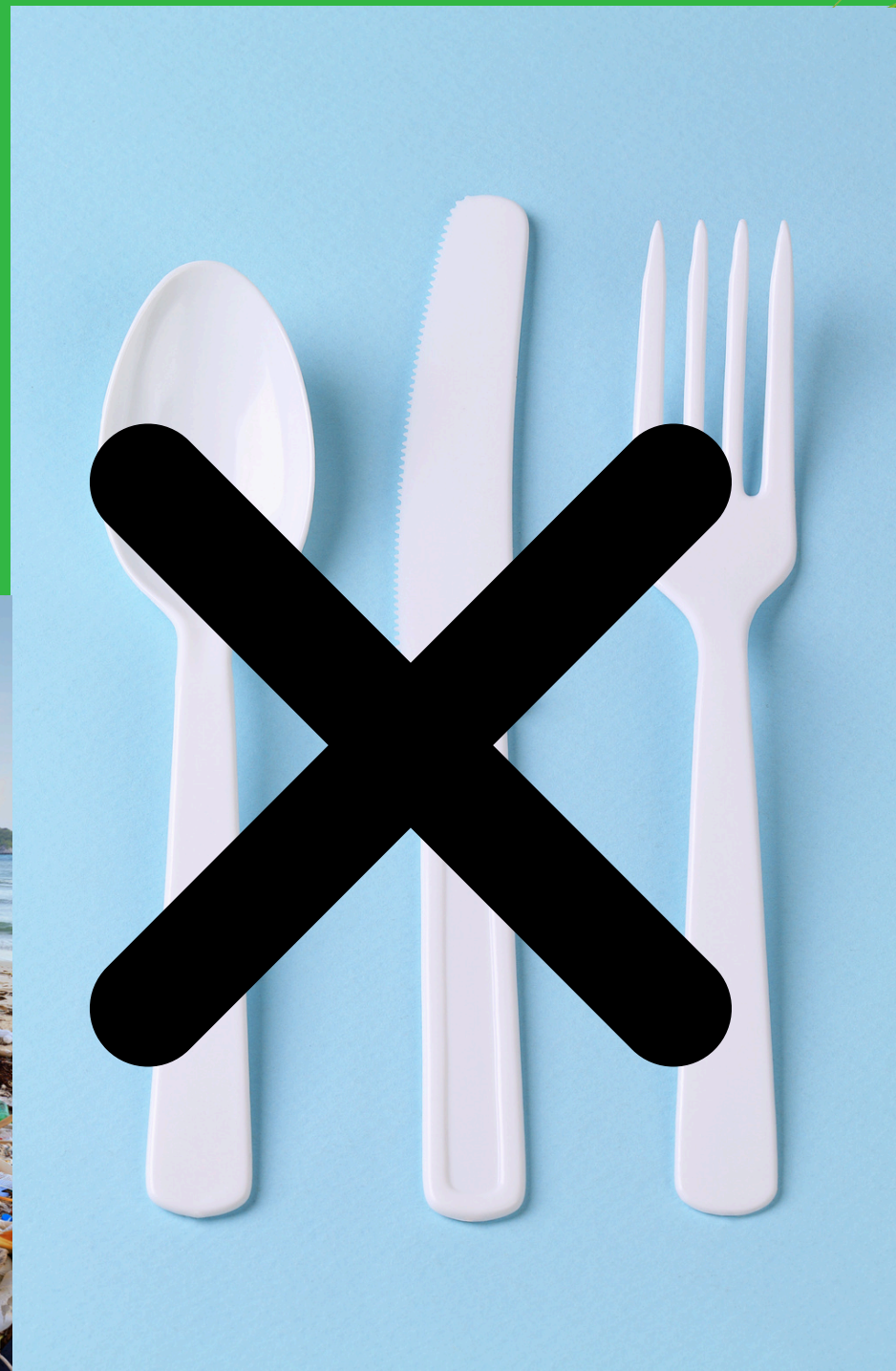
Methane is released from landfills which kills animals and contributes to global warming and climate change.



Colbie

Single-Use Plastic Silverware By the Numbers

In 1 week : we could use up to 6,500
single-use silverware packets
in the cafeteria



How much plastic we use in the cafe

In 1 month: we use up to 32,500 single-use silverware packets in the cafeteria.



In 1 school year, we use up to 1,170,000 single-use silverware in the cafeteria. Instead, we can use metal silverware or separated plastic so kids only take what they need for their lunch.



A look inside the Bresnahan School Cafeteria....

On this day, the lunch was pizza. Most kids did not need utensils for pizza, but took the silverware packet anyway just to get the straw for their milk. (But some do use it for the side dishes) Then they throw the rest of the unused plastic silverware away. This is a big waste!



Student 1



Student 2



Student 3

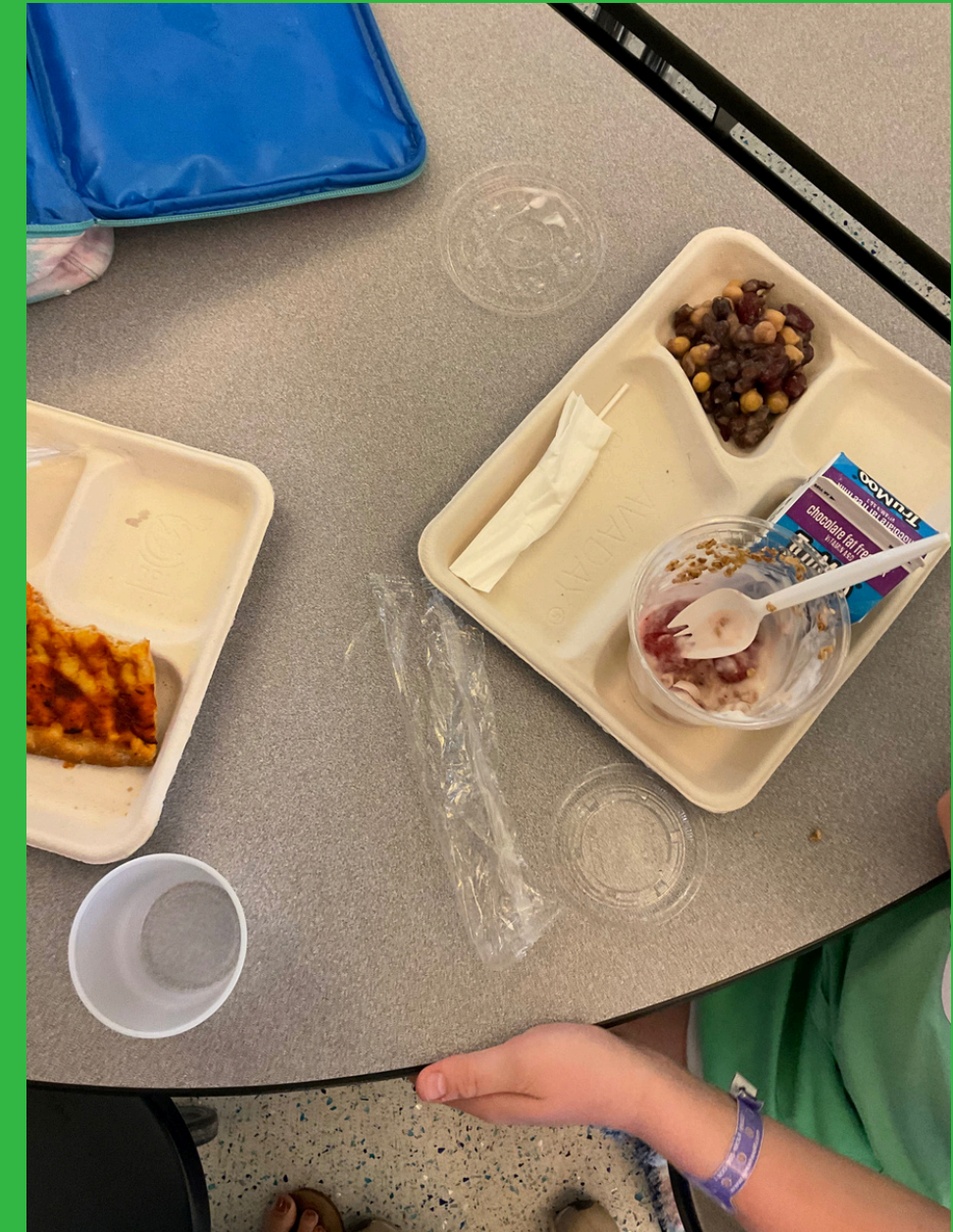
and some more examples of what lunch looks like



Student 4



Student 5



Student 6

Snapshot of waste; typical 5th grade lunch at the Nock

	Wrappers	Utensils	Bags
<u>Day: 1</u>	55	81	10
<u>Day: 2</u>	55	37	41
<u>Day: 3</u>	59	32	40
<u>Average</u>	56	50	30

Better Alternatives: Reusable trays, cups, and silverware

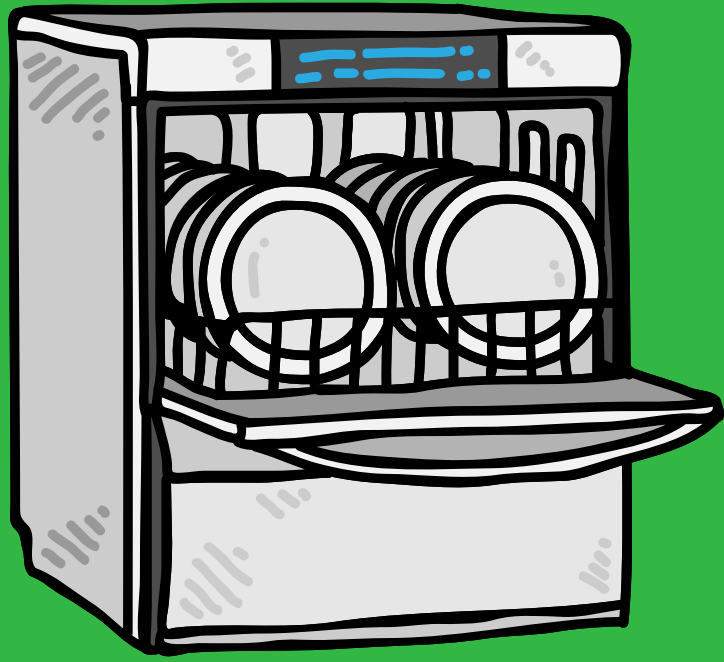
Compostable trays and silverware are very expensive! We would save a lot of money using our reusable cups, trays, and silverware with the dishwashers that we already have.



Milk Dispensers

Milk carton waste is also a big problem. We should get a milk dispenser instead. A milk dispenser can help us not use so many plastics and the weight and cost of our waste would be reduced.





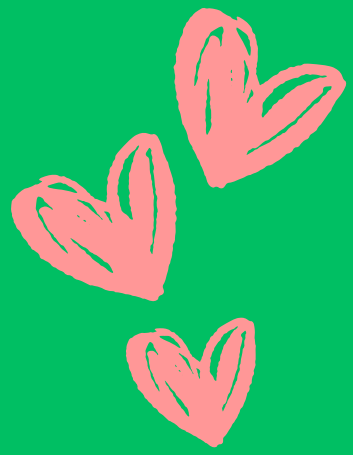
The solution:

Ban single use plastic and reopen our
Dishwasher so we can use the reusable
silverware and trays!

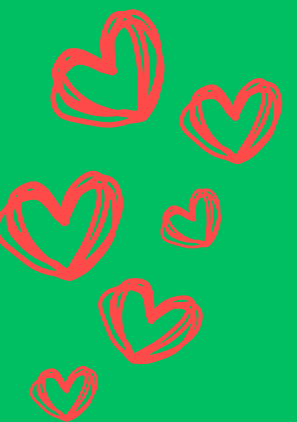


The Numbers, based on lunch usage

- For a set of compostable ware it is ~ \$0.30 a set.
- We serve anywhere from 200–300 meals a day costing ~ \$60.00 – \$90.00/ day
- Weekly this would be \$300.00 – \$450.00 averaging \$375.00
- Monthly average is \$1500 going as high as \$1800.00



That concludes the problem of plastic waste. We are sharing this slideshow to raise awareness about the complex issues surrounding sustainability practices in our district. We hope that you will consider this for the better good of Newburyport's future.



**MEMORANDUM OF UNDERSTANDING
BETWEEN
NEWBURYPORT SCHOOL COMMITTEE
AND
AMERICAN FEDERATION OF STATE, COUNTY, AND
MUNICIPAL EMPLOYEES
AFL-CIO, STATE COUNCIL 93, LOCAL 939**

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Newburyport School Committee (hereinafter referred to as “the Committee”) and the American Federation Of State, County, And Municipal Employees (“AFSCME”), AFL-CIO, State Council 93, Local 939 (hereinafter referred to as “the Union”).

WHEREAS, the Committee and the Union are parties to a collective bargaining agreement for the period July 1, 2022 through and including June 30, 2025; and

WHEREAS, duly-authorized representatives of the Committee and the duly authorized representatives of the Union have met, pursuant to Massachusetts General Laws, Chapter 150E, to negotiate a successor agreement; and

WHEREAS, said representatives of the Committee and the Union have, subject to ratification by the membership of the Committee and the Union, agreed that the following additions and modifications shall be incorporated into and made a part of the Collective Bargaining Agreement which expires on June 30, 2025. All proposals presented by the parties not specifically addressed herein, have been withdrawn by the parties;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained herein, the parties hereto agree as follows:

1. Prior Agreement

The Collective Bargaining Agreement in effect for the period July 1, 2022 through and including June 30, 2025, shall be in full force and effect for the period of July 1, 2025 through and including June 30, 2028, except as modified by this **MEMORANDUM OF UNDERSTANDING**.

2. Article 21 – Duration

Three (3) year contract, commencing July 1, 2025 through June 30, 2028. Change dates accordingly throughout Contract.

3. Economics

A. Secretaries and Custodians

Increase the pay rates in effect as of June 30, 2025 as follows:

- Effective July 1, 2025 by 4.25%;
- Effective July 1, 2026 by 4%; and,
- Effective July 1, 2027 by 4%.

B. Cafeteria

Increase the pay rates in effect as of June 30, 2025 as follows:

- Effective July 1, 2025 by adding \$2.00 per hour for every step and classification;
- Effective July 1, 2026 by 4%; and,
- Effective July 1, 2027 by 4%.

4. Article VIII –Overtime at Page 5, Paragraph 3

Amend to read as follows:¹

Any employee who works overtime, with the supervisor's approval, may elect to be compensated for said overtime with either compensatory time or overtime pay. Should no agreement be reached as to the method of compensation, the employee shall be compensated with overtime pay. ***Compensatory time may accrue up to a maximum of eighty (80) total hours accrued per fiscal year and must be taken in the fiscal year in which accrued.***

Note: suggested rewording:

Compensatory time may accrue each fiscal year up to a maximum of eighty (80) hours and must be used within the fiscal (contract) year earned. Unused compensatory time remaining as of June 30 shall be paid out at the employee's then current hourly rate of pay.

¹ Changes to existing contract language is shown as follows: insertions with red font bold italics; deletions with an underlined strikethrough

5. **Article X, Section C – Vacations – Cafeteria Workers Schedule at Page 7, Paragraph 2**

Amend to read as follows:

All cafeteria workers hired after 7/1/16, if eligible, will receive one (1) weeks' vacation pay, which will be the week of Christmas School Vacation, no additional vacation time will be accrued. *Effective in year two of this contract cafeteria workers hired after 7/1/16 will be granted an additional 4 days of vacation time to be used during either February or April vacation. No additional days will be granted in year three.*

Note: suggested rewording:

All cafeteria workers hired after ~~7/1/16~~ *July 1, 2016*, if eligible, will receive one (1) weeks' vacation pay, which will be the week of Christmas School Vacation. *Effective July 1, 2026, cafeteria workers hired after July 1, 2026 will be granted an additional four (4) days of paid vacation time to be used during either February or April vacation.* ~~;~~ ~~n~~ No additional vacation time will be accrued.

6. **Article XV, Section 21 – Miscellaneous**

Amend to insert a new Section 21 read as follows:

21. Effective July 1, 2025, clerical employees will be permitted three (3) days annually to work from home subject to the approval of the Superintendent or their designee.

7. **Article XVII – Classification and Pay Rates at Page 13, final Paragraph**

Amend to read as follows:

For all employees: any work done in a higher classification for ~~3 consecutive~~ *one (1)* work days will be compensated at the higher rate of pay for all hours.

8. **Part III, Section 4 – Cafeteria at Page 19**

Amend to read as follows:

4. An employee who works for ~~three (3)~~ *one (1)* days in a position rated higher than his/her usual position will be paid at the higher rate. This is retroactive to the first day worked.

This Memorandum of Understanding is subject to ratification by the Committee and the Union. The Parties agree to use their best efforts to obtain ratification by their respective bodies.

This Memorandum may be signed in counterparts, which together shall constitute an original. The Parties agree that electronic signatures or signatures by fax and/or scanned and sent via email are acceptable as originals.

Signed by the duly authorized bargaining representatives on the dates set forth below:

Newburyport School Committee

**AFSCME, AFL-CIO, State Council 93,
Local 939**

Brian Callahan, Vice-Chair

Date: _____

Date: _____

VOTING METHOD

Section B: School Committee Governance and Operations	File: BEDF
--------------------------------------------------------------	-------------------

Open Meeting

Votes of the School Committee will be taken by voice vote or a hand count and shall be recorded in the minutes. If the vote is unanimous only that fact need be recorded. No vote taken at an open session shall be by secret ballot.

All actions will require a majority vote of all members present and voting except as state law, Robert's Rules of Order, Newly Revised, or policies of this Committee require a larger majority. "Majority vote", when used in connection with a meeting of a multiple member body shall mean a majority of those present and voting, unless another provision is made by ordinance or by its own rules.

A majority of the members of the School Committee will constitute a quorum.

A two-thirds vote will be required to suspend parliamentary rules of order.

Executive Session

A majority of the members of the School Committee must vote to enter into executive session, with the vote taken by roll call and recorded in the official minutes.

All votes taken in executive session will be recorded roll call votes, and will become part of the minutes of executive sessions. General Law provisions related to any vote to meet in "executive session" shall always require a majority of members of the body.

Any votes taken to ratify employment contracts or collective bargaining agreements shall be taken in open session.

Remote Participation and Voting:

The CITY COUNCIL of the City of Newburyport hereby authorizes remote participation in meetings held by all City of Newburyport public bodies subject to the Open Meeting Law and pursuant to 940 CMR 29.10. For the purposes of this order, remote participation shall be permitted under the following terms and conditions:

Media:

Telephone, internet, satellite enabled audio/video conferencing, or other similar technology may be used for remote participation provided that the participant and all in attendance can hear each other. If videoconferencing is used, the member participating remotely must be visible to all in attendance.

Quorum:

A quorum of the public body, including the chair or, in the chair's absence, the person authorized to chair the meeting, must be physically present at the meeting location before an absent member may participate remotely.

Votes:

If any member of the public body is participating remotely, all votes of the body, including those taken in open session, are required to be by roll call and the results of the roll must be recorded in the minutes.

Status:

A member participating remotely may vote, and is not deemed to be absent from the meeting, including for purposes of MGL Chapter 39 Section 23D.

Reasons:

Acceptable reasons for participating remotely include one or more of the following: personal illness, personal disability, emergency, and military service or geographic distance. A member cannot participate remotely for convenience.

Notification:

A member who will not be present at a meeting must notify the chair as far in advance as possible. The chair must announce at the beginning of the meeting the name of the person participating remotely and the reason. The categories listed above under Reasons may be used for this announcement such that a member's privacy rights are protected, especially with respect to illness or disability.

Technical Issues:

If technical issues arise with the media connection, the chair must decide how to address them. Deliberations shall be suspended while the difficulties are addressed. If the remote member is disconnected during the meeting, the minutes must reflect this fact.

Use of Plans and Other Visuals:

The chair or, in the chair's absence, the person authorized to chair the meeting, shall distribute to remote participants, in advance of the meeting, copies of all relevant documents, exhibits, and presentation materials used during the meeting. If a member of the public body is remotely participating in a public hearing relative to the issuance of any permit involving a site plan or architectural drawings, that member must utilize video conferencing such that all maps, plans or other presentation materials used or referenced during the meeting are visible. This requirement for video conferencing is not necessary where the member has already received a copy of all relevant maps, plans, or other presentation materials and no new materials are introduced during the meeting.

Executive Session:

There shall be no remote participation in any executive session including, but not limited to, any vote to go into or out of said executive session.

Actions Requiring Special Voting Treatment:

Contracts and Collective Bargaining: Any votes taken to ratify employment contracts or collective bargaining agreements shall be taken in open session.

Policy Formulation and Adoption: Adoption of new policies, or modification of existing policies, shall be the sole responsibility of the full School Committee. Policies will be adopted by affirmative vote of a majority of the School Committee when such action has been scheduled on the agenda of a regular or special meeting. Except under emergency conditions, proposed policies will be presented in two meetings, the first one of which is for information, discussion and redrafting purposes. The second meeting for discussion, adoption or rejection.

Retirement of Facilities: While considering the criteria, The School Committee realizes that no school may be closed and surrendered to the city without the affirmative vote of a majority of the school committee, and only after a public hearing has been held, and the parents of the students involved have been notified by mail by the Office of the Superintendent of Schools at least two weeks prior to the date of the public hearing of the proposed closing.

Sources:

Newburyport City Charter

MASC

LEGAL REFS.: M.G.L. 3 30A:18-25; 71:42; 71:50

Robert's Rules of Order, Newly Revised

Version Control

Action	Date
First Reading	7/22/2016
Second Reading	9/6/2016
Adopted	9/6/2016

HB: NEGOTIATIONS LEGAL STATUS

All negotiations between the School Committee and recognized employee groups are conducted subject to Massachusetts General Laws. The legal status of negotiations is defined in part by Sections 1 and 2 of that chapter, as follows:

“In the case of school employees, the municipal employer shall be represented by the school committee or its designated representative or representatives.” (Section 1)

" shall have the right of self-organization and the right to form, join, or assist any employee organization for the purpose of bargaining collectively through representatives of their own choosing on questions of wages, hours, and other terms and conditions of employment, and to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection, free from interference, restraint, or coercion. An employee shall have the right to refrain from any or all of such activities, except to the extent of making such payment of service fees to an exclusive representative as provided in section twelve." (Section 2)

Basic to all employer/employee negotiations is the concept of "bargaining in good faith." It is the legal responsibility of both the School Committee and employee organizations to bargain in good faith as they conduct negotiations. However, such obligation does not compel either party to agree to a proposal or make a concession.

LEGAL REF.: M.G.L. 150E:1 et seq.

Adopted: November 6, 2017

Revised: October 2, 2023

Superintendent's Report



NEF Ed Awards

The NEF Ed Awards were held at The Deck restaurant on Thursday, June 10th. The awards part of the evening recognizes individuals and organizations for their dedication and hard work supporting the NEF. This year Wendy Gus received the Excellence in Education Award, Rotary Club of Newburyport received the Business Partner Award and Andrea Varano received the Cindy Johnson Volunteer Award. This was a great evening for all that attended.

English Language Learners Family Breakfast

Lisa Furlong, the district EL team, and I attended the English Language Learners Family breakfast that was held at Newburyport High School on Wednesday, June 11th. This was a very nice end of the school year gathering where our school personnel and parents/guardians have a chance to meet and connect before the school year ends. I also had the opportunity to thank our parents / guardians for a great year, as well as recognize the EL team for their efforts in organizing this fun event.

Bresnahan Field Day / PTO Spring Fling

The Bresnahan held their annual field day on Friday. The staff set up many stations and activities for the students throughout the day. This was a great school community event as all staff and students were participating in the multiple activities.

The annual PTO sponsored Spring Fling was held Friday, June 6th with lots of fun things for everyone such as a Dunk Tank, food trucks, music, face painting, lawn games, crafts, Dojo, and more!

Molin School Survivor Games

The Molin held their annual Field Day / Survivor Games. The students participated in multiple wellness activities throughout the day and had a lot of fun. This was a great way for the Molin School to end their school year which included administrators, teachers, students and parents / caregiver volunteers.

Tennis Court Dedication

Mayor Reardon and various local officials commemorated the opening of the 3 new tennis courts at the Nock Middle School with a ribbon cutting ceremony on Tuesday, June 10th. These beautiful new courts were funded by Community Preservation Act funds, and Friends of Newburyport Tennis.

Edward G. Molin Awards

The annual Molin Awards will be held at 1:00PM on Friday, June 20th in the Nock auditorium. Molin Awards are given to recognize one staff member at the elementary, middle and high school levels that go above and beyond for their students and their colleagues. School Committee members are invited to attend.

8th Grade Year End Activities

Book Awards Assembly: Each 8th grade and Explore teacher will recognize one or two 8th grade students who have shown excellence, curiosity and passion in their courses. on Tuesday, June 17th at 8:50 AM.

8th Class Day Graduation: Students and their families will celebrate the end of middle school on Wednesday, June 18th at 8:45AM.

8th Grade Class Night: Students attending this PTO sponsored event will enjoy a carnival themed graduation party at Mission Oak, Steeple Hall in Newburyport on Wednesday, June 18th from 6:00-8:30PM.

8th Grade Celebration: The PTO carnival theme continues as students and Nock 8th grade staff head over to Fuller Field to enjoy a fun-filled 1/2 day of activities on Friday, June, 20th 8:00-11:00AM.

Extended Leadership Retreat

This year's professional development retreat for the Leadership Team will be held on June 24th and 25th.