

**NEWBURYPORT SCHOOL COMMITTEE**

**NEWBURYPORT, MASSACHUSETTS**

# **School Committee Business Meeting**

**Monday, August 22, 2022**

**6:30PM**

**SC Packet Checklist: SC Business Meeting Agenda August 22, 2022**  
**SC Business Meeting Agenda Notes August 22, 2022**  
**SC Business Meeting Minutes June 6, 2022**  
**SC Special Business Meeting Minutes June 29, 2022**  
**IA MOU September 1, 2022 – August 31, 2025**  
**Transportation Advisory Committee Minutes**  
**3/18, 4/11, 5/12 and 6/14**  
**Curriculum Renewal 2022-2023**  
**Advanced Academy Summer 2022**  
**Professional Development Summer 2022**  
**Summer Curriculum Proposals Summer 2022**

**Newburyport Public Schools**  
**Newburyport, MA**  
**School Committee Business Meeting**  
**Monday, August 22, 2022**

**6:30 PM, Senior/Community Center, 331 High Street, Newburyport, MA 01950**

*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/>.

**Business Meeting Agenda:**

1. Call to Order
2. Public Comment
3. \*Consent Agenda (warrants and minutes of 6/6/2022 and 6/29/2022) – *possible Vote*
4. Introduction of New Administrators
5. Health & COVID Update – Lauren McDonald
6. District Website Update – Lisa Furlong
7. \*Collective Bargaining Agreement between the Instructional Assistant Association and Newburyport School Committee for period September 1, 2022 – August 31, 2025. - *possible Vote*
8. Subcommittee Updates
  - a. Finance Subcommittee – Brian Callahan
    - \*District seeks approval to create an account and accept donations for the Bresnahan Library in memory of Kim Dow, a longtime employee. - *possible Vote*
  - b. Policy Subcommittee – Sheila Spalding
  - c. Joint Education Subcommittee – Bruce Menin
  - d. Superintendent Evaluation Subcommittee – Bruce Menin
  - e. Transportation Advisory Committee – Juliet Walker
    - Minutes of 3/18, 4/11, 5/12, and 6/14
9. Assistant Superintendent's Report: *Curriculum Renewal, Advanced Academy Summer 2022, Professional Development Summer 2022, and Summer Curriculum Proposals.*
10. Superintendent's Report: *School Safety Update, Back to School Preparations, Lunch Program Update, and 2-day Leadership Retreat.*
11. New Business
12. Executive Session - Vote
  - For the purpose of discussing contract negotiations, possible litigation and legal matters, and not to reconvene in Open Session.*

\*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 School Committee  
Meeting Agenda Notes**

**Monday, August 22, 2022  
6:30PM @ Senior/Community Center, 331 High Street, Newburyport, MA**

**AGENDA NOTES**

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 or stream via <https://ncmhub.org/share/channel-9/>.

**Business Meeting Agenda:**

3. \*Consent Agenda (warrants & minutes of 6/6/2022 and 6/29/2022) – possible Vote
4. Introduction of New Administrators: *Superintendent Sean Gallagher will introduce the following new administrators: Wes Pierce – Director of Pupil Services, Leigh Curtis-Pare – Molin Elementary Assistant Principal, Katy Parson – Nock Middle School Assistant Principal, and Pam Kealey – Director of Human Resources*
5. Health & COVID Update: *Lauren McDonald, Director of Health Services, will provide an update regarding health and COVID related topics for the opening of school.*
6. District Website Update: *Lisa Furlong, Director of Technology & Communications, will provide a summary of the various changes recently made to the NPS district website, as well as future changes and new features that will become available.*
7. \*Collective Bargaining Agreement between the Instructional Assistant Association and Newburyport School Committee for period September 1, 2022 – August 31, 2025. - possible Vote  
*The IA Association voted to ratify the Memorandum of Understanding (MOU) on Tuesday, August 9, 2022. The School Committee will discuss and vote to approve the MOU at this meeting. (see attached).*
8. Subcommittee Updates
  - a. Finance Subcommittee – Brian Callahan
    - \*District seeks approval to create an account and accept donations for the Bresnahan Library in memory of Kim Dow, a longtime employee. - possible Vote
  - b. Policy Subcommittee – Sheila Spalding
  - c. Joint Education Subcommittee – Bruce Menin
  - d. Superintendent Evaluation Subcommittee – Bruce Menin
  - e. Transportation Advisory Committee – Juliet Walker
    - Minutes of 3/18, 4/11, 5/12, and 6/14
9. Assistant Superintendent's Report: *LisaMarie Ippolito will provide an update for Curriculum Renewal, Advanced Academy Summer 2022, Professional Development Summer 2022 and Summer Curriculum proposals.*
10. Superintendent's Report: Sean Gallagher will provide an update on *School Safety, Back to School Preparations, the Lunch Program and the recent 2-day Leadership Retreat.*
11. New Business
12. Executive Session - Vote  
*For the purpose of discussing contract negotiations, possible litigation and legal matters, and not to reconvene in Open Session.*

**FYI: Upcoming Dates:**

- ✓ **New Staff Orientation:** August 22 & 23
- ✓ **Teachers 1<sup>st</sup> Day:** Monday, August 29
- ✓ **Labor Day:** Monday, September 5 (no school)
- ✓ **1<sup>st</sup> Day Students (gr 1-12):** Wednesday, August 31
- ✓ **1<sup>st</sup> Day PK-K:** Tuesday, September 6
- ✓ **School Committee Business Meeting:** Tuesday, September 6 at 6:30pm

\*Possible Vote

**NEWBURYPORT SCHOOL COMMITTEE**  
**SCHOOL COMMITTEE COMMUNITY FORUM & BUSINESS MEETING**  
**Auditorium, Nock Middle School, 70 Low Street, Newburyport, MA 01950**  
**Monday, June 6, 2022 - 6:30 PM**

**NEWBURYPORT SCHOOL COMMITTEE COMMUNITY FORUM**

**COMMUNITY FORUM TOPIC:**

Culturally Responsive Teaching and Learning: Creating a Culture of Belonging

**Mayor Reardon** and **Vice-Chairman Sarah Hall** welcomed the Community.

**Superintendent Sean Gallagher** gave a brief overview of the Forum and introduced the following speakers:

- Assistant Superintendent Lisa Marie Ippolito
- Bresnahan Principal Jamie Sokolowski - Positive Behavior Intervention System
- Molin Principal Tara Rossi - Professional Development
- Nock Principal Nick Markos - Parent-Teacher Advisory
- NHS Principal Andy Wulf - Essential Partners/Dialogue

**Superintendent Gallagher** introduced and thanked the following people who were on the panel to answer questions:

- Newburyport Human Rights Commission
- Newburyport Diversity Equity & Inclusion Alliance
- Essex County District Attorney
- Newburyport Police Department

**Question & Answer Session:**

**Sarah Hall** introduced the following people with questions:

- Kerri Glynn, Salem Street - "How are there going to be measurements when we can see lesson plans / when parents do not want students to participate in specific lesson plans?"
- Tatinara Lucinda, Merrimac Street - "Are there any after school programs for Molin?"
- Mike Brennan - SEL question - "How do we protect our children?"
- Sherman, Merrimac Street - A question re: spending priorities.
- Lindy Lancier, High Street - "Explain why the district is turning our children into political activists."
- Mary Ann Decie, Kent Street - "How does the school deal with complaints from students - re: students who feel marginalized?"

Each of these questions was answered by one or more of the panel.

At 8:00 PM **Superintendent Gallagher** thanked everyone and wrapped up the Forum Meeting. He commented on the Strategic Plan.

## NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING

**Present:** Mayor Sean Reardon, Sarah Hall, Juliet Walker, Brian Callahan, Bruce Menin, Sheila Spalding, Steve Cole

### **CALL TO ORDER / ROLL CALL PLEDGE OF ALLEGIANCE:**

**Mayor Sean Reardon** called the School Committee Business Meeting of the Newburyport School Committee to order at 8:05 PM. Roll call found all members present. All those present stood for the Pledge of Allegiance.

At this point **Vice-Chairman Sarah Hall** took over chairmanship of the meeting.

### **PUBLIC COMMENT:**

There was no Public Comment at this time.

### **CONSENT AGENDA:**

#### **Warrants:**

#### **Motion:**

On a motion by **Brian Callahan** and seconded by **Bruce Menin** it was

**VOTED:** To approve, receive and forward to the City Auditor for payment the following Warrant:

Warrant 8050 \$ 488,215.99

**Motion Passed Unanimously**

### **MINUTES:**

#### **Motion:**

On a motion by **Bruce Menin** and seconded by **Brian Callahan** it was

**VOTED:** To approve, receive and file the following:  
School Committee Business meeting minutes of Monday,  
May 16, 2022.

**Motion Passed Unanimously as amended**

**Bruce Menin abstained**

### **COLLECTIVE BARGAINING AGREEMENT**

**Sarah Hall** explained the Collective Bargaining Agreement between the Newburyport Teachers' Association and the Newburyport School Committee (September 1, 2022 - August 31, 2025).

The Newburyport Teachers Association (NTA) voted to ratify the Memorandum of Understanding (MOU) on Monday, May 9, 2022.

#### **Motion:**

On a motion by **Bruce Menin** and seconded by **Sheila Spalding** it was

**VOTED:** to approve the Collective Bargaining Agreement between the Newburyport Teachers' Association and the Newburyport School Committee - September 1, 2022 - August 31, 2025.

**Roll Call Vote:**

<b>Mayor Sean Reardon</b>	<b>- Yes</b>
<b>Sarah Hall</b>	<b>- Yes</b>
<b>Juliet Walker</b>	<b>- Yes</b>
<b>Brian Callahan</b>	<b>- Yes</b>
<b>Bruce Menin</b>	<b>- Yes</b>
<b>Sheila Spalding</b>	<b>- Yes</b>
<b>Steve Cole</b>	<b>- Yes</b>

**Motion Passed Unanimously**

**PERSPECTIVES IN LEADERSHIP & CHANGE CLASS OVERNIGHT TRIP TO DC (JUNE 19-22, 2022):**

**Motion:**

On a motion by **Sheila Spalding** and seconded by **Bruce Menin** it was

**VOTED:** To approve the Perspectives in Leadership & Change Class Overnight Trip to DC (June 19-22, 2022)

**Motion Passed Unanimously**

**2022 - 2023 SCHOOL COMMITTEE MEETING SCHEDULE:**

**Motion:**

On a motion by **Brian Callahan** and seconded by **Bruce Menin** it was

**VOTED:** To approve the 2022-2023 School Committee Meeting Schedule.

**Motion Passed Unanimously**

**SUBCOMMITTEE UPDATES:**

**Finance Subcommittee**

**Brian Callahan** said they will meet on June 16th.

**Policy Subcommittee**

**Sheila Spalding** said they will meet next Monday, June 13.

**Joint Education Subcommittee**

**Bruce Menin** said they will meet tomorrow night (June 7) at 7:30 PM.

### **Transportation Advisory**

**Juliet Walker** said they will meet next Tuesday, June 14th at 4:00 PM.

### **ASSISTANT SUPERINTENDENT'S REPORT:**

**Assistant Superintendent LisaMarie Ippolito** reported on the Literacy Presentation. May 23 was their last meeting. This will be completed by June 30. Their next meeting will be next Monday night (6/13).

**Juliet Walker** inquired re: the action plan - "Will you have details?"

### **SUPERINTENDENT'S REPORT:**

**Superintendent Gallagher** reported on the following:

- The Superintendent read a list of retirees and thanked everyone.
- The NEF will be honoring the retirees tomorrow - collectively there are 266 years of teaching experience between all the retirees.
- Superintendent Gallagher read a list of sports achievements.

### **NEW BUSINESS:**

**Juliet Walker** gave her appreciation to staff re: graduation ceremony.

**Superintendent Gallagher** said the graduation ceremony was amazing.

AFSCME is still in negotiations.

**Sarah Hall** commented on graduation and customs.

### **ADJOURNMENT:**

#### **Motion:**

On a motion by **Sheila Spalding** and seconded by **Brian Callahan** it was

**VOTED:** To adjourn the Business Meeting of the Newburyport School Committee at 8:44 PM.

**Motion Passed Unanimously**

**NEWBURYPORT SCHOOL COMMITTEE BUSINESS MEETING**  
**June 29, 2022 - 2:00 PM**  
**Meeting – via Zoom**

**Present:** Mayor Sean Reardon, Sarah Hall, Brian Callahan, Bruce Menin,  
Sheila Spalding, Steve Cole  
**Absent:** Juliet Walker

**CALL TO ORDER / ROLL CALL PLEDGE OF ALLEGIANCE:**

**Mayor Sean Reardon** called the School Committee Business Meeting of the Newburyport School Committee to order at 2:00 PM. Roll call found all members present except **Juliet Walker**. All those present stood for the Pledge of Allegiance.

At this point **Vice-Chairman Sarah Hall** took over chairmanship of the meeting.

**FOOD SERVICES CONTRACT:**

Phil Littlehale gave an overview of the contract. He reported that there were three responses from prospective companies. A 1-year contract was awarded to Chartwells.

**Motion:**

On a motion by **Bruce Menin** and seconded by **Sarah Hall** it was

**VOTED:** To award the 1-year contract to Chartwells.

**Bruce Menin** asked for an explanation re: no cost contract. Mr. Littlehale explained that this renews every year unless we want to go out to bid if we are unhappy.

**Steve Cole** inquired:

- Is there a limit on cost or loss? Answer - No
- How do our actuals compare to some proposals?

**Brian Callahan** inquired re: pricing. Answer - \$.25 across the board.

**Roll Call Vote:**

<b>Mayor Reardon</b>	<b>- Yes</b>
<b>Sarah Hall</b>	<b>- Yes</b>
<b>Bruce Menin</b>	<b>- Yes</b>
<b>Sheila Spalding</b>	<b>- Yes</b>
<b>Brian Callahan</b>	<b>- Yes</b>
<b>Steve Cole</b>	<b>- Yes</b>

**Motion Passed**

**Juliet Walker absent for vote**

**AFSCME CONTRACT:**

**Superintendent Gallagher** explained.



**Motion:**

On a motion by **Bruce Menin** and seconded by **Brian Callahan** it was

**VOTED:** To approve the AFSCME Contract - September 1, 2022 through August 31, 2025.

**Bruce Menin** said he appreciates the cooperation and above board negotiations between AFSCME and the School Committee.

**Steve Cole** said he was happy that various committees will be formed to address issues. This is a positive dividend for the School Committee.

**Roll Call Vote:**

**Mayor Reardon** - Yes

**Sarah Hall** - Yes

**Bruce Menin** - Yes

**Sheila Spalding** - Yes

**Brian Callahan** - Yes

**Steve Cole** - Yes

**Motion Passed**

**Juliet Walker absent for vote**

**ADJOURNMENT TO EXECUTIVE SESSION:**

**Motion:**

On a motion by **Sarah Hall** and seconded by **Sheila Spalding** it was

**VOTED** To adjourn to Executive Session at 2:19 PM.

**Roll Call Vote:**

**Mayor Reardon** - Yes

**Sarah Hall** - Yes

**Bruce Menin** - Yes

**Sheila Spalding** - Yes

**Brian Callahan** - Yes

**Steve Cole** - Yes

**Motion Passed**

**Juliet Walker absent for vote**

**MEMORANDUM OF AGREEMENT  
BETWEEN THE  
NEWBURYPORT SCHOOL COMMITTEE  
AND THE  
NEWBURYPORT INSTRUCTIONAL ASSISTANTS ASSOCIATION**

This **MEMORANDUM OF UNDERSTANDING** is entered into by and between the Newburyport School Committee (hereinafter referred to as “the Committee”) and the Newburyport Instructional Assistants Association (hereinafter referred to as “the Association”).

**WHEREAS**, the Committee and the Association entered into a collective bargaining agreement for the period September 1, 2019 through and including August 31, 2022; and

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

**WHEREAS**, said representatives of the Committee and the Association have, subject to ratification by the membership of the Committee and the Association, agreed that the following additions and modifications shall be incorporated into and made a part of the Collective Bargaining Agreement which expires on August 31, 2022. 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 September 1, 2019 through and including August 31, 2022, shall be in full force and effect for the period of September 1, 2022 through and including August 31, 2025, except as modified by this MEMORANDUM OF UNDERSTANDING.

**2. Duration – Article 19**

Three years: September 1, 2022 – August 31, 2025.

Amend Article XIX as follows:<sup>1</sup>

19.1 This Agreement shall be in force from September 1, ~~2019~~ **2022** through August 31, ~~2022~~ **2025**. Either party may initiate negotiations for a successor agreement to become effective on or after September 1, ~~2022~~ **2025** by providing written notice to the other party on or after November 1, ~~2021~~ **2024**. All terms and conditions of this Agreement shall continue in full force and effect until a successor Agreement is signed.

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<sup>1</sup> Changes to existing contract language is shown as follows: insertions in ***bold italics***, and deletions with a ~~strikethrough~~ font.

2. Wages/Classifications

A. Appendix A

1. September 1, 2022:

Delete existing salary scale/classifications and replace with the following :

<b>SEPTEMBER 1, 2022</b>				
	<b>Specialist</b>		<b>Generalist</b>	
	<i>1:1/Intensive Medical</i>		<i>Special Education IA's</i>	
	<i>ABA/IDC/PG</i>		<i>Classroom/Library</i>	
	<i>Annual</i>	<i>Hourly</i>	<i>Annual</i>	<i>Hourly</i>
<i>Step 1 (0-1 years)</i>	23,253	19.71	20,253	17.17
<i>Step 2 (2-3 years)</i>	25,905	21.96	22,905	19.41
<i>Step 3 (4-5 years)</i>	28,576	24.22	25,576	21.68
<i>Step 4 (6-7 years)</i>	31,246	26.49	28,246	23.94
<i>Step 5 (8-9 years)</i>	33,899	28.73	30,899	26.19
<i>Step 6 (10 + years)</i>	35,316	29.94	32,316	27.39
Per Diem or hourly rates are calculated as follows: Daily rate = 1/181.5 of annual salary or stipend Hourly rate= daily rate/6.5 hours				

2. Effective September 1, 2023 – increase the above salary schedule by 3%.
3. Effective September 1, 2024 – increase the September 1, 2023 salary schedule by 3%.

B. Longevity – Article 15

Amend the sections set forth below as follows:

- 15.2 Longevity: Members who have completed ten (10) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of ~~\$700.00~~ **\$850.00**.
- 15.3 Members who have completed fifteen (15) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of ~~\$1,200.00~~ **\$1,350.00**.
- 15.4 Members who have completed twenty (20) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of ~~\$1,500.00~~ **\$1,650.00**.

**15.5** *Members who have completed twenty-five (25) years of service as an Instructional Assistant in the Newburyport Public Schools shall receive an annual longevity payment of \$2,250.00.*

Renumber remaining provisions.

**3. Specialist Assignments – Article 8**

Amend to read as follows:

**8.4** Generalist Instructional Assistants assigned to a Specialist Instructional Assistant position will be compensated at the Specialist rate of pay, (at the same step as their current Generalist rate of pay) *set forth at Appendix A. Generalist Instructional Assistants who are reassigned to a Specialist Instructional Assistant assignment after the start of the school year will be paid at the Specialist rate commencing* on the fifth consecutive day of the assignment, *retroactive to the first day*, and thereafter for the duration of the assignment. *The payment of the Specialist Instructional Assistant rate will be discontinued in the event the Instructional Assistant is reassigned to a Generalist assignment.*

**4. New Hires Rate of Pay - Appendix A**

Strike language from Appendix A that states: “New employees hired at step 1”

Replace with:

*The Superintendent reserves the right to determine step placement for new hires, not to exceed Step 4. Consideration will be given to prior employment experience based upon years of service in a public school or a private special education school as an education support professional.*

**5. Off Duty Assignments – Article 8.3**

Amend as set forth below:

**8.3** Off-Duty Assignments: Instructional Assistants are eligible to apply for the off-duty assignments listed below. Appointment decisions will be made at the discretion of the Superintendent or his/her designee. The Parties specifically agree that the work involved in these assignments shall not be considered bargaining unit work. Rates of pay and hours of work to be determined by the Committee or its designee. The Committee retains the right to include other off-duty assignments, as needed.

Bus monitor  
Support for students in afterschool programs

Home services  
After school tutoring  
Summer School  
***Crossing Guard***

6. **Substitute Coverage – Article 8.5**

Amend to read as follows:

8.5 Instructional Assistants required *by the building administrator or designee* to ***provide substitute*** coverage for a Teacher for more than ~~three (3)~~ ***two (2)*** hours ***in a single school day*** will be compensated ***an additional \$45.00 for the day. Substitute coverage under this section shall mean that the Instructional Assistant is implementing lessons in the same manner as a substitute teacher.*** Coverage will be recorded on an agreed upon payroll form signed by the Principal and the IA. Payment will be included within two payroll periods of the coverage date.

7. **Professional Development – Article 11.4**

Amend as follows:

Professional Development: Instructional Assistants will participate in and be compensated at their regular rate of pay for the three (3) full day Professional Development days scheduled for the opening of the school year and during the school year (typically in November and March). Instructional Assistants are required to attend the full Professional Development day as scheduled by the Administration. ~~A joint committee of Administration and Instructional Assistants will meet at least quarterly to plan professional development after conducting a survey of Instructional Assistants. (No reduction in annual pay as a result of the elimination of the requirement~~ ***Instructional Assistants are required*** to attend Professional Development on the four early release days, ***to be phased in as follows: for the 22-23 school year - two (2) half days; for the 23-24 school year – four (4) half days. Instructional Assistants will be surveyed on an annual basis as to professional development interests, commencing in the Fall of 2022 and thereafter in the Spring.***)

8. **Job Posting/Bidding - Article 9**

Amend to read as follows:

9.1 When a position covered by the Agreement becomes vacant and the Superintendent and/or Committee decides to fill said position, or any new position covered by this Agreement is created, such vacancy shall be ***posted to Schoolspring or a similar web-based program*** ~~posted in a conspicuous place~~ listing the duties and qualifications. ***Notice of the posting will be shared electronically with staff covered by the terms of this Agreement, using District email addresses.*** This

notice of vacancy shall remain posted for ten (10) calendar days. Employees who believe themselves qualified by reason of experience, training, courses taken, certificates held, and general ability shall apply in writing within the ten (10) calendar period. A copy of the postings will also be sent to the Union President.

9. **Bereavement/Funeral Leave - Article 12**

Amend to read as follows:

12.5.1 Full-time employees shall be granted up to ~~three (3)~~ **five (5)** days off from work, with pay, immediately following the death of ~~a member of the~~ **an** employee's ~~immediate family (husband, wife spouse/partner, parent, grandparent, child, grandchild, or relative living in the household. brother or sister).~~ **Three (3) days of leave will be granted in the case of death of the employee's grandparent or sibling. In-laws or step-relatives will be included in the appropriate tier.** One (1) day of funeral leave, with pay will be granted to attend the funeral of a friend or distant relative.

10. **Working Environment – New Article**

- A. The Committee and the Association recognize employees' right to a safe working environment, including the right to be free from threats of violence. Both management and employees are responsible for providing a safe learning environment for all students and staff. Working environment concerns should be brought immediately to the attention of the building principal.
- B. The District will reimburse employees for the uninsured replacement costs for eyeglasses, hearing aids, or wearable medical alert identification directly damaged by a student. The employee will notify their building principal of the claimed damage within 24 hours and complete any required forms. Upon request, uninsured replacement costs for other durable medical devices directly damaged by a student may be reimbursed at the discretion of the Superintendent, utilizing the procedures set forth above.

11. **Reasonable Assurance Letters (NEW) - Article 8.6**

Insert the following new subsection:

8.6 Employees who are reappointed for the following school year will be provided with written assurance of reemployment no later than June 15<sup>th</sup>.

12. **Evaluation - Article 6.1**

Amend to read as follows:

6.1 The work performance of each Instructional Assistant will be evaluated annually **using the evaluation instrument attached hereto as Appendix B.**

*Employees will be advised annually of the identity of their evaluator by the second (2<sup>nd</sup>) Friday in October. The Parties agree to form a joint study committee comprised of an equal number of representatives appointed by the Superintendent and the Association President to review and make recommendations relative to an annual evaluation process and instrument. The joint committee will report out its recommendations to the negotiation teams. The agreement of the Parties will be reduced to writing and subject to ratification.*

**13. Lunch/Recess Duties (NEW) - Article 11.9**

Insert the following new subsection:

11.9 – If an Instructional Assistant is requested by their building principal or their designee to work during their thirty (30) minute lunch period and agrees, the Instructional Assistant will be paid a pro-rata share of their hourly rate (i.e 30 minutes).

This Memorandum of Understanding is subject to ratification by the Committee and the Association. 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**

**NEWBURYPORT INSTRUCTIONAL ASSISTANTS**

\_\_\_\_\_  
Sarah Hall, Vice-Chair

\_\_\_\_\_  
Stephanie Karahalis, President

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**NEWBURYPORT PUBLIC SCHOOLS**  
*Student Services*

**Instructional Assistant Evaluation Form**

**Instructional Assistant's Name:**

**School Assignment:**

**School Year:**

**Instructions for Evaluating Instructional Assistants**

This form is intended to record the evaluator's assessment of the above-named individual's job performance as an Instructional Assistant during the school year shown. The purpose of the evaluation is to recognize the individual's effective or outstanding performance and to improve less than satisfactory performance.

This form is to be completed and signed by the evaluator and provided to the Instructional Assistant **no later than the second Friday of June**. The Instructional Assistant will have the opportunity to meet with his or her evaluator if requested.

Please check the box that best reflects your judgment of the Instructional Assistant's job performance throughout the school year in that area.



## Performance Indicators

### 1. Job Performance, Organization & Planning

Indicator	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Displays initiative				
Displays flexibility				
Takes direction well				
Is punctual and regular in attendance				
Utilizes work time efficiently				

### 2. Interpersonal Relations & Communication with Adults

Indicator	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Maintains a good working relationship with all staff members				
Reflects a friendly and positive attitude towards parents				
Communicates effectively with peers and supervisors				

### 3. Interpersonal Relations & Communication with Students

Indicator	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Establishes good rapport with students				
Treats all students fairly and respectfully				
Carries out instructions related to methods or techniques to be used with students				
Manages student behavior effectively				
Promotes student safety				
Demonstrates an understanding of student differences				
Exhibits patience and appropriate expectations with students				

#### 4. Ethical & Professional Practice

Indicator	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Works towards improvement of skills and knowledge				
Works to create a positive, collaborative school culture				
Supports the district's mission and Clipper values				
Respects confidentiality of student/classroom/personnel/parent information				

**Evaluator Comments:**

*Areas for commendation:*

*Areas for improvement:*

**Instructional Assistant Comments:**

**Evaluator Signature:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**Instructional Assistant Signature:** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**NEWBURYPORT PUBLIC SCHOOLS**  
*Student Services*

**Instructional Assistant Evaluation Form**

**Instructional Assistant's Name:**

**School Assignment:**

**School Year:**

**Instructions for Evaluating Instructional Assistants**

This form is intended to record the evaluator's assessment of the above-named individual's job performance as an Instructional Assistant during the school year shown. The purpose of the evaluation is to recognize the individual's effective or outstanding performance and to improve less than satisfactory performance.

This form is to be completed and signed by the evaluator and provided to the Instructional Assistant no later than May 24, 2022. The Instructional Assistant will have the opportunity to meet with his or her evaluator if requested.

Please check the box that best reflects your judgment of the Instructional Assistant's job performance throughout the school year in that area.

**Performance Indicators**

1. Job Performance, Organization & Planning

<b>Indicator</b>	<b>Unsatisfactory</b>	<b>Needs Improvement</b>	<b>Proficient</b>	<b>Exemplary</b>
Displays initiative				
Displays flexibility				
Takes direction well				
Is punctual and regular in attendance				
Utilizes work time efficiently				

## 2. Interpersonal Relations & Communication with Adults

<b>Indicator</b>	<b>Unsatisfactory</b>	<b>Needs Improvement</b>	<b>Proficient</b>	<b>Exemplary</b>
Maintains a good working relationship with all staff members				
Reflects a friendly and positive attitude towards parents				
Communicates effectively with peers and supervisors				

## 3. Interpersonal Relations & Communication with Students

<b>Indicator</b>	<b>Unsatisfactory</b>	<b>Needs Improvement</b>	<b>Proficient</b>	<b>Exemplary</b>
Establishes good rapport with students				
Treats all students fairly and respectfully				
Carries out instructions related to methods or techniques to be used with students				
Manages student behavior effectively				
Promotes student safety				
Demonstrates an understanding of student differences				
Exhibits patience and appropriate expectations with students				

4. Ethical & Professional Practice

Indicator	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Works towards improvement of skills and knowledge				
Works to create a positive, collaborative school culture				
Supports the district's mission and Clipper values				
Respects confidentiality of student/classroom/personnel/parent information				

**Evaluator Comments:**

*Areas for commendation:*

*Areas for improvement:*

**Instructional Assistant Comments:**

\_\_\_\_\_  
**Evaluator Signature:**

**DATE:**

\_\_\_\_\_  
**Instructional Assistant Signature:**

**DATE:**

**Newburyport School Committee  
Transportation Ad-Hoc Committee  
3/18/22 3pm-4pm  
Central office conference room**

**Meeting Notes**

Attendees: Brian Callahan, Sean Gallagher, Nancy Koch, LisaMarie Ippolito, Juliet Walker

**Purpose/Role of Committee**

**Ideas discussed:**

- Overall Purpose — Recommend Transportation Policy / Goals to present to the SC to guide decisions related to school transportation access, safety, funding, and fees
- Identify pros (and potential cons) of district-supported transportation options
- Conduct parent survey to determine why students/families choose their transportation mode
- Review overall school bus transportation costs and trends
- Understand legal requirements for school bus transportation
- Review school bus operations (e.g. routing, number of busses)
- Review existing bus fee structure and research models from other districts
- Consider ways to improve traffic congestion and bicycle and pedestrian safety in and around our schools
- Explore collaboration opportunities with MVRTA and other City departments

**Timeline**

- Provide recommendations to full SC by September

**Other Items**

EV Grant

- Molly Ettenborough has identified a potential grant that School and/or City could apply for to fund an EV vehicle for school transportation needs

**Next Meeting(s)**

- 4/11 at 5pm (invite Salter Transportation to review bus routing and general operations)
- 5/10 at 5pm (Topic TBD)

**Newburyport School Committee  
Transportation Advisory Committee  
4/11/22 5pm-6:30pm  
Central office conference room**

**Meeting Notes**

**Attendees:** Brin Callahan, Sean Gallagher, LisaMarie Ippolito, Nancy Koch, Pam Kealey, Juliet Walker, Phil Littlehale

**I. Salter Transportation (David and Lee)**

- Revamped bus operations as part of late start so that busses serve individual schools
- Less mixing of kids, so helped with discipline
- City is required to provide transportation for all in-City students including IC and River Valley Charter
- Plum Island continues to be a struggle due to distance
- 13 busses, plus 2 special needs smaller busses
- Salter has been absorbed into parent company (Beacon Mobility)
- BM is purchasing 10 EV busses, we will likely be getting some of these 2023/2024
- If we purchase the EV, could potentially lease back to Salter (will need to be reviewed as part of contract with BM)
- Routing software is TransFinder, helps figure out placement of stops
- Also allows tracking of riders (who is supposed to be at which stop)
- We generate our own stops, this software is primarily used for routing, but could be used for establishing stops
- Typically use the historic stop locations, will adjust for kindergarten students and then stop may change
- Synovia is used internally for GPS tracking of busses
- We currently don't have any routing guidance
- Drivers have added stops without Lee's permission, but this is strongly discouraged
- Driver shortages – Newburyport is doing pretty well, but have a lot of openings
- Salter provides the CDL trainings (for free)
- Late bus is provided for Nock/Molin that is shared with RVC

**II. Transportation Fees**

- Free and reduced lunch can be used to assign a discount if parents agree when they enroll (is also used for sports fees). Pam K is constantly updating the free and reduced lunch applications, families can apply any time over the course of the year.
- No kids have been unenrolled from the program since 2018/2019 school year, so current numbers are inflated.
- Bus fee is automatically waived if applicant for a bus pass is on the free and reduced lunch program.
- District is not mandated (by state or fed regulations) to do this



- Data used to compile the free bus list is from the end of the school year, perhaps this can be calculated based on when DESE free and reduced lunch lists get updated.
- Payment due date could be adjusted, but application should stay the same.

### **III. Review Committee proposed purpose and scope**

#### *Draft Transportation Advisory Committee Purpose and Scope*

- **Purpose:** Develop guidelines for School Committee decisions related to school transportation access, safety, funding, and fees.
- **Scope:** Research and evaluate existing school transportation and develop recommendations for revisions to existing policies or establishment of new policies and present to School Committee in fall of 2022.
  - Review school bus operations (e.g. routing, number of busses)
  - Conduct parent survey to determine why students/families choose their transportation mode
  - Review overall school bus transportation costs and trends
  - Understand legal requirements for school bus transportation
  - Review existing bus fee structure and research models from other districts
  - Consider ways to improve traffic congestion and bicycle and pedestrian safety in and around our schools
  - Explore collaboration opportunities with MVRTA and other City departments
  - Consider opportunities for reducing school transportation costs and improving efficiencies

### **IV. Draft survey to Newburyport families re: transportation choices**

(<https://docs.google.com/forms/d/1Hp8NsREdodgo8DH7CLCHx6iJX3nD0caRuPtQFIUHSZg/edit>)

- For next meeting – suggest any revisions to survey
- Limit by email address
- Consider being more general in the address selection (by street instead of by address)
- Consider separate survey for bus users vs those who don't use the bus
- Target sending out the surveys beginning of June (after Memorial Day)

### **IV. Topic(s) for next meeting**

- Looking at the policy
- Survey
- Review existing bus fee structure and research models from other districts
- EV Grant

### **VI. Other Business – Walk/Bike to School is May 4th – NYS is organizing**

**Newburyport School Committee  
Transportation Advisory Committee  
5/12/22 2pm-3pm  
Via Zoom**

**Attendees:** Sean Gallagher, Lisa Marie Ippolito, Pam Kealey, Nancy Koch, Juliet Walker

**Meeting Notes**

- I. Review Existing District Transportation Policy and State Requirements
  - See attached policies for “Walkers and Riders” (policy EEAA), “Student Transportation Services” (policy EEA)
  - Committee should be prepared to make any recommended policy changes to the full School Committee next fall (including fees)
  - Staff indicated these are the policies currently in practice, Superintendent noted he has had occasion to approve bus fee waivers (which the policy allows for on a discretionary basis) for particular family situations
  - One item noted was referencing provision of free transportation for homeless students (for policy EEAA)
  - For next meeting, Juliet will review against MASC policy and note any differences
  
- II. Review draft survey to Newburyport families re: transportation choices (<https://docs.google.com/forms/d/1Hp8NsREdodgo8DH7CLCHx6iJX3nD0caRuPtQFIUH/SZg/edit>)
  - Suggest replacing the question about understanding how transportation works in the schools to get at more detailed, mode-specific information as well as a question to gauge whether parents are aware of the current policy
  - Add question about whether you have a current bus pass and how often you take the bus
    - SIDE note: if busses are not regularly running at capacity (and people are not always using their bus passes), can we look into reducing the number of busses we provide, future question for Salter
  - Add some of the questions included in the SRTS travel survey <https://masaferoutessurvey.org/> (including both TO and FROM school)
  - Juliet will followup with SRTS coordinator to see if we can customize this survey and use their online tool
  - Add question about whether the cost of the bus fee factors into their decision about what mode of transportation they use
  
- III. Review existing bus fee structure and discuss comparative info to collect from other districts
  - Juliet is working on putting together a list of comparative information from other districts of similar population size, geographic area, and school budget
  - If anyone has existing information that they've compiled, please share with Juliet

IV. EV Grant Update

- LisaMarie has chatted with Molly Ettenborough, no further progress since they last spoke
- Juliet talked to Kim Turner at the City who is compiling a facilities master plan with Molly and suggested including EV charging stations for future City EV fleet

V. Next meeting

- June 14th, 4pm at Central Office

**Newburyport School Committee  
Transportation Advisory Committee  
6/14/22 4pm-5pm**

**Location: Central Office Conference Room**

**Meeting Minutes**

Attendees: Sean Gallagher, Pam Kealey, Nancy Koch, Phil Littehale, Brain Callahan, LisaMarie Ippolito, Juliet Walker

1. Reviewed draft transportation survey to be sent to Newburyport families re: transportation choices –  
(<https://docs.google.com/forms/d/1Hp8NsREdodgo8DH7CLCHx6iJX3nD0caRuPtQFIUH/SZg/edit>)
  - Agreed to delete the city/town survey question to simplify – we will just send out to students who live in Newburyport city-limits (if necessary, we could send a separate survey for school choice students)
  - Goal is to finalize and send out in September
  
2. Reviewed comparative info on bus fees and transportation policy compiled to date from other districts
  - Juliet is updating the list, which includes communities north of Boston
  - Committee members suggested other criteria to limit the list of comparable communities – City population, geographic data, school enrollment, number of schools in the community, DART schools that are similar to Newburyport (Sean and Lisa will provide list)
  - Can we get a list of other examples of school transportation policies from MASC? Brian will follow-up.
  
3. Phil will follow up with Salter to confirm if they track actual ridership
  
4. EV Grant Funding
  - Pam and LisaMarie got updated info from state on EV fleet grant and they will follow up with Salter
  
5. Topic(s) for next meeting
  - Review comparative data
  - Confirm survey schedule
  - Next meeting 8/16 at 10am

# Memorandum



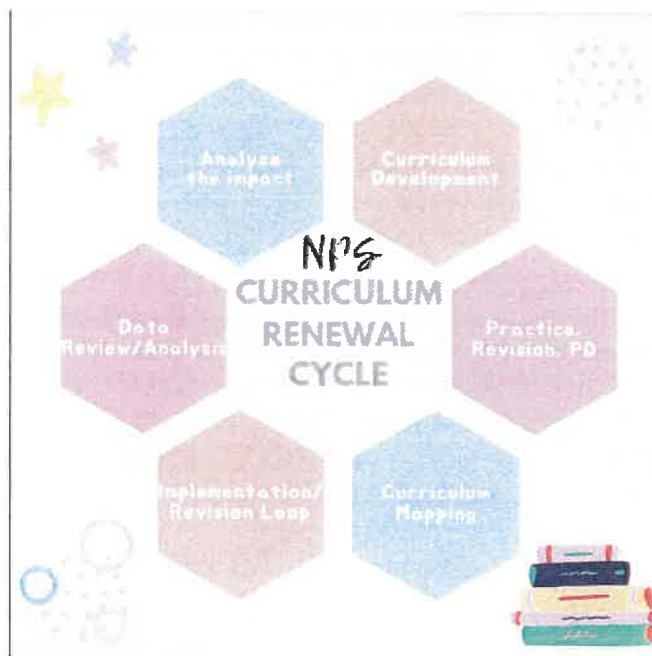
To: Newburyport School Committee  
From: LisaMarie Ippolito, Assistant Superintendent  
Re: Curriculum Renewal – 2022-23  
Date: September 1, 2022

The purpose of this memorandum is to acknowledge and provide information about the curriculum renewal work being worked on during the 2022/23 academic year. Curriculum is defined as what it is that we want students to know and be able to do within a particular time frame. Some have referred to the curriculum as *the lore of the tribe*. In Newburyport it is the collection of knowledge and practices that we believe important for students to experience and comprehend during their years in school. The focus in curriculum renewal work is on increasing and enriching student learning. The learned curriculum is the object of ultimate concern. How can learning experiences be organized for effective instruction? Organization is an important aspect of curriculum development because it greatly influences the efficiency of instruction and the degree to which major educational changes are brought about in the learner.

Newburyport will be establishing a cycle in which we review our curriculum tools, maps and assessment results to impact change for our students. We will be working to create a 5 year cycle to examine all content areas and their alignment to DESE , Department of Secondary and Elementary education, guidance. This will contain a systematic process for developing and evaluating curriculums. Attributes of excellent curricula include – regularly scheduled review, currency with the disciplines’ evolving knowledge base, and the use of assessment for the purpose of determining whether the written curriculum is in fact the learned curriculum. A quality curriculum renewal process is cyclical in nature. It is dynamic. Curriculum is not static. A discipline’s knowledge base is forever growing and research on best instructional practice evolves as well.

Newburyport’s curriculum development or renewal work is completed by the Vertical Curriculum Team with the support of building based CEL/ILT groups. Teachers and administrators who serve on these committees have knowledge of the subject area and are considered to be opinion leaders amongst their colleagues. Review committees include representatives of the district’s schools and grade levels. Committee membership includes teachers and administrators. In Newburyport, curriculum renewal efforts are led by a number of individuals. Instructional Leader Teams (ILT) are responsible for the secondary level work. Liaisons lead the PreK–12 efforts in the disciplines of fine & performing arts and health & physical education. Curriculum renewal efforts in elementary mathematics are led by the Elementary Mathematics Coach and language arts is managed by the Elementary Literacy Coach. Principals are asked to lead efforts in some instances. Both the superintendent and the assistant superintendent work closely with the leaders and the committees.

Subject areas in year one begin their work by studying the current trends and issues related to their discipline. Subsequent to developing and administering a needs assessment (which could determine a curriculum's currency or the degree to which a curriculum is aligned with the Massachusetts Frameworks), review committees write a beliefs and direction statement. Other 1<sup>st</sup> year renewal activities to be undertaken by review committees include the review of national and state level standards. In Massachusetts, Frameworks exist for each subject area or discipline. The Frameworks contain grade level learning standards – what a child should know and be able to do. Additionally all review committees ensure that curriculum developed results in an alignment with each of Massachusetts's Framework's standards. This is the time when a review committee may choose to supplement the local curriculum with standards not contained in the Frameworks but considered uniquely important for the Newburyport students such as the Grade 3's unit focusing on Newburyport's local history. The renewal activities culminate with an evaluation of a revised or new curriculum one year after its implementation.



# Memorandum



To: Newburyport School Committee  
From: LisaMarie Ippolito, Assistant Superintendent  
Re: Advanced Academy – Summer 2022  
Date: August 15, 2022

For your information, here is a brief write up of the Summer Advanced Academy. This program is the idea of Superintendent Gallgher, directed by Assistant Superintendent Ippolito and directed by Dr. Tom Abrams. Dr. Abrams did an excellent job encouraging staff to share their talents and organizing all of the events for this summer. He even participated with Lisa Furlong to run a Ted Talk.

## **Newburyport Advanced Academic Programming**

**Purpose:** The Newburyport Advanced Academic Programming (NAAP) offers challenging learning experiences to meet the needs of advanced learners. These learners have the ability to think, reason, and problem solve at advanced levels and have the requisite high level academic skills to engage in advanced materials and projects.

### **Offerings for 22-23:**

- TED Talk
- Wellness
- Making a Graphic Novel
- Electronic Texts
- Food Trends
- Farm to Table: Hands on Learning
- Code and Crafts



## Memorandum



To: Newburyport School Committee  
From: LisaMarie Ippolito, Assistant Superintendent  
Re: Professional Development – Summer 2022  
Date: August 15, 2022

For your information I have provided the booklet that relates to summer professional development that is occurring this summer. Please note that with few exceptions that the presenters are Newburyport educators. These individuals embody the term *teacher leaders*. They are knowledgeable and possess great credibility with their peers. Teacher led professional development is a powerful method of growing the talents of the instructional corps.

We would also like to thank the Assistant Superintendent's from Triton and Pentucket, Anna Bates and Brent Conway, respectively, for their collaboration in creating the Oceanside Professional Development group and their staff's contribution to this summer institute.

*Oceanside Professional Development*  
Newburyport \* Pentucket \* Triton

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# SUMMER BROCHURE 2022

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COURSES ARE HYBRID, IN-PERSON OR  
VIRTUAL

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**PLEASE REGISTER THROUGH THE GOOGLE FORM**

[https://docs.google.com/forms/d/e/1FAIpQLSfXR1BA3DLqWm11KlcUJLNiyVdDCvAY7dPVkdNGP7jTLhKEig/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfXR1BA3DLqWm11KlcUJLNiyVdDCvAY7dPVkdNGP7jTLhKEig/viewform?usp=sf_link)

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# Occanside Professional Development

## Newburyport \* Pentucket \* Triton

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### SONGWRITING: THE FUSION OF WORDS AND MUSIC

HYBRID (PART ONLINE, PART IN PERSON) -INSTRUCTOR: RICHIE PACE

This workshop will introduce students to the craft of songwriting, an art form that intertwines skills in language and music. The primary focuses of the workshop will be melody, lyrics, chord progression, arrangement, sound recording, and live performance. Students are encouraged to use personal instruments (guitars, keyboards, etc), however no previous musical experience is required. We will dissect popular songs to better understand their musical DNA and rhyme patterns, exercise effective writing and recording techniques, and practice collaboration strategies and etiquette. The goal of the workshop is for students to unlock an outlet for creativity, empowerment, and expression that they can explore throughout their lives.

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### LEVELING UP WITH GOOGLE SLIDES

VIRTUAL, -INSTRUCTOR: JACQUILINE ROUSSEAU

This workshop is for educators who have a baseline proficiency with Google Slides and are looking to go beyond using slides as a simple slideshow presentational tool. We will be turning slides into screencasts, integrating them with EdPuzzle & PearDeck, turning them into various interactive learning activities, and so much more. **This is a four week course (4 modules) and will start on Monday, August 1st. We will meet virtually once a week on Monday to kick off each module and provide an overview of the week's work. Assistance hours are by appointment.**

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### BOOK STUDY: TEACHING FOR DEEPER LEARNING: TOOLS TO ENGAGE STUDENTS IN MEANING MAKING

VIRTUAL INSTRUCTOR: TOM ABRAMS

Far too often, our students attain only a superficial level of knowledge that fails to prepare them for deeper challenges in school and beyond. In Teaching for Deeper Learning, renowned educators and best-selling authors Jay McTighe and Harvey F. Silver propose a solution: teaching students to make meaning for themselves. Book is included. Readings and reflections will be assigned in-between meetings.

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### INCREASE STUDENT ENGAGEMENT WITH TECHNOLOGY

IN-PERSON, INSTRUCTOR: STACEY BOUCHER

Increase Student Engagement- This would feature several technology tools that teachers at any level would be able to utilize to increase student motivation and engagement.

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# Oceanside Professional Development Newburyport \* Pentucket \* Triton

## TRAUMA ONE - LESELY COLLEGE HELD AT MOLIN IN NEWBURYPORT HYBRID (PART ONLINE, PART IN PERSON) -INSTRUCTOR: TARA ROSSI

The registration link is specific to your course section and should not be forwarded or shared. Registration deadline: June 1, 2022 Registration link: Summer 22 LEDUC 5256 01NBP (please use a browser other than Internet Explorer) Once you register for the course, you will be prompted for payment. Full course dates (this is an accelerated summer session with dedicated synchronous and asynchronous sessions): Monday, July 11th through Friday, August 5th (7/11/22 - 8/5/22) IN PERSON meetings: Mondays, 7/11, 7/18, 7/25, 8/1, 2pm-5pm Asynchronous sessions: Wednesdays, 7/13, 7/20, 7/27, 8/3  
Please contact your instructor Tara Rossi (trossi@lesey.edu) with any questions or concerns.

## BOOK STUDY: GRADING FOR EQUITY BY JOE FELDMAN HYBRID (PART ONLINE, PART IN PERSON), -INSTRUCTORS: ROBIN DOHERTY, PENTUCKET COORDINATOR OF CURRICULUM & MARK DZIEDZIAK, PENTUCKET HIGH SCHOOL HISTORY TEACHER

How equitable is your grading? How do you create meaningful grades for students that reflect student learning? What does fair grading look like? If you have ever thought about these questions before, you are invited to participate in the book student, Grading for Equity. The book study is the perfect opportunity to redefine grading practices at the secondary level that reach all types of learners and at all grade levels. *There will be two in-person meetings. The first meeting take place on Thursday, June 24, 8:30-10:30 a.m., at Page Elementary, West Newbury and the last meeting on Wednesday, August 24, 8:30-10:30, at, Page Elementary, West Newbury . Readings and reflections will be assigned in-between meetings.*

## BOOK STUDY: LITERACY FOUNDATIONS FOR ENGLISH LEARNERS VIRTUAL, INSTRUCTOR: SPENCER HIGGINS, EL TEACHER

This book study is designed for educators looking for an evidence-based guide to providing English learners in Pre-K-Grade 6 with explicit, systematic instruction on language and literacy fundamentals. Participation in this book group will earn 10 PDPs related to SEI or ESL (15 required for recertification.)  
Tuesday, June 21st 10:00-10:30AM - Book pick up and introduction for pre-registered participants.  
Reading assignments and reflection questions will be released weekly between 6/27 and 8/15. While most work will be asynchronous, there will be one remote meeting for all participants to reflect on the process scheduled for Monday, August 22th 11:00am-12:00PM

## CODING IN THE CLASSROOM IN-PERSON, INSTRUCTOR: STACEY BOUCHER

Coding in the Classroom- The purpose of this would be to explore coding in an elementary classroom. This would include both non-technology coding along with technology based coding through the use of Robots.

# Oceanside Professional Development Newburyport \* Pentucket \* Triton

## SCIENCE CONTENT FOR ELEMENTARY CLASSROOM TEACHERS IN PERSON, -INSTRUCTOR: PAM ENDYKE, PENTUCKET SCIENCE TEACHER AND DEPARTMENT CHAIR & LISA WARD, PENTUCKET HIGH SCHOOL SCIENCE TEACHER

This course will provide science content instruction for elementary classroom teachers. Pam Endyke, the Science Department Chair and AP Biology Teacher and Lisa Ward, Biology Teacher, at the Pentucket Regional Schools will design the course using a phenomenon based approach. The course will focus on various science standards and content with a primary focus on grades 3-5. This an 8 hour in-person course with work assigned prior to the first meeting and one night of homework. **June 27 & 28 8-12 p.m.**

## BOOK STUDY: CULTURAL RESPONSIVE TEACHING FOR MULTILINGUAL LEARNERS VIRTUAL, -INSTRUCTORS: TRITON STAFF

This book study is designed for educators looking for tools and strategies to support the implementation of culturally responsive teaching in their context. Participation in this book group will earn 10 PDPs related to SEI or ESL (15 required for recertification.) **Tuesday, June 21st 10:00-10:30AM** - Book pick up and introduction for pre-registered participants. Reading assignments and reflection questions will be released weekly between 6/27 and 8/15. While most work will be asynchronous, there will be one remote meeting for all participants to reflect on the process scheduled for **Monday, August 22th 11:00am-12:00PM**

## STRUCTURED LITERACY & SCIENCE OF READING: K-3 IN PERSON, -INSTRUCTOR: JEN HOGAN

The course is designed for new and veteran teachers who wish to improve their practice in structured literacy and small group targeted instruction. The class emphasizes how the brain learns to read through both decoding skills and language comprehension. Teachers leave with a deeper understanding of how to implement effective teaching methods for teaching decoding, language comprehension and reading comprehension. Teachers will also explore how to choose and use effective assessments to drive instruction and monitor student progress, matching progress monitoring to instruction, and choosing instructional activities and resources to use during instruction. **August 16 and August 18, 8-12 both days 8 hours**

# Oceanside Professional Development Newburyport \* Pentucket \* Triton

## INSTRUCTORS PROFILE

**Dr. Robin Doherty, Curriculum Coordinator, 7-12, and Mark Dzedziak**, veteran high school history teacher, using Grading for Equity as the foundation, have facilitated professional development at the secondary level at Pentucket Middle/High School. This PD has created a new grading policy/procedure for the 2022-2023 school year that reflects equitable grading practices for all learners.

**Dr. Anna Bates** is the interim assistant superintendent for the Triton Regional School District. Prior to this position she served as Triton's Teaching & Learning Coordinator and Differentiation Specialist and has 12 years of middle school classroom teaching experience. Anna is also an adjunct faculty member in Salem State University's CAGS program.

**Spencer Higgins** teaches English Language learners at Pine Grove School and Salisbury Elementary School in the Triton Regional School District. Spencer has been in the Triton district since 2015.

**Richie Pace** is a Permanent Building Substitute Teacher and Head Coach of the track & field team at the Rupert A. Nock Middle School in Newburyport, MA

**Jacqueline Rousseau** is a Technology Integration Specialist for Grades 4-8 at the Edward G. Molin and Rupert A. Nock Schools. She has been playing with, exploring, and incorporating technology into curriculum since she started teaching in Newburyport in 2012 as a Spanish Teacher.

**Jen Hogan** is the K-6 Literacy and Humanities Coordinator and Coach for Pentucket. She provides professional development in structured literacy and the Science of Reading locally in Pentucket, for DESE, and for audiences across the country and consults with other districts on how to shift to methods of literacy instruction that support all students. Jen was a Literacy Champion for DESE and worked to create the Mass Literacy Guide, as well as advocated for literacy changes to the Board of Elementary and Secondary Education. She has also appeared on the Melissa and Lori Love Literacy podcast. A teacher first and foremost, she brings a practical and energetic approach to literacy instruction in K-3 classrooms.

**Pam Endyke**, the Science Department Chair and AP Biology Teacher and **Lisa Ward**, Biology Teacher are veteran teachers for the Pentucket Regional School District. They both recently completed the District Science Curriculum Review and engaged with MA DESE on revisions to the Science Technology and Engineering standards and review of high quality curriculum programs are designed to meet the most current standards. They will bring content knowledge and real life experience from the science field.

# Oceanside Professional Development Newburyport \* Pentucket \* Triton

## INSTRUCTORS PROFILE

Dr. Anglea Mousseau is currently a Professor of Education and Counseling at Rivier University and is a licensed psychologist whose clinical work focuses on special education program consultation and evaluations and psychological evaluations for children and adolescents in the community and schools. Dr. Mousseau also specializes in Social Emotional Learning program implementation and integration in schools and across school districts.

Dr. Thomas Abrams is the current Literacy Coordinator for the Newburyport Public Schools, a job he transitioned into after twenty years as an English teacher from grades 4-college (but mostly at the high school level). He holds diverse degrees in History, English, teaching, school administration, and received his Ed.D. with a dissertation on writing motivation in high school students. His passion is to make education meaningful for students to invoke in them the motivation to read and write.

**Tara Rossi** is the principal of the Molin Upper Elementary School in Newburyport. -30 years experience in education pre-K-12, inner city, rural, suburban.-21 years education administration, Trauma and Learning Certified through Lesley University, Adjunct Faculty for 5 years teaching Trauma and Learning Courses for Lesley University

**Stacey Boucher** - Hi my fellow educators! My name is Stacey Boucher and I am the Technology Integrator at the Bresnahan Elementary School in Newburyport. This is my 1st year in this role in the Newburyport School System, but I have been with the district for over 20 years. My experiences include Literacy Support Teacher and having taught in the classroom teaching grades 1, 2 and 3. My undergraduate degree is in Elementary Education and my Master's degree is in Technology in Education.

## Questions?

Please reach out to:

LisaMarie Ippolito, Newburyport, [lippolito@newburyport.k12.ma.us](mailto:lippolito@newburyport.k12.ma.us)

Anna Bates, Triton, [anna.bates@tritonschools.org](mailto:anna.bates@tritonschools.org)

Brent Conway, Pentucket, [bconway@prsd.org](mailto:bconway@prsd.org)

# Memorandum



To: Newburyport School Committee  
From: LisaMarie Ippolito, Assistant Superintendent  
Re: Summer Curriculum Proposals – Summer 2022  
Date: August 15, 2022

For your information I have provided information as it relates to Summer Curriculum Proposals. We had a total of 50 staff members participating in this collaborative work. Many staff are working as grade level teams or departments. The work being completed supports the large grade level and department teams within their buildings. Examples of this work are:

- Student Leadership
- Grade 8 Social Studies Civic Project
- MyView Differentiated Instruction (Literacy)
- Curriculum Mapping
- Advisory plan in Google Classroom
- Tier 1 and 2 intervention folders in Google Classroom
- Creating lab experiences
- American Drama Unit
- Summer reading Overview
- Executive Functioning



## Summer Curriculum Proposal Staff List

### **High School:**

- ★ Meghan Horst, Mark Littlefield, Michelle Macdougall, Amy Haas
- ★ Liv Timmins
- ★ Meghan Marlar, Alyson Osgood
- ★ Katie Michko
- ★ Megan Grandmont
- ★ Sara Scannell, Emily Marrs, Ben Smolski, Liv Timmins, Lynne Cote, Ashley Lieblein, Constantina Knecht, Peter Brannen, Colleen Fallon, Jill Moran, Melissa Martin, Kim Ragoza, Elizabeth Libby, Amanda Drugan, David Clay, Wendy Lavigne
- ★ Alison Osgood, Megan Marlar
- ★ Brendan Burke & Chrissa Pissios
- ★ Lynn Cote, David Clay, Ben Smolski, Amy Heath, Colleen Fallon, Katherine Mailhiot, Aaron Ribaugo-Smith, John Trask
- ★ Ashley Lieblein, Kim Ragoza, Shaun Bleau, Dave Clay, Erica Anderson
- ★ Katie Michko, Megan Grandmont

### **Middle School:**

- ★ MaryKate Allan, Lisa Alexander, Olivia Coutier
- ★ Eriko Antos, Eric Schildge
- ★ Jen Groskin, Eric Schildge
- ★ Arley Fagan, Hazel Tripp
- ★ Nancy Kreusser
- ★ Jacqueline Rousseau
- ★ Jen Groskin, Kyle Boudreau
- ★ Karla Gomez, Wanda Reines
- ★ Soraya Rodriquez

### **Elementary:**

- ★ Eileen Barry, Katie DeCoste, Jen Fiske, Audrina Rice
- ★ Ally Kusser
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