



MEETING POSTING

TOWN OF NANTUCKET

Pursuant to MGL Chapter 30A, § 18-25

All meeting **notices and agenda** must be filed and time stamped with the Town Clerk's Office and posted at least 48 hours prior to the meeting (excluding Saturdays, Sundays and Holidays)

RECEIVED

2026 AUG 14 PM 02:07
NANTUCKET TOWN CLERK
Posting Number:T 568

Committee/Board/s	Nantucket School Committee Meeting
Day, Date, and Time	Tuesday, August 18, 2026, 6:00 PM
Location / Address	HYBRID - Nantucket High School, Large Group Instruction Room (LGI) 10 Surfside Road · Nantucket, MA 02544 https://zoom.us/webinar/register/WN_rFJK1ua5RCeuUx0XTE61OA
Signature of Chair or Authorized Person	Katie Bedell

WARNING: IF THERE IS NO QUORUM OF MEMBERS PRESENT, OR IF MEETING POSTING IS NOT IN COMPLIANCE WITH THE OML STATUTE, NO MEETING MAY BE HELD!

AGENDA

To virtually attend the meeting, register using the Zoom Webinar link below:

https://zoom.us/webinar/register/WN_rFJK1ua5RCeuUx0XTE61OA

To watch meeting live, click here: <https://youtube.com/live/veR7vD6i86o>

- I. Call to order
- II. Welcome and approval of agenda
- III. Announcement: this meeting is being audio and video recorded
- IV. Public Comment
- V. Superintendent's Update
 - a. Staffing Update
 - b. Transportation Update
 - c. Additional Updates
- VI. Presentations and discussions of issues to the Committee
 - a. FY26 MAP Summative Data Results, Dr. Amanda Bardsley
 - b. School Committee Goals, 2026-2027, Shantaw Bloise-Murphy
 - c. Superintendent Contract Update, Shantaw Bloise-Murphy
- VII. Committee discussions and votes to be taken
 - a. Vote to approve changes to Policy EEA, Student Transportation Services
 - b. Vote to approve changes to Policy EEAA, Walkers and Riders
 - c. Vote to approve the 2026-2029 contract for the Superintendent
 - d. Vote to approve the 2026-2029 contract for Executive Director of Special Services
 - e. Vote to approve the 2026-2029 contract for School Business Administrator

OUR MISSION:

Nantucket Public Schools, in partnership with a caring community, will create a dynamic and equitable learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet local and global challenges.

- f. Vote to approve the donation from the Community Foundation for Nantucket to the Nantucket Community School for \$10,000 to support Adult English for Speakers of Other Languages (ESOL) classes
 - g. Vote to approve the donation from the Community Foundation for Nantucket to the Nantucket Community School for \$15,000 to support the Summer Boost program
 - h. Vote to approve the donation from Nantucket Education Trust to the Nantucket Community School for \$6,000.00 to support the Summer Boost program
 - i. Vote to approve the the donation from the Nantucket Golf Club Foundation to the Nantucket Community School for \$60,000 to support tuition assistance and the Ready, Set, School program
 - j. Vote to approve the donation from Remain Nantucket to the Nantucket Community School (NCS) for \$12,500 to redesign the NCS website
 - k. Vote to approve the donation from the Sconset Union Chapel to the Nantucket Community School for \$3,000 to support the Summer Boost program
 - l. Vote to approve the donation from Nantucket Education Trust to Nantucket High School gift account to for the Music Department to purchase drums
 - m. Vote to approve the donation from Nantucket Education Trust to the Nantucket Public Schools to be used toward the Dignity Index Speaker
 - n. Vote to approve the Vito Capizzo pre testing installation agreement
 - o. Vote to approve the May 19, 2026 Meeting Minutes
 - p. Vote to approve the June 2, 2026 Meeting Minutes
 - q. ~~Vote to approve the June 16, 2026 Meeting Minutes~~
 - r. ~~Vote to approve the June 4, 2026 Reorganization Meeting Minutes~~
 - s. Vote to approve Transfers & Invoices
- VIII. Student Council Representative
 - IX. Sub-Committee/Work Group Report
 - X. Agenda for the next meeting - September 1, 2026 - September student enrollment, Summer School Presentation, 4th Quarter Budget Updates, DIP (Year 4 Action Plan), School & Employee Handbooks, Superintendent Goals
 - XI. Adjournment

OUR MISSION:

Nantucket Public Schools, in partnership with a caring community, will create a dynamic and equitable learning environment which engages each of us to be inspired learners and responsible citizens, prepared to meet local and global challenges.

NPS MAP

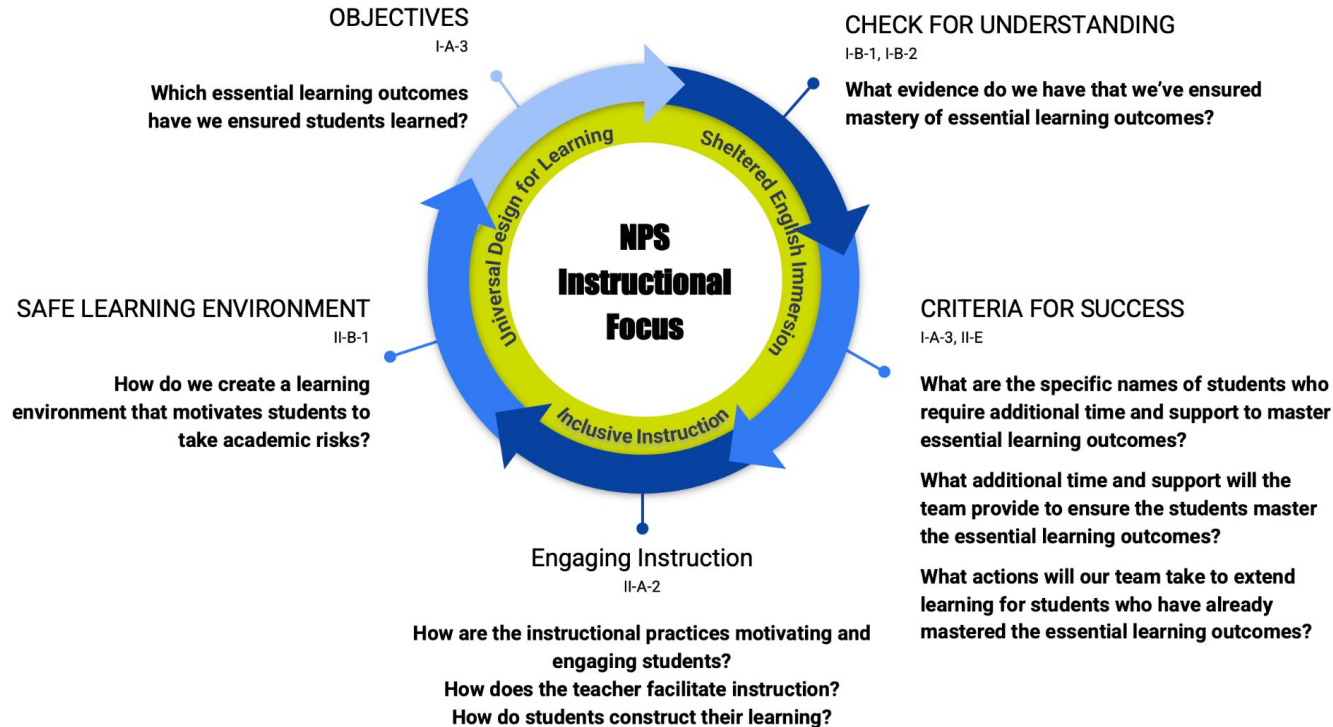
Spring 2026



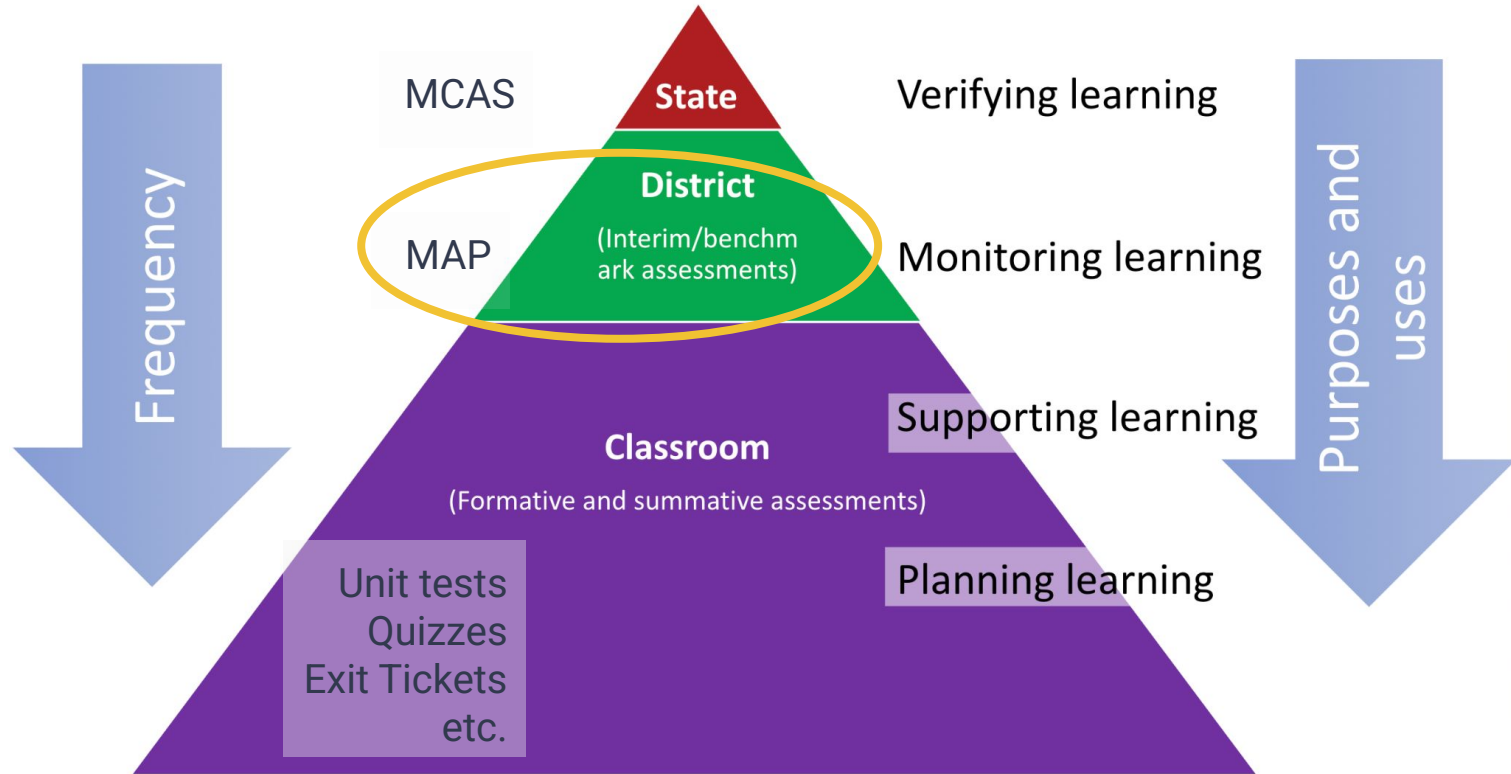
Agenda

- Math followed by ELA
 - District (K-8): Growth and achievement across years
 - Schools (NES, NIS, CPS): Quadrant reports across years
 - Next Steps

NPS Instructional Vision



Assessment System

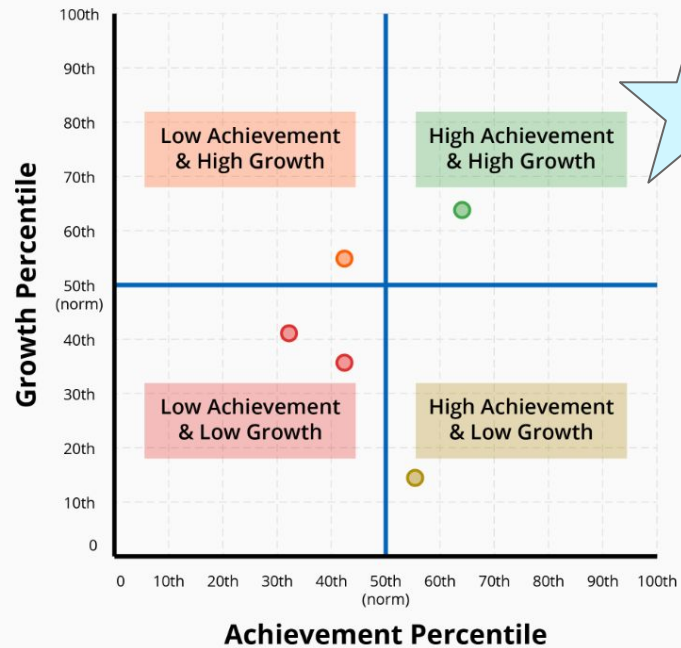


Terms

Data Point	Explanation
Growth Percentile	A percentile ranking based on MAP Growth Norms for observed growth between two testing terms. The graph shows the median (middle) percentile for a group of students.
Achievement Percentile	A percentile ranking based on MAP Growth Norms for achievement in one testing term. The graph shows the median (middle) percentile for a group of students.
Norm	The 50th percentile. Represents typical achievement/typical growth based on MAP Growth Norms.
Median	The middle value when a group of values is ordered from lowest to highest.

****The 50th percentile represents typical achievement/typical growth based on MAP Growth****

Growth



Achievement

Norm:

- 50th percentile
- Typical growth/achievement

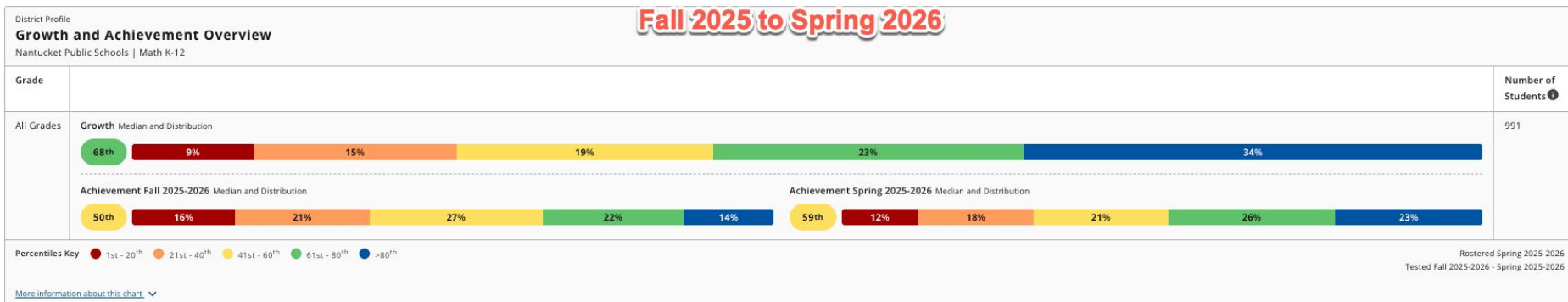
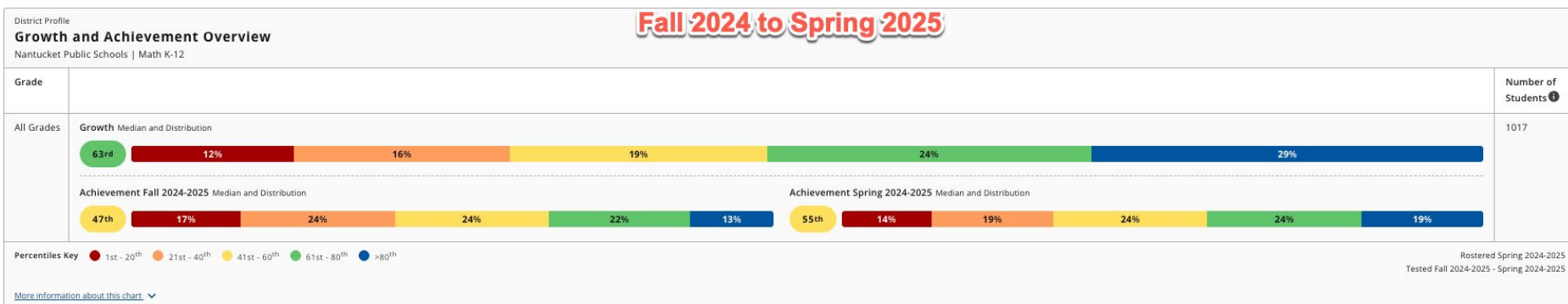
Math



NPS Math (K-8): Comparing SY25 to SY26

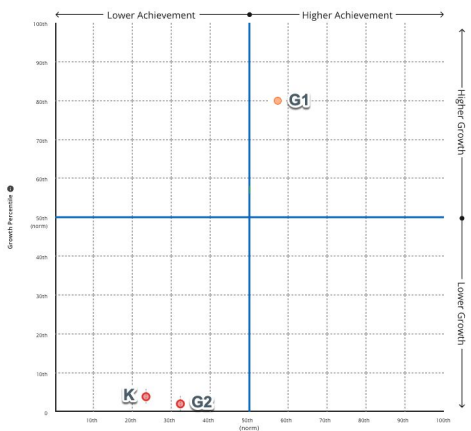
Growth:
63p → 68p

Spring Achievement:
55p → 59p

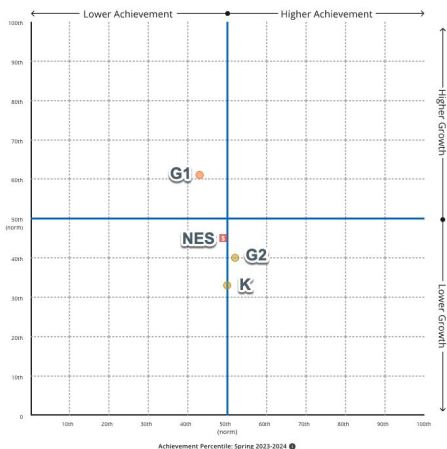


NES: Math Growth & Achievement Quadrant by Grade

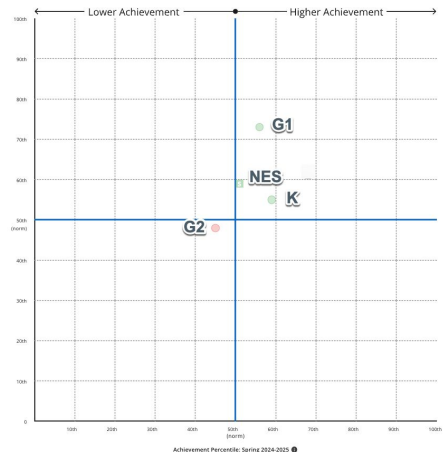
Fall to Spring 2023



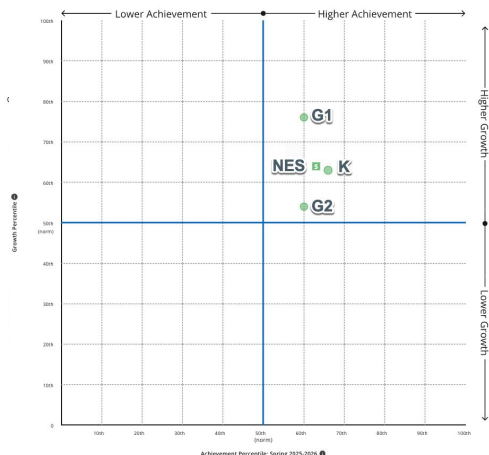
Fall to Spring 2024



Fall to Spring 2025



Fall to Spring 2026



Note: Manually graphed because the report is not available

New Norms

SY22 - Needs Assessment
SY23 - Professional Learning & HQIM Review

SY24 - Y1 Reveal Math
 • Professional Learning

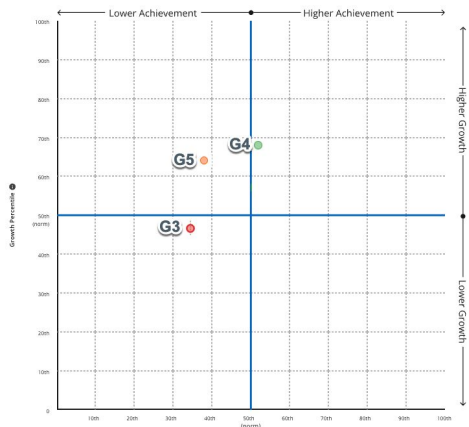
SY25 - Y2 Reveal Math
 • Professional Learning
 • Revised math intervention

SY26 - Y3 Reveal Math
 • Professional Learning
 • Added one math intervention position

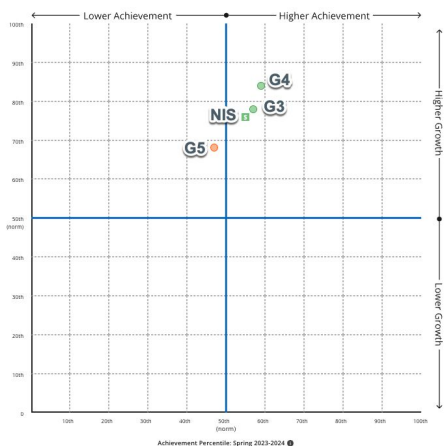
NIS:

Math Growth & Achievement Quadrant by Grade

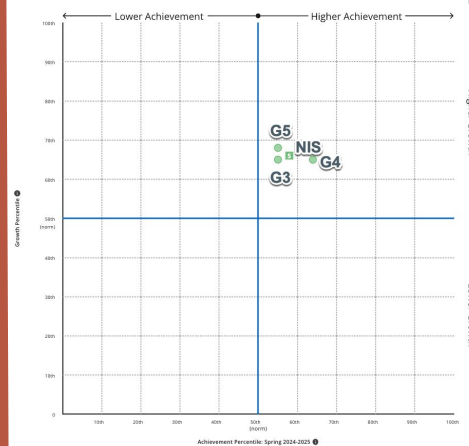
Fall to Spring 2023



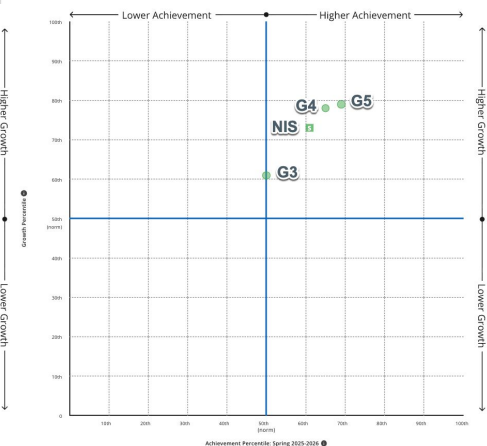
Fall to Spring 2024



Fall to Spring 2025



Fall to Spring 2026



New Norms

SY22 - Needs Assessment
SY23 -Curriculum Review

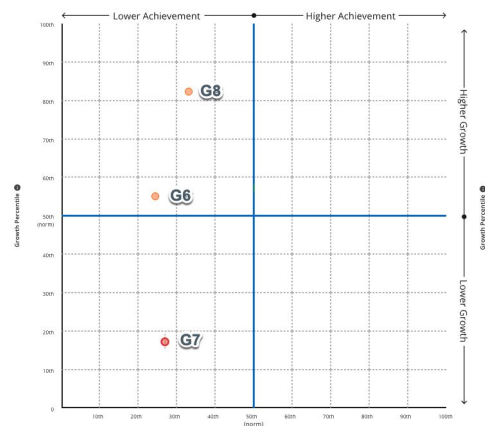
SY24 - Y1 Reveal Math
• Professional Learning

SY25 - Y2 Reveal Math
• Professional Learning
• Revised math intervention

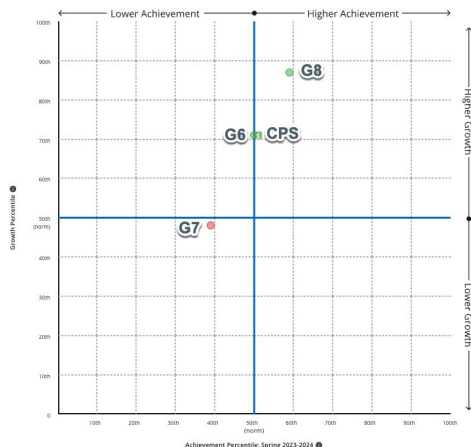
SY26 - Y3 Reveal Math
• Professional Learning

CPS: Math Growth & Achievement Quadrant by Grade

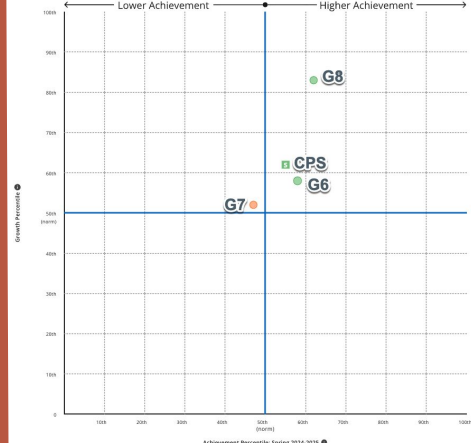
Fall to Spring 2023



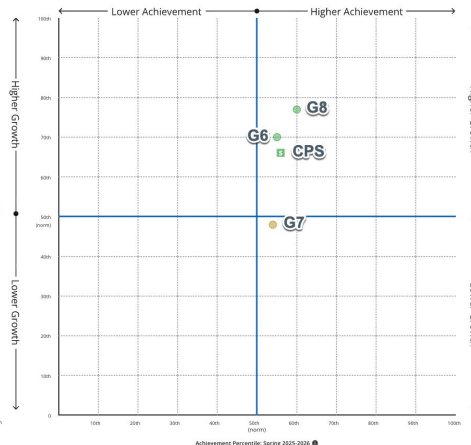
Fall to Spring 2024



Fall to Spring 2025



Fall to Spring 2026



New Norms

SY22 - Needs Assessment
SY23 - Professional Learning & HQIM Review

SY24 - Continue HQIM Review

- Professional Learning

SY25 - Y1 Reveal Math

- Professional Learning
- Added one math intervention position
- Began CPS math intervention

SY26 - Y2 Reveal Math

- Professional Learning

Math Next Steps SY27

NES/NIS:

- Continue professional learning around instructional strategies:
 - Math fluency
 - Math workshop with guided math groups
 - Math manipulatives
- Continue small group PL with:
 - New teachers
 - SpEd/intervention teachers

CPS:

- Implement math workshop with guided math groups

Math Leadership Team:

- Continue to refine the NPS vision of a math learning
- Vertical alignment of essential learning standards
- Planning/feedback on math professional learning

Learning from the Math Implementation

Improvement does not come from an adoption alone:

- Alignment of vision, systems, and instructional strategies
- Adoption of HQIM
- Professional learning
 - Implementing the HQIM
 - Best practices

Difference between MAP and MCAS:

- MAP is an adaptive normed-referenced assessment
 - Adaptive - identifies the student's current knowledge/skills/abilities (regardless of grade level)
 - Normed - compares each student to other students across the country who had the same achievement in the fall
- MCAS is a criterion-referenced assessment
 - Criterion referenced - measures how well students master specific state standards
 - Not adaptive - Assesses grade-level standards only

Why is this important? What did we observe across the math implementation?

1. Increase in growth on MAP
2. Increase in growth and achievement on MAP
3. Increase in growth on MCAS
4. Next: Increase in achievement on MCAS

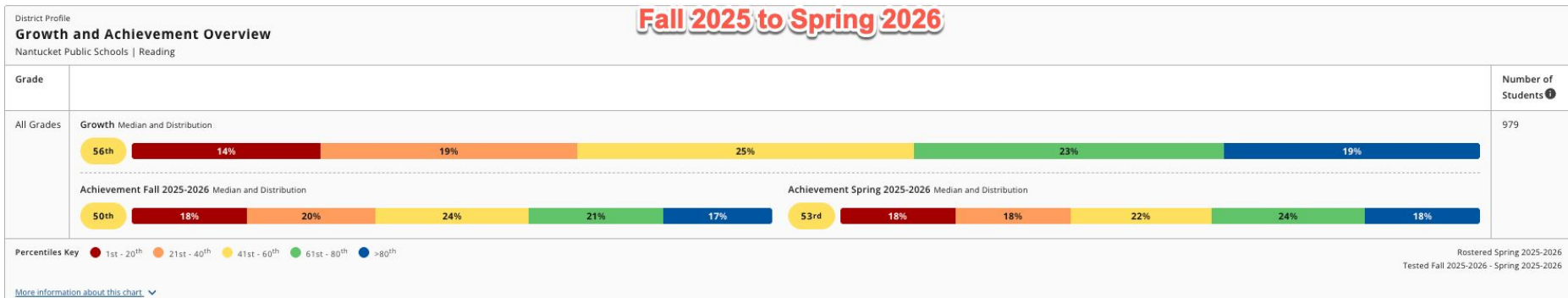
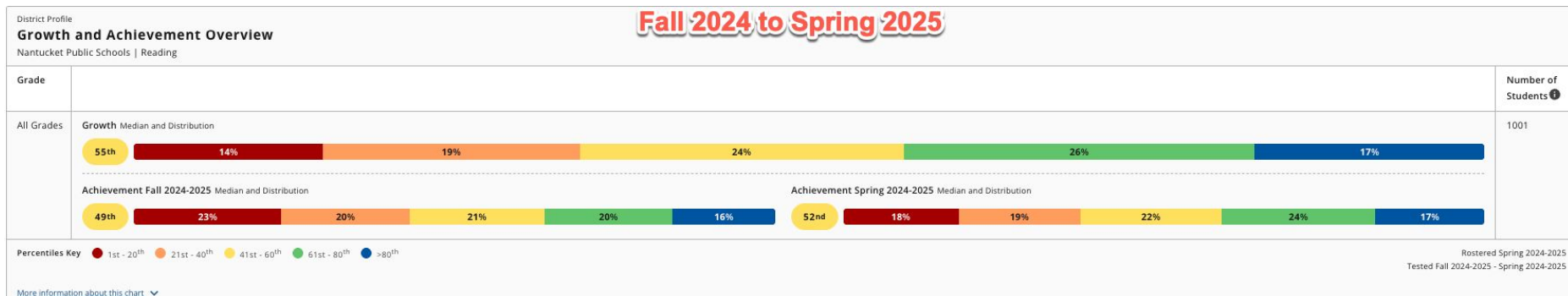
ELA



NPS ELA (K-8): Comparing SY25 to SY26

Growth:
54p → 55p

Spring Achievement:
52p → 53p

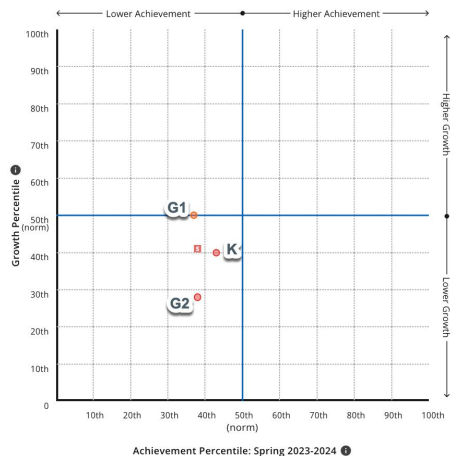


NES:

Growth & Achievement Quadrant by Grade

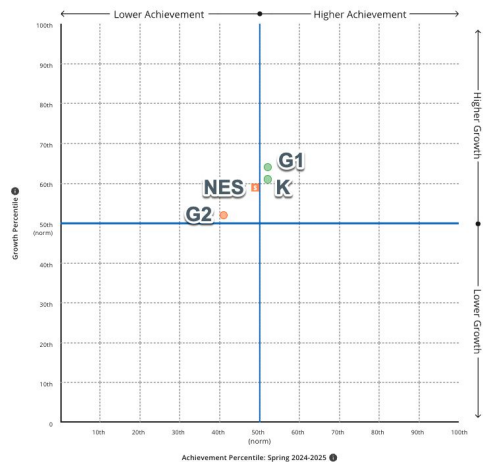
Fall to Spring 2024

School Profile
Growth and Achievement Quadrant By Grade
Nantucket Elementary | Reading



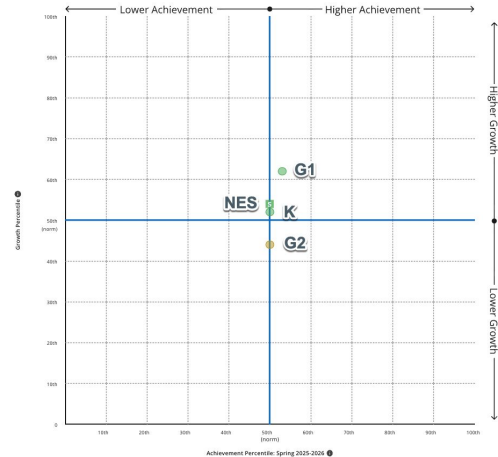
Fall to Spring 2025

School Profile
Growth and Achievement Quadrant By Grade
Nantucket Elementary | Reading



Fall to Spring 2026

School Profile
Growth and Achievement Quadrant By Grade
Nantucket Elementary | Reading



New Norms

SY24 - Needs Assessment

SY25 - Curriculum Review

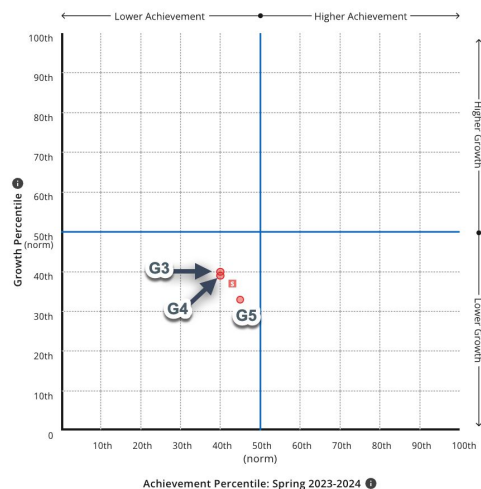
SY26 -PRISM Grant DESE

- Landscape Analysis
- Professional Learning for Literacy Committee
- HQIM Review
- HQIM Adoption Decision-CKLA

NIS: Growth & Achievement Quadrant by Grade

Fall to Spring 2024

School Profile
Growth and Achievement Quadrant By Grade
Nantucket Intermediate School | Reading

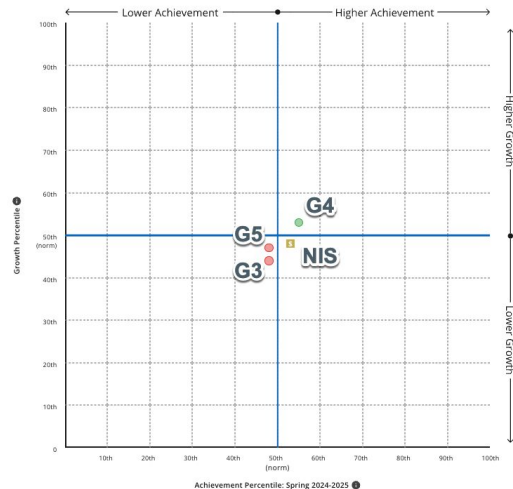


New Norms

SY24 -Needs Assessment

Fall to Spring 2025

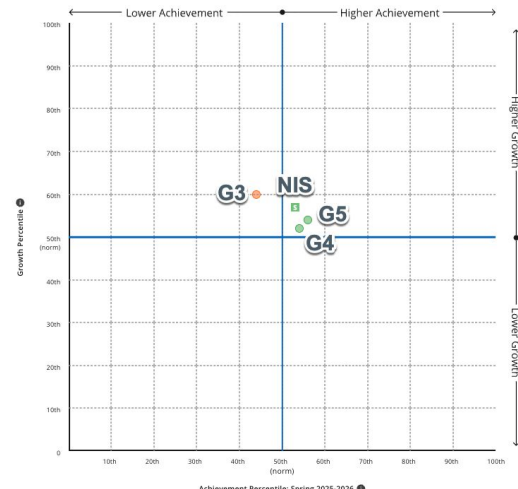
School Profile
Growth and Achievement Quadrant By Grade
Nantucket Intermediate School | Reading



SY25 -HQIM Review

Fall to Spring 2026

School Profile
Growth and Achievement Quadrant By Grade
Nantucket Intermediate School | Reading



SY26 - Y1 Expeditionary Learning
● Professional Learning

CPS: Growth & Achievement Quadrant by Grade

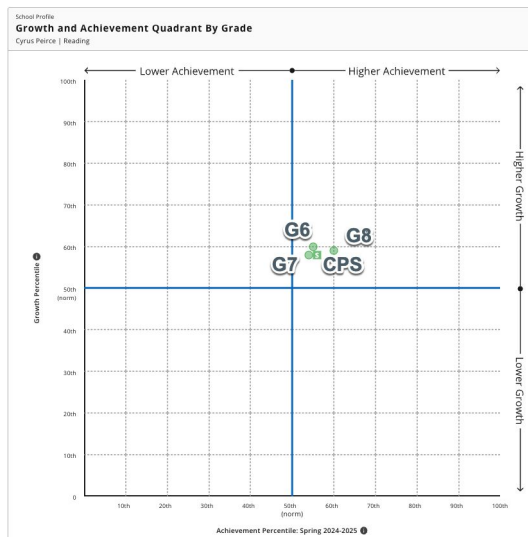
Fall to Spring 2024

[Can't access the data]

New Norms

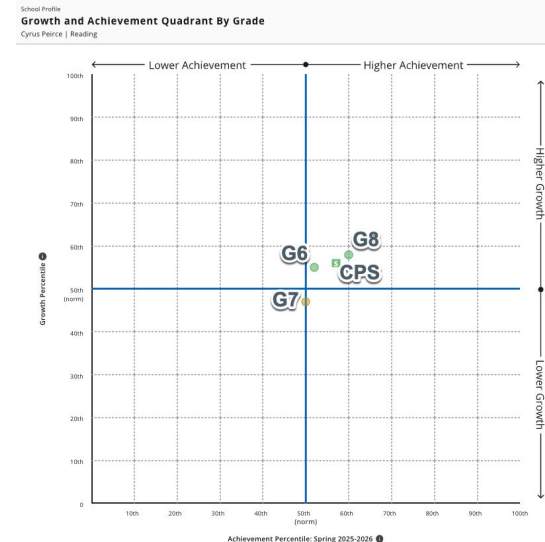
SY24 - Needs Assessment

Fall to Spring 2025



SY25 - Hold

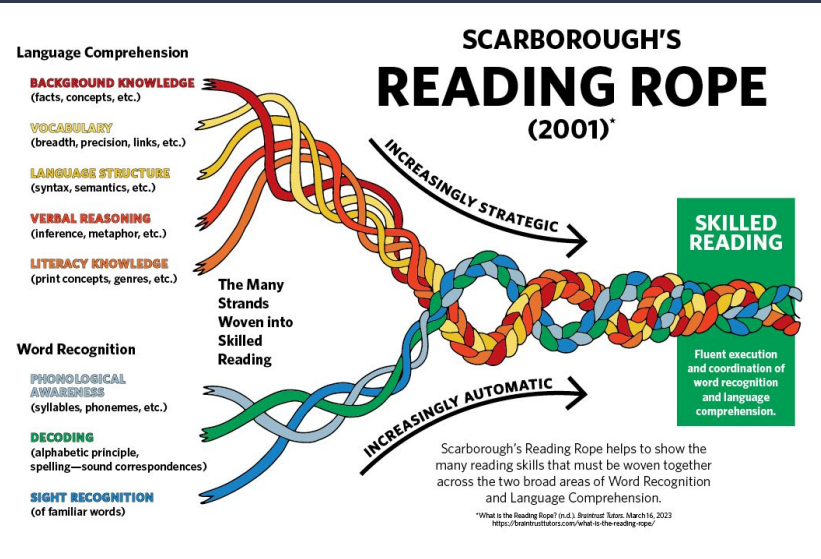
Fall to Spring 2026



SY26 - Hold
SY27 - PRISM Grant

- Landscape Analysis
- Professional Learning
- HQIM Review

Literacy Next Steps



NES:

- SY26:
 - Literacy Committee selected CKLA as the new HQIM (knowledge based curriculum)
- SY27:
 - Implement CKLA
 - Curriculum-based professional Learning
 - Continue to implement Heggerty for Phonemic Awareness

NIS:

- SY26: Y1 of Expeditionary Learning (knowledge based curriculum)
- SY27:
 - Updating to new version of Expeditionary Learning (Dragonfly)
 - Curriculum-based professional Learning

CPS: SY27: PRISM Grant

- Landscape Analysis
- Professional Learning
- HQIM Review & Selection

NANTUCKET PUBLIC SCHOOLS
DRAFT 2026-27 SCHOOL COMMITTEE GOALS - FOCUS AREAS (IN BLUE)

Goal 1: Curriculum, Instruction & Assessment: The School Committee shall ensure that the curricula and instructional practices in the district are developed and implemented to attain high levels of achievement for all students and that they are aligned with the state curriculum frameworks and revised to promote higher levels of student achievement. They shall also ensure that the district and school leadership use student assessment results, local benchmarks, and other pertinent data to advance student learning and inform all aspects of its decision-making including policy development and implementation, instructional programs, assessment practices, procedures, and supervision.

OBJECTIVES	INDICATORS FOR SUCCESS	EVIDENCE
I. High Quality Instructional Materials (HQIM)	i. The School Committee supports the district in following an established, documented process for the regular and timely review and revision of high quality instructional materials (HQIM) that are research-based, align to the NPS Instructional Vision, and whose adoption and implementation include input from professional staff. ii. The School Committee ensures that the district follows clear policies and procedures around the new Massachusetts legislation regarding Competency Determination for graduating high school seniors.	a) School Committee agenda and minutes highlighting assessment data analysis b) Annual report by Superintendent and Curriculum Directors c) District Improvement Plan d) School Improvement Plans e) Data presentations to the School Committee detailing student achievement and staff growth f) Presentations to the School Committee on AI and other emergency technology use in schools
II. Assessment	The School Committee, with the district's support, leverages an array of data, including disaggregated student performance and demographic data and stakeholder feedback during the policy review process to assess the effects of proposed policies.	
III. Effective Instruction	The School Committee will direct administration to ensure that: i. instructional practices are based on high expectations for all students and include use of appropriate Highly Qualified Instructional Materials (HQIM): ii. instruction focuses on effective planning detailing clear objectives, uses appropriate educational materials, and includes a) a range of strategies, technologies, and supplemental materials aligned with students' developmental levels and learning needs; b) instructional practices and activities that build a respectful climate and enable students to assume increasing responsibility for their own learning; and c) use of class time that maximizes student learning. iii. appropriate technology hardware is obtained and distributed to all Grade 6-12 students, and appropriate software and emerging technology tools (i.e., Artificial Intelligence-AI) are introduced and implemented carefully with specific learning parameters around usage in school.	<i>(NOTE: Evidence above is relative to all Objectives in Goal 1.)</i>

Goal 2: Leadership and Governance: The Nantucket School Committee establishes, implements, and continuously evaluates the effectiveness of policies and procedures that are standards-based, driven by student achievement data, and designed to promote continuous improvement of instructional practice and high achievement for all students. Leadership decisions and actions related to the attainment of district and school goals are routinely communicated to the community and promote the public confidence, community support, and financial commitment needed to achieve high performance by students and staff.

OBJECTIVES	INDICATORS OF SUCCESS	EVIDENCE:
I. Focused School Committee Governance	i. School Committee members are informed and knowledgeable about their roles and responsibilities as enumerated in State and Federal Laws and Regulations. ii. School Committee members will come to meetings prepared, having carefully reviewed their packets and asked clarifying questions prior to the meeting if possible. iii. In their policymaking and decision-making, they are guided by improvement plan goals and informed by student achievement data and other educationally relevant data, particularly data involving historically underserved groups and communities, to create equitable opportunities to excel in all areas across all grades. iv. Together with the superintendent, the School Committee creates a culture of collaboration and develops contracts and agreements which encourage all stakeholders to work together to support higher levels of student achievement.	a) MASC orientation b) Attendance at School Committee meetings c) Participation in professional development activities d) Participation in School Committee retreats e) Policies are consistently reviewed and updated by SC Policy sub-committee f) Completion of the annual self-evaluation g) School Committee agendas/minutes h) Attendance at school functions
II. Effective District and School Leadership	i. The School Committee promotes a culture of transparency, accountability, public confidence, and shared commitment for student learning within the district and broader community. ii. The School Committee effectively delegates educational and operational leadership to the superintendent, district and school administration and annually assesses their performance in their roles based on the goals in the district and school improvement plans, MCAS results, and other relevant data. iii. At the direction of the School Committee, the district takes action to attract, develop, and retain an effective district leadership team that obtains staff commitment to improving student learning and is charged with developing and implementing a well-designed strategy for accomplishing a clearly defined district mission, vision, and equitable/inclusive goals. iv. The School Committee understands and follows the Chain of Command, redirecting constituents when and where appropriate.	a) Attendance at school functions b) Surveys of the administration and community c) Completion of annual evaluation of the Superintendent d) Review of completed annual evaluations of all school and district administrators e) Participation in interviews for school and central office administrators
III. District and School Improvement Planning	The School Committee ensures that: i. the district has a well-articulated vision, mission, goals, and priorities for action. ii. Performance goals for students and analysis of student achievement data drive the development, implementation, and modification of educational programs.	a) Review of the completed vision, mission, goals, and priorities for action that are outlined in a District Improvement Plan

IV. Educationally Sound Budget Development	iii. Each school uses an approved School Improvement Plan that is aligned with the district's plan and based on an analysis of student achievement data. iv. District and school plans are developed and refined through a process that includes input from staff, families, and partners on district goals, initiatives, policies, and programs. The School Committee ensures that: i. The community annually provides a district budget which is adequate to provide for effective instructional practices and adequate operational resources. ii. The district's budget is developed through an open, participatory process. iii. The budget provides accurate information on all fund sources, as well as budgetary history and trends. iv. The district implements an effective system to monitor special revenue funds, revolving accounts, and the fees related to them to ensure that they are managed efficiently and used effectively for the purposes intended and to advance the district's improvement plan. v. The district competitively procures independent financial auditing services regularly, sharing the results of these audits and consistently implementing their recommendations. vi. The district has a long-term capital plan that clearly and accurately reflects future capital development and improvement needs, including the need for educational and program facilities of adequate size.	b) Approved School Improvement Plans that include measures of student achievement and growth c) Presentations to the Committee on attainment of the goals in the plans, particularly regarding student achievement a) Regular, timely, accurate, and complete financial reports are made to the school committee, appropriate administrators and staff, and the public b) The completed budget is clear, current and comprehensive c) Finance Director will present quarterly reports that accurately track district finances, using forecast mechanisms and control procedures to ensure that spending is within budget limits d) A completed audit report will be presented to the School Committee annually e) The Director of Facilities shall annually present the district's ten-year Capital Plan and the requests for the coming fiscal year and update the Committee on progress to date
--	--	---

Goal 3: Student Support: The School Committee shall ensure that the district provides quality programs that are comprehensive, accessible, and rigorous for all students. Student academic support services and district discipline and behavior practices address the needs of all students; and the district is effective in maintaining high rates of attendance for students and staff and retains the participation of students through graduation.

OBJECTIVES	INDICATORS FOR SUCCESS	EVIDENCE
I. Academic Support	i. The School Committee supports district efforts to provide an effective system for identifying <u>all</u> students who are not performing at grade level. ii. The School Committee ensures that each school will provide additional support for individualized instruction through early detection; tiered instruction; a data-driven approach to prevention; and support for all students, including those who experience learning and/or behavioral challenges.	a) Review and approval of completed School Improvement Plans b) District policies, procedures, and practices promoting high student achievement c) Presentations and reports by district program personnel
II. Access and Equity	The School Committee will ensure that: i. district and school staff members work to close proficiency gaps by using aggregated and disaggregated data on student participation and achievement to adjust policies and practices and to provide additional programs or supports. ii. Inclusive classrooms and programs that use an integrated services model minimize separation of special populations from the mainstream of school activity. iii. The district and its schools work to promote equity through such means as increasing the proportion of underrepresented subgroups in advanced and accelerated programs. iv. Pathways exist for all students to be prepared for post-secondary education and career opportunities upon graduation.	a) Presentations to the School Committee reviewing student performance data on statewide assessments (MCAS, ACCESS, MAP, SAT, Advanced Placement) b) Annual presentation by Student Services Director and Director of EL Services c) Annual presentations by the Counseling Department.
III. Educational Continuity and Student Participation	The School Committee shall promote: i. a school culture that emphasizes positive student behaviors using consistent discipline practices and effective classroom management. ii. District and school policies and practices that monitor, report and act upon student attendance. iii. efforts to make effective transitions for all students from one school, grade level, or program to another; entering students are promptly placed in educationally appropriate settings. iv. Fair and equitable practices to reduce suspensions, exclusions, and other discipline referrals. v. Policies and practices to reduce or minimize the dropout rate, and the district has practices to return dropouts to an educationally appropriate placement.	a) Completion of policies and procedures specific to student attendance and absenteeism b) Presentations to the School Committee on student and staff attendance c) A comprehensive protocol for central registration d) Presentations by building administrators including suspension, discipline, and dropout data

IV. Partnerships and Services to Support Learning	The School Committee shall: i. strive to ensure that each school creates a safe school environment and makes effective use of a system for addressing the social, emotional, and health needs of its students. ii. direct the district administration to develop strong working relationships with families and appropriate community partners and providers in order to support students' academic progress and social and emotional well-being. iii. ensure the district will advise of and assist parents in the use of Schoology in order to support students' academic progress.	a) School Committee participation on Behavioral Task Force b) Attendance of School Committee members at school events where parents are present c) Presentations by school administrators on school/community partnerships.
V. Safety	The School Committee will ensure that the district/schools: i. strive to maintain safe environments that are clean, secure, well-lit, well-maintained, and conducive to student learning. ii. ensure that the administration has a comprehensive safety plan that is reviewed annually with local police and fire departments and is used to create aligned school plans. iii. ensure that the administration provides ongoing training for staff in dealing with crises and emergencies, as well as opportunities for all staff and students to practice safety procedures. iv. evaluate and update daily safety and security procedures as well as for emergency situations.	a) Participation on District Safety & Security sub-committee and presentation at School Committee meeting b) School Committee participation in an annual "walkabout" of the facilities and grounds

Goal 4: Human Resources and Professional Development: The School Committee shall ensure that the district identifies, attracts, and recruits effective personnel, and structures its environment to support, develop, improve, promote, and retain qualified and effective professional staff who are successful in advancing achievement for all students.

OBJECTIVES	INDICATORS FOR SUCCESS	EVIDENCE
I. Staff Recruitment, Selection and Assignment II. Supervision and Evaluation III. Professional Development	The School Committee will ensure that: i. The district has policies and practices to secure candidates who are committed and qualified to meet student needs, contribute to a professional learning community, and in the case of teachers, provide high quality instruction in their content area. ii. The district works to attract quality candidates by appropriately compensating staff and by developing varied incentives and other strategies for recruiting and ensuring a diverse pool of high-quality candidates in hard-to-staff positions. iii. The district places a high priority on retaining and maximizing the impact of effective professional staff by providing new roles and opportunities for growth iv. The district assists incoming teachers and administrators in acquiring adequate and affordable housing. The School Committee will direct the administration to ensure that: i. The district's evaluation procedure for teachers' performance is aligned to the supervision process, incorporates multiple sources of data including student achievement results, is effectively implemented by trained administrators, and fulfills the requirements of state law and regulation. ii. The district promotes a culture of growth-oriented supervision through a combination of formal evaluations and ongoing instructional feedback. iii. The district's evaluation procedure for administrators' performance meets the requirements of state law and regulation and is informative, instructive, and used to promote individual growth and overall effectiveness. iv. Compensation and continued employment for administrators are linked to evidence of effectiveness, as assessed by improvement in student performance and other qualitative and quantitative school data. The School Committee will direct the administration to ensure that: i. District and school organization, culture and structures create a climate conducive to adult learning through effective communication, ongoing professional improvement, and joint responsibility for student learning. ii. The district maintains a strong commitment to creating and sustaining a professional development program that supports educators at all stages in their careers, including induction and mentoring of new hires. iii. Professional development programs and services are based on district priorities, information about staff needs, student achievement data, and assessments of instructional practices and programs at each school.	a) School Committee agenda and minutes highlighting hiring updates b) Annual updates of Professional Teacher Status c) School Committee participation in collective bargaining process d) District policies are created and/or revised as needed a) Annual updates to the School Committee of educator (teacher, teaching assistant and administrators) evaluation b) Collective bargaining process a) Approval of District Improvement and School Improvement Plans b) Presentation of Professional Development calendar c) Annual report: certification of professional staff

PROPOSED STUDENT TRANSPORTATION SERVICES

The major purpose of the school system's transportation services is to aid students in getting to and from school in an efficient, safe, and economical manner.

The school system will contract for transportation services. The School Committee will award contracts on a competitive bid basis. Bus contractors and taxi contractors, who will be held responsible for the safe operation of school buses, will comply with all applicable state laws and regulations, including but not limited to:

1. Specifications for school bus design and equipment
2. Inspection of buses
3. Qualifications and examinations of bus drivers
4. Driving regulations
5. Small vehicle requirements, if applicable
6. Insurance coverage
7. Adherence to local regulations and directives as specified in bid contracts

The bus contractor, working with the Superintendent, and other appropriate administrators, will be responsible for establishing bus schedules, routes, stops, and all other matters relative to the transportation program.

LEGAL REFS.: M.G.L. 40:5; 71:7A, B and C; 71:37D; 71:48A; 71:68; 71:71A;
71B:4; 71B:5; 71B:8; 74:8A; 76:1; 76:12Bi; 76:14

CROSS REF.: EEAA, Walkers and Riders

CURRENT POLICY EEA

The major purpose of the school system's transportation services is to aid students in getting to and from school in an efficient, safe, and economical manner.

The school system will contract for transportation services. The School Committee will award contracts on a competitive bid basis. Bus contractors and taxi contractors, who will be held responsible for the safe operation of school buses, will comply with all applicable state laws and regulations, including but not limited to:

1. Specifications for school bus design and equipment

2. Inspection of buses
3. Qualifications and examinations of bus drivers
4. Driving regulations
5. Small vehicle requirements, if applicable
6. Insurance coverage
7. Adherence to local regulations and directives as specified in bid contracts

The Superintendent, working with the bus contractor and other appropriate administrators, will be responsible for establishing bus schedules, routes, stops, and all other matters relative to the transportation program.

PROPOSED WALKERS AND RIDERS

Students in Kindergarten through Sixth Grade whose homes are beyond 2.0 miles from their school will be entitled to transportation to and from school at the expense of the public schools when such transportation conforms to applicable provisions of the Massachusetts General Laws. Reimbursement to the school system for transportation costs is given by the Commonwealth only for (a) students living at least one and one half miles from school, (b) students who live more than one mile from the nearest bus stop, and (c) students with special needs for whom transportation must be provided.

Exceptions to these guidelines may be made at the discretion of the Superintendent. This will apply particularly to any student who must travel in a hazardous area to and from school. These students will be transported regardless of the mileage limits listed.

SOURCE: MASC

LEGAL REFS.: M.G.L. 40:5; 71:7A; 71:68; 71B:5

CROSS REF.: EEA, Student Transportation Services

CURRENT POLICY EEAA

Students will be entitled to transportation to and from school at the expense of the public schools when such transportation conforms to applicable provisions of the Massachusetts General Laws. Reimbursement to the school system for transportation costs is given by the Commonwealth only for (a) students living at least one and one half miles from school, (b) students who live more than one mile from the nearest bus stop, and (c) students with special needs for whom transportation must be provided.

Exceptions to these guidelines may be made at the discretion of the Superintendent. This will apply particularly to any student who must travel in a hazardous area to and from school. These students will be transported regardless of the mileage limits listed.

Nantucket Public Schools
Employment Agreement
Superintendent Elizabeth Hallett

This Employment Agreement (herein “Agreement”) is made as of August 20, 2024 by and between the Nantucket School Committee/Nantucket Public Schools (herein “Employer” or “Committee”), which has an address of 10 Surfside Road, Nantucket, MA 02554 and Dr. Elizabeth Hallett (herein “Superintendent” or “Employee”, an individual with an address of [REDACTED] Nantucket, MA 02554, on this 20th day of August, 2024.

This Agreement supersedes and terminates any or all prior Agreements between the parties.

WHEREAS, the Employer wishes to employ Employee as the Superintendent of Schools for the Town of Nantucket beginning on July 1st, 2024.

WHEREAS, Employee wishes to accept the position of Superintendent of Schools for the Town of Nantucket effective July 1st, 2024.

Now, therefore, in consideration of the mutual promises contained herein, the Employer and Employee agree as follows:

1. Term

The Committee agrees to employ the Superintendent and Superintendent agrees to accept such employment for a term of five years, commencing on July 1st, 2024 terminating on June 30th, 2029, unless terminated earlier in accordance with the provisions of Section 11 herein.

Nothing in this Paragraph 1 removes or modifies the parties’ rights pursuant to Paragraph 11.

2. Duties and Responsibilities

The Superintendent shall devote her skill, labor and attention to the position of Superintendent and to faithfully and to the best of her ability perform all of the duties and responsibilities of the position of Superintendent of Schools for the Nantucket Public Schools, as those duties and responsibilities are communicated to her by the School Committee. The parties agree that the duties and responsibilities of the position of Superintendent are not limited to those duties and responsibilities described in any such position description. The Superintendent further agrees to perform the duties and responsibilities of the position of Superintendent in accordance and compliance with all applicable state and federal laws, regulations and policies. The Superintendent shall have the responsibility to organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs. The responsibility for selection, placement and transfer of personnel shall be vested in the Superintendent.

3. Compensation and Benefits

3.1 Salary

For the first and second year of this five-year term agreement (July 1, 2024 through June 30, 2029), the Superintendent shall receive the following base salary amounts minus withholdings for state and federal taxes and other withholdings required by law or authorized by the Superintendent.:

- Year 1 (2024-2025): \$218,000.00
- Year 2 (2025-2026): \$230,000.00
- Year 3 (2026-2027): \$243,500.00
- Year 4 (2027-2028): To Be Determined
- Year 5 (2028-2029): To Be Determined

The Superintendent shall be entitled to retroactive compensation for the period of July 1, 2024 through the effective date of this contract (August 20, 2024). Increases for Years 3 through 5 based on annual Nantucket Public Schools budget allotment from the Town of Nantucket, annual Cost of Living Adjustments provided to district and school administration, and successful progress on goals and performance objectives to be agreed upon by both the Committee and the Superintendent using the evaluation instrument, policy, and procedure adopted by the Committee.

The Superintendent's salary shall be earned ratably during each period of this Agreement. The Superintendent acknowledges that she is exempt from FLSA overtime provisions, including provisions providing for compensatory time in lieu of overtime pay, and overtime or compensatory time pursuant to FLSA, Town By-Laws, or this Agreement.

3.2 Housing Allowance

The Superintendent will receive a housing allowance of \$1,000 per month.

3.3 Insurance

The Superintendent may participate in the group health and life insurance plans provided to the Town of Nantucket on the same basis as it is offered to other eligible town employees.

3.4 Reimbursement

The Superintendent shall be reimbursed for travel and associated expenses associated with the performance of her duties as Superintendent in accordance with School Committee policy.

3.5 Annuity – 403(b)

The Committee shall make a payment to an insurance company of the Superintendent's choice for an annuity contract consistent with Massachusetts General Laws Chapter 71, and section 403(b) of the IRS code in accordance with the following schedule:

<u>Contract Year</u>	<u>Payment Date</u>	<u>Payment Amount</u>
Year 1: July 1, 2024-June 30, 2025	On or about June 2025	\$7,500.00
Years 2-5: July 1, 2025-June 30, 2029	On or about June 2026-2029	\$10,000.00

Such sums shall immediately become the property of the Superintendent upon deposit. The annuity payment shall be prorated if the Superintendent works less than the full Contract Year.

4. Certification/License

The Superintendent agrees to maintain throughout the term of this Agreement, a valid and appropriate certificate(s) or license(s) qualifying her to be employed as a Superintendent of Schools, as required by the General Laws of the Commonwealth of Massachusetts and applicable regulations. The Employer may terminate this Agreement pursuant to Section II herein if the Superintendent fails to maintain the requisite certificate(s) and/or license(s).

5. Biannual Performance Evaluation

In consultation with the Superintendent, the School Committee shall evaluate biannually, in writing, the Superintendent's performance in the fall prior to November 15. Such performance evaluation shall be based on the standards and indicators as described under the Massachusetts Model System for Superintendents set forth by the Massachusetts Department of Elementary and Secondary Education. The performance evaluation will be done by the School Committee in Open Session meetings.

6. Paid Leaves

6.1 Vacation Leave

The Superintendent is granted twenty-five (25) days of vacation per year. The Superintendent may carry over up to ten (10) unused vacation days annually. Any unused vacation may be cashed out when the Superintendent either resigns or is terminated from her position. This cash out shall be valued at the current per diem rate at that time in the contract period. Vacation is earned at a rate of 2.08 days per month, but the Superintendent may take vacation in advance of earning it, with the prior written consent of the School Committee.

6.2 Sick Leave

The Superintendent shall accrue eighteen (18) days of sick leave per contract period. Unused accrued sick leave may be carried over into subsequent contract years up to a maximum of one hundred and twenty (120) days. At the time of retirement from Nantucket Public Schools, the Superintendent will be entitled to reimbursement for the unused sick days at the rate of \$150 per day up to 100 days. If the Superintendent voluntarily leaves or if she is terminated with or without cause before expiration of this Agreement, she shall not

be entitled to buyback any unused sick days. Sick Leave means an authorized absence from work with pay granted to the Superintendent when she is unable to perform her duties because of sickness or personal injury.

6.3 Personal Leave

Up to a maximum of four (4) days of personal leave may be granted to the Superintendent by the School Committee for the purpose of attending to important legal, personal, or family matters which require the Superintendent's absence during the workday. Such personal leave shall not accumulate from year to year.

6.4 Bereavement

May not exceed five (5) days, paid leave in the event of the death of a member of the employee's immediate family, defined as spouse, child, parent, sibling or domestic partner. Total may not exceed five days in a contract year.

6.5 Holidays

The Superintendent shall receive paid holidays in accordance with the practice of the Nantucket Public Schools.

7. Retirement

As required by law, the Superintendent shall be a member of the retirement plan of the Massachusetts Teachers' Retirement Board and shall be subject to all of the obligations and rights associated therewith. Required retirement deductions shall be made from the Superintendent's pay.

8. Professional Development

The Employer expects and encourages the Superintendent to continue her professional development by participation in meetings and programs and other activities sponsored by local, state and national school administration and school committee associations and to engage in seminars and courses which would serve to enhance the Superintendent's ability to carry out her duties for the Nantucket Public Schools. The Employer may allow a reasonable amount of release time for the Superintendent to attend such meetings, programs, seminars, and courses, and the Employer will pay all of the expenses of such membership and attendance within limits established by the Employer. The Superintendent must submit a Professional Development Plan to the School Committee by September 30th of each year. Each Professional Development Plan should outline the type(s) of professional development that the Superintendent expects to complete during the relevant period of the Agreement. Such Plans should also include estimated costs and expenses associated with the professional development as well as how the Professional Development aligns with the District's Improvement Plan.

9. Working Time

The Superintendent agrees to devote her full-time labor and attention to the performance of her duties and her responsibilities as Superintendent for the Nantucket Public Schools and agrees not to accept any work outside of the Nantucket Public Schools, including, but not limited to, consultancies or other engagements for remuneration with the exception of the following: The Superintendent may engage in activities as a consultant or engage in other outside work for up to three (3) work days per contract year with the prior approval of the Committee provided neither the Superintendent nor the Committee has given notice of intention to terminate the Agreement in accordance with paragraph 11 herein. The Superintendent agrees to use accrued vacation leave (or unpaid leave if she has no available vacation days) when such outside work requires her to be away from the Nantucket Public Schools. This does not preclude the Superintendent from receiving compensation for other organizations for teaching a college or graduate level course, including professional development to staff, which would be compensated under a separate contract. The Committee shall not be responsible for any salary, compensation, and /or expenses associated with any of the Superintendent's activities as a consultant or for any of her outside work activities.

10. Indemnification

The Committee agrees to indemnify the Superintendent in accordance with M.G.L. chapter 258. The Superintendent shall not be indemnified by the Committee in any situation in which (a) the Committee's and Superintendent's interests are adverse, (b) the Committee is taking disciplinary or any other action against the Superintendent, or (c) in any action or proceeding arising out of or related to this Employment Agreement and /or the Superintendent's employment with the Committee.

11. Termination of the Employment Agreement

11.1 Voluntary Termination by the Superintendent

In the event the Superintendent voluntarily terminates her employment prior to the expiration of the term of this Agreement, she shall give the Committee at least one hundred and eighty (180) calendar days written notice. The Committee may waive any part or all of such notice. In the event of termination pursuant to the paragraph, the Committee shall not be required to pay, and the Superintendent shall not be entitled to receive, salary payments and benefits payable after the effective date of the Superintendent's resignation.

11.2 Termination For Cause by the Committee

The Committee by supermajority vote (four members) may suspend the Employee from the position of Superintendent for cause at any time, or may terminate her employment for cause including, but not limited to, insubordination, incompetence, or neglect of duty, or conduct that is not consistent with the professional status and community standing of a

school Superintendent, on thirty (30) calendar days' notice. "Cause" herein shall be defined as any ground put forth by the School Committee in good faith that is not arbitrary, irrational, unreasonable or irrelevant to the task of building and maintaining an efficient school system. In case of termination, the Committee shall (i) give the Superintendent its decision to terminate in writing; (ii) upon written request by the Superintendent, provide written reasons for such termination; and (iii) upon written request by the Superintendent, within thirty (30) calendar days following receipt of such request, meet with her to review its decision. The decision of the School Committee after such hearing shall be final and binding. In the event of termination pursuant to this paragraph 11.2, the School Committee shall not be required to pay, and Employee shall not be entitled to receive, (a) salary payments or benefits that would or might otherwise be payable after the effective date of termination and (b) severance payment.

11.3 Disability

If the Superintendent is absent from work on account of a disability for more than ***one hundred and eighty (180) days***, the Committee shall have the option of terminating her employment and this Employment Agreement. If the Committee exercises its option to terminate the Superintendent's employment and this Employment Agreement, the Superintendent shall not be entitled to receive salary payments and benefits payable after the effective date of such termination.

12. Medical Examination

At the request of the Committee during the term of this Agreement, the Superintendent agrees to submit to comprehensive medical examinations by physicians(s) of the Committee's selection at the Committee's expense. The Superintendent will provide to the Committee a certificate from the examining physician(s) stating her fitness to perform the duties of the Superintendent.

13. Notice

All written notices under this Agreement shall be mailed by first class or hand delivered as follows:

Notices to the Superintendent: by hand delivery to Dr. Elizabeth Hallett or by first class mail to Elizabeth Hallett at the address listed in the school department's records.

Notices to the Committee: by first class mail to Chairperson, Nantucket School Committee, 10 Surfside Road, Nantucket, MA 02554.

14. Governing Law

This agreement shall be interpreted, enforced, governed and construed by, under, and in accordance with the Laws of the Commonwealth of Massachusetts.

15. Construction of Agreement

The parties have each participated in drafting this Agreement, and any uncertainty or ambiguity that may exist in any of the language of this Agreement shall not be presumed attributable to any of the parties or be construed against either of them.

16. Severability

The provisions of this Agreement are severable. If any part or provision of this Agreement is found to be unenforceable, all other parts and provisions shall remain fully valid and enforceable.

17. Modification of Agreement

This Agreement may not be modified, altered, or changed except by mutual agreement of the parties contained in a written instrument signed by the parties.

18. Duplicate Counterparts

The Agreement shall be executed in duplicate counterparts, both of which shall constitute the same instrument.

Signed this 18th day of August Two Thousand Twenty Six.

Town of Nantucket School Committee

Superintendent

Chairperson

Elizabeth Hallett

**NANTUCKET PUBLIC SCHOOLS
CONTRACT OF EMPLOYMENT
EXECUTIVE DIRECTOR OF SPECIAL SERVICES**

THIS Employment Contract (CONTRACT) is made as of July 1, 2026 by and between the NANTUCKET PUBLIC SCHOOLS (“NPS”), acting by and through the School Committee (“Committee”) and the Superintendent of Schools (“Superintendent”) and Debra Gately (“EXECUTIVE DIRECTOR”), collectively the “Parties”.

In consideration of the promises herein contained, the Parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The NPS hereby employs Debra Gately as the Administrator of Special Education/Director of Special Services of the NPS within the public schools of Nantucket pursuant to G.L. c. 71B, § 3A, and the EXECUTIVE DIRECTOR hereby accepts employment on the terms and conditions contained in this CONTRACT:

2. **ASSIGNMENT:** At the inception of this CONTRACT, the EXECUTIVE DIRECTOR is hereby assigned to the Nantucket School District. The Superintendent, in her sole discretion, following consultation with the EXECUTIVE DIRECTOR, may reassign or transfer the EXECUTIVE DIRECTOR to another administrator’s position within the NPS.

3. **TERM:** The EXECUTIVE DIRECTOR shall be employed for a two-year period, with the second year pro-rated due to retirement, commencing July 1, 2026 and ending October 4, 2027. There shall be no automatic renewal of this Contract and to the extent non-renewal notice is required by applicable law this Section 3 shall constitute satisfactory notice from the Superintendent sixty days prior to the expiration date of this CONTRACT that this CONTRACT shall not be renewed beyond the expiration of October 4, 2027 except by an agreement signed by the parties, as well as Ms. Gately’s affirmative waiver of any additional notice requirement pursuant to M.G.L. c. 71, § 41.

4. **COMPENSATION:** The EXECUTIVE DIRECTOR shall be paid an annual salary, pro-rated as necessary, commencing as of the effective date of this Agreement, according to the following schedule:

	Contract Year	Base Salary
1 st	July 1, 2026 – June 30, 2027	\$191,500.00
2 nd	July 1, 2027 - October 4, 2027 (pro-rated)	To Be Determined

The DIRECTOR’S salary may be increased annually upon successful evaluation and recommendation of the Superintendent. The EXECUTIVE DIRECTOR’S base salary shall be subject to withholdings for state and federal taxes and other withholding required by law or authorized by the EXECUTIVE DIRECTOR. The base salary shall be earned ratably throughout each of the Contract Years and shall be prorated for work of less than a full Contract Year. The base salary shall be payable in equal installments in accordance with the procedures for payment of other DIRECTORS in the NPS. For the purposes of

this CONTRACT, a “Contract Year” is the twelve-month period commencing July 1st and ending the following June 30th.

The EXECUTIVE DIRECTOR’S base salary in the 2nd Contract Year shall not be less than her base salary in the prior Contract Year, provided, however, that the EXECUTIVE DIRECTOR’S base salary may be reduced upon any one or more of the following: (i) the EXECUTIVE DIRECTOR’S demotion; (ii) an administrative reorganization, (iii) the EXECUTIVE DIRECTOR’S transfer to another position, or (iv) a general salary revision affecting all department heads in the NPS.

Any adjustment in the EXECUTIVE DIRECTOR’S base salary made during the life of this CONTRACT shall be in the form of a written amendment signed by the Superintendent, and such amendment shall become part of this CONTRACT, but it shall not be deemed that the Superintendent and EXECUTIVE DIRECTOR have entered into a new contract or that the termination date of this CONTRACT has been extended.

5. **BENEFITS:** The EXECUTIVE DIRECTOR shall receive benefits, including but not limited to sick leave, vacation leave, and personal leave benefits, in accordance with the policies of the Committee regarding working conditions and benefits for department heads and as such may be modified from time to time by the Committee. The Committee may add to, eliminate, or change these benefits from time to time in its sole discretion. The EXECUTIVE DIRECTOR will be subject to all requirements and restrictions for such benefits including eligibility and notice requirements and usage restrictions.

Vacation: Without limiting any provisions in this Section 5, EXECUTIVE DIRECTOR shall be entitled to twenty-five (25) days of vacation per Contract Year, to be taken at a time or times approved by the Superintendent. Up to five (5) unused vacation days may be carried over from one Contract Year to the next Contract Year. No more than five (5) unused vacation days may be carried over from any Contract Year.

Sick Leave: The EXECUTIVE DIRECTOR is entitled to eighteen (18) sick days annually. Unused sick days will accumulate to two hundred (200) days. At the time of retirement from Nantucket Public Schools, the EXECUTIVE DIRECTOR will be entitled to reimbursement for the unused sick days at the rate of one hundred fifty dollars (\$150) per day up to one hundred (100) days.

Bereavement Leave: The EXECUTIVE DIRECTOR is allowed up to five (5) days of paid bereavement leave total in a Contract Year in the event of the death of a member of her or her significant other’s immediate family. If necessary, the EXECUTIVE DIRECTOR may also request use of additional available sick days.

Personal Leave: The EXECUTIVE DIRECTOR is allowed up to four (4) days of personal leave per Contract Year, non-cumulative, to be taken at a mutually agreed time. In addition, one (1) sick day may be converted to one (1) personal day.

Holidays: Paid Holidays include the following:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Patriots Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

Continuing Education – Tuition Reimbursement: The EXECUTIVE DIRECTOR shall be eligible for tuition reimbursement up to a maximum of three thousand dollars (\$3,000) per Contract Year for graduate-level courses with prior approval of the Superintendent and provided that the EXECUTIVE DIRECTOR has earned a grade of a B or better in each such course.

Professional Association Dues: The NPS shall reimburse the EXECUTIVE DIRECTOR up to a maximum of one thousand dollars (\$1,000) per Contract Year for payment of dues, membership fees, and/or conference costs to professional associations or organizations, such as ASE, with the prior approval of the Superintendent.

Group Health Insurance & Life Insurance: The EXECUTIVE DIRECTOR will be eligible to subscribe to one of the group health insurance plans and to the life insurance plan offered through the Town of Nantucket ("Town") and generally available to other employees in the NPS at the same premium contribution rate in effect for other non-unionized administrators in the NPS. The EXECUTIVE DIRECTOR acknowledges and agrees that such plans, coverage, co-payments, deductibles, and premium contribution rates may change from time to time at the discretion of the Town.

6. DUTIES AND RESPONSIBILITIES: The EXECUTIVE DIRECTOR shall be the Administrator of Special Education and Head of the NPS Department of Special Services and shall supervise the operation and management of the Department of Special Services, subject to the supervision and direction of the Superintendent. The EXECUTIVE DIRECTOR shall be responsible, consistent with the Committee's personnel policies and budgetary restrictions and subject to the approval of the Superintendent, for hiring all non-teaching/non-instructional personnel assigned to the NPS Department of Special Services school, and for terminating all such personnel, subject to review and prior approval by the Superintendent and subject to the provisions of M.G.L., chapter 71. The Superintendent shall have final authority as to the assignments and transfers of staff of the NPS Department of Special Services and may make such assignments or transfers after consultation with the EXECUTIVE DIRECTOR.

The EXECUTIVE DIRECTOR shall faithfully and effectively perform the duties contained in the job description of EXECUTIVE DIRECTOR OF SPECIAL SERVICES. The Superintendent may modify the job description of the EXECUTIVE DIRECTOR from time to time, at the Superintendent's sole discretion.

The EXECUTIVE DIRECTOR recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions. As a result, the EXECUTIVE DIRECTOR will perform the directed and implied duties of her position as determined by the Superintendent and will expend the time and effort necessary to effectively achieve the goals and purposes of the Public Schools. The EXECUTIVE DIRECTOR acknowledges that her position is exempt from the overtime requirements of the Fair Labor Standards Act.

7. **LICENSE/CERTIFICATE:** As a condition of continued employment, the EXECUTIVE DIRECTOR shall maintain throughout the course of her employment as EXECUTIVE DIRECTOR with the NPS, a valid and appropriate license/certificate qualifying her to serve as an Administrator of Special Services in the Commonwealth of Massachusetts and shall provide the Superintendent with a copy of such license/certificate. The EXECUTIVE DIRECTOR shall notify the Superintendent within 24 hours or before the start of the next workday, whichever is earlier, of the suspension or revocation of such license/certificate.

8. **ANNUAL WORK SCHEDULE:** The EXECUTIVE DIRECTOR shall work two hundred and sixty days (260) per contract year, within the same schedule as the Central Office Administrators, except for legal holidays recognized by the Committee (listed herein) and other leave available to the EXECUTIVE DIRECTOR under Committee policy or this CONTRACT.

9. **PERFORMANCE:** The EXECUTIVE DIRECTOR shall fulfill all aspects of this CONTRACT. Any exception hereto shall be by mutual agreement between the EXECUTIVE DIRECTOR and the Superintendent in writing. The Superintendent shall evaluate the performance of the EXECUTIVE DIRECTOR at least once each Contract Year.

10. **OTHER PROFESSIONAL DUTIES:** The EXECUTIVE DIRECTOR may accept speaking, writing, lecturing, consultant work or other engagements of a professional nature, provided they do not derogate from her duties as EXECUTIVE DIRECTOR for NPS, the engagement does not interfere with or detract from her work as EXECUTIVE DIRECTOR, and the EXECUTIVE DIRECTOR has received prior approval of the Superintendent. The EXECUTIVE DIRECTOR agrees that such activities shall be limited to not more than three (3) days in the aggregate per Contract Year.

11. **EARLY TERMINATION OF CONTRACT, SUSPENSION:**

A: EARLY TERMINATION

(i) By the EXECUTIVE DIRECTOR: In the event that a EXECUTIVE DIRECTOR desires to terminate this CONTRACT before the term of service has expired, the

DIRECTOR may do so by providing at least ninety (90) days written notice of her intent to terminate this CONTRACT to the Superintendent.

(ii) By the SUPERINTENDENT: The Superintendent may dismiss, layoff, or demote the EXECUTIVE DIRECTOR for good cause and terminate this CONTRACT before the term of service has expired. "Good cause" herein shall be defined as any one or more of the following: insubordination, incompetency, neglect of duty, incapacity, conduct unbecoming a EXECUTIVE DIRECTOR, lack of funds, reductions in force, closure of a school, reorganization, or any ground put forth by the Superintendent that is not arbitrary, irrational, unreasonable, or irrelevant to the task of building and/or maintaining an efficient school or school system.

If the Superintendent intends to dismiss, demote or layoff the EXECUTIVE DIRECTOR, the Superintendent shall provide the EXECUTIVE DIRECTOR with written notice of intent to dismiss, demote or layoff, as the case may be, with an explanation of the grounds for such dismissal, demotion or layoff. If the EXECUTIVE DIRECTOR so requests, the EXECUTIVE DIRECTOR shall be given a reasonable opportunity within fifteen (15) days after receiving such notice to review the decision with the Superintendent. At the meeting to review the decision with the Superintendent, the EXECUTIVE DIRECTOR may be represented by legal counsel or other representative of her choosing and at the EXECUTIVE DIRECTOR's own expense, and the EXECUTIVE DIRECTOR shall have the right to present information pertaining to the bases for the decision and to the EXECUTIVE DIRECTOR'S status. The EXECUTIVE DIRECTOR'S right to appeal, if any, are provided by and in accordance with applicable law.

(iii) Salary and Benefits and Use of Accrued Vacation Time: In the event of early termination of this CONTRACT for any reason including, but not limited to resignation of the EXECUTIVE DIRECTOR, dismissal or demotion of the EXECUTIVE DIRECTOR, or layoff of the EXECUTIVE DIRECTOR the NPS shall not be required to pay and the EXECUTIVE DIRECTOR shall not be entitled to receive salary payments and benefits payable after the effective date of the EXECUTIVE DIRECTOR's separation from employment or demotion. The EXECUTIVE DIRECTOR may request to use her accrued vacation days prior to her separation from employment and/or the Superintendent may schedule the EXECUTIVE DIRECTOR for vacation days prior to the EXECUTIVE DIRECTOR'S separation of employment.

B: SUSPENSION WITHOUT PAY

The Superintendent may suspend the EXECUTIVE DIRECTOR without pay in accordance with the provisions of M.G.L. chapter 71, section 42D.

12. **RETIREMENT:** As required by law, the EXECUTIVE DIRECTOR shall be a member of the Massachusetts Teacher's Retirement System and shall be subject to all of the obligations and rights associated therewith. Required retirement deductions shall be made from the EXECUTIVE DIRECTOR's pay as part of the regular payroll.

13. **ENTIRE AGREEMENT:** This CONTRACT embodies the whole agreement between the NPS and the EXECUTIVE DIRECTOR and there are no inducements, promises, terms, and conditions or obligations made or entered into by either party other

than those contained herein. This CONTRACT may not be changed except by a writing signed by the PARTIES.

14. **EVALUATION:** The Superintendent shall evaluate the performance of the DIRECTOR annually consistent with the applicable requirements of 603 CMR 35.00.

15. **SEVERABILITY:** It is understood and agreed by the parties that if any part, term or provision of this CONTRACT is held by a court of competent jurisdiction to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if this CONTRACT did not contain the particular part, term, or provisions held to be invalid.

16. **GOVERNING LAW:** This CONTRACT shall be interpreted, enforced, governed and construed under and in accordance with the laws of the Commonwealth of Massachusetts.

17. **DUPLICATE ORIGINALS:** This CONTRACT shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same instrument.

18. IN WITNESS WHEREOF, the parties have hereunto signed and sealed this CONTRACT and a duplicate thereof this _____ day of _____ the year 2026.

Debra Gately
Executive Director of Special Services

Dr. Elizabeth Hallett
Superintendent of Schools

Shantaw Bloise
Chair of the School Committee

**NANTUCKET PUBLIC SCHOOLS
CONTRACT OF EMPLOYMENT
FINANCE DIRECTOR**

THIS Employment Contract (CONTRACT) is made as of July 1, 2026 by and between the NANTUCKET PUBLIC SCHOOLS (“NPS”), acting by and through the School Committee (“Committee”) and the Superintendent of Schools (“Superintendent”) and Martin Anguelov (“FINANCE DIRECTOR”) (collectively the “Parties”).

In consideration of the promises herein contained, the Parties hereto mutually agree as follows:

1. **EMPLOYMENT:** The NPS hereby employs Martin Anguelov as FINANCE DIRECTOR of the NPS within the public schools of Nantucket, and the FINANCE DIRECTOR hereby accepts employment on the terms and conditions contained in this CONTRACT:

2. **ASSIGNMENT:** At the inception of this CONTRACT, the FINANCE DIRECTOR is hereby assigned to the Nantucket School District. The Superintendent, in her sole discretion, following consultation with the FINANCE DIRECTOR, may reassign or transfer the FINANCE DIRECTOR to another administrator’s position within the NPS.

3. **TERM:** The FINANCE DIRECTOR shall be employed for a three-year period commencing July 1, 2026 and ending June 30, 2029. There shall be no automatic renewal of this CONTRACT and to the extent non-renewal notice is required by applicable law, this Section 3 shall constitute satisfactory notice from the Superintendent sixty days prior to the expiration date of this CONTRACT that this CONTRACT shall not be renewed beyond the expiration of June 30, 2029 except by an agreement signed by the parties. If no written agreement is reached, the employment relationship shall cease as of the termination date of this CONTRACT and shall under no circumstances automatically extend.

4. **COMPENSATION:** The FINANCE DIRECTOR shall be paid an annual salary, pro-rated as necessary, commencing as of the effective date of this Agreement, according to the following schedule:

	Contract Year	Base Salary
1 st	July 1, 2026 – June 30, 2027	\$196,000.00
2 nd	July 1, 2027 - June 30, 2028	To Be Determined
3 rd	July 1, 2028 - June 30, 2029	To Be Determined

The FINANCE DIRECTOR’S salary may be increased annually upon successful evaluation and recommendation of the Superintendent. The FINANCE DIRECTOR’S base salary shall be subject to withholdings for state and federal taxes and other withholding required by law or authorized by the FINANCE DIRECTOR. The base salary shall be earned ratably throughout each of the Contract Years and shall be prorated for work of less than a full Contract Year. The base salary shall be payable in equal

installments in accordance with the procedures for payment of other FINANCE DIRECTORS in the NPS. For the purposes of this CONTRACT, a Contract Year is July 1st and ending the following June 30th.

The FINANCE DIRECTOR'S base salary in the 2nd Contract Year shall not be less than his base salary in the prior Contract Year, provided, however, that the FINANCE DIRECTOR'S base salary may be reduced upon any one or more of the following: (i) the FINANCE DIRECTOR'S demotion; (ii) an administrative reorganization, (iii) the FINANCE DIRECTOR'S transfer to another position, or (iv) a general salary revision affecting all department heads in the NPS.

Any adjustment in the FINANCE DIRECTOR'S base salary made during the life of this CONTRACT shall be in the form of a written amendment signed by the Superintendent, and such amendment shall become part of this CONTRACT, but it shall not be deemed that the Superintendent and FINANCE DIRECTOR have entered into a new contract or that the termination date of this CONTRACT has been extended.

5. **BENEFITS:** The FINANCE DIRECTOR shall receive benefits, including but not limited to sick leave, vacation leave, and personal leave benefits, in accordance with the policies of the Committee regarding working conditions and benefits for department heads and as such may be modified from time to time by the Committee. The Committee may add to, eliminate, or change these benefits from time to time in its sole discretion. The FINANCE DIRECTOR will be subject to all requirements and restrictions for such benefits including eligibility and notice requirements and usage restrictions.

Vacation: Without limiting any provisions in this Section 5, the FINANCE DIRECTOR shall be entitled to twenty-five (25) days of vacation per Contract Year, to be taken at a time or times approved by the Superintendent. Such days shall be accrued at the rate of 2.4166 days per month worked. Up to five (5) unused vacation days may be carried over from one Contract Year to the next Contract Year. No more than five (5) unused vacation days may be carried over from any Contract Year.

Sick Leave: The FINANCE DIRECTOR is entitled to eighteen (18) sick days annually. Unused sick days will accumulate to two hundred (200) days. At the time of retirement from Nantucket Public Schools, the FINANCE DIRECTOR will be entitled to reimbursement for the unused sick days at the rate of one hundred fifty dollars (\$150) per day up to one hundred (100) days.

Bereavement Leave: The FINANCE DIRECTOR is allowed up to five (5) days of paid bereavement leave total in a Contract Year in the event of the death of a member of his or his significant other's immediate family. If necessary, the FINANCE DIRECTOR may also request use of additional available sick days.

Personal Leave: the FINANCE DIRECTOR is allowed up to four (4) days of personal leave per Contract Year, non-cumulative, to be taken at a mutually agreed time. In addition, the FINANCE DIRECTOR will have the ability to exchange one sick day for a fifth personal day.

Holidays: Paid Holidays include the following:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Patriots Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Continuing Education – Tuition Reimbursement: The FINANCE DIRECTOR shall be eligible for tuition reimbursement up to a maximum of three thousand dollars (\$3,000) per Contract Year for graduate-level courses with prior approval of the Superintendent and provided that the FINANCE DIRECTOR has earned a grade of a B or better in each such course.

Professional Association Dues: The NPS shall reimburse the FINANCE DIRECTOR up to a maximum of one thousand dollars (\$1,000) per Contract Year for payment of dues, membership fees, and/or conference costs to professional associations or organizations such as MASBO with the prior approval of the Superintendent.

Group Health Insurance & Life Insurance: The FINANCE DIRECTOR will be eligible to subscribe to one of the group health insurance plans and to the life insurance plan offered through the town of Nantucket ("Town") and generally available to other employees in the Nantucket Public Schools at the same premium contribution rate in effect for other non-unionized administrators in the NPS. The FINANCE DIRECTOR acknowledges and agrees that such plans, coverage, co-payments, deductibles, and premium contribution rates may change from time to time at the discretion of the Town.

Annuity-403(b):

For the duration of this CONTRACT the Superintendent shall approve a deposit of the sum of ten thousand dollars (\$10,000) annually into an annuity of the FINANCE DIRECTOR's choosing. Such sum shall immediately upon deposit become the property of the FINANCE DIRECTOR.

6. DUTIES AND RESPONSIBILITIES: The FINANCE DIRECTOR shall be the Business Manager and Chief Financial Officer of the NPS and shall supervise the operation and management of the NPS Finance Department, subject to the supervision and direction of the Superintendent. The FINANCE DIRECTOR shall be responsible, consistent with the Committee's personnel policies and budgetary restrictions and subject to the approval of the Superintendent, for hiring all personnel assigned to the NPS Finance Department and for supervising and terminating all such personnel, subject to

review and prior approval by the Superintendent and subject to the provisions of applicable law. The Superintendent shall have final authority as to the assignments and transfers of staff of the NPS Finance Department and may make such assignments or transfers after consultation with the FINANCE DIRECTOR.

The FINANCE DIRECTOR shall faithfully and effectively perform the duties contained in the job description of FINANCE DIRECTOR, a copy of which is appended to this CONTRACT as Exhibit A. The Superintendent may modify the job description of the FINANCE DIRECTOR from time to time, at the Superintendent's sole discretion.

The FINANCE DIRECTOR recognizes that his responsibilities and conduct are not determined by prescribed hours and conditions. As a result, the FINANCE DIRECTOR will perform the directed and implied duties of his or her position as determined by the Superintendent and will expend the time and effort necessary to effectively achieve the goals and purposes of the Public Schools. The FINANCE DIRECTOR acknowledges that his position is exempt from the overtime requirements of the Fair Labor Standards Act.

7. **LICENSE/CERTIFICATE:** As a condition of continued employment, the FINANCE DIRECTOR shall maintain throughout the course of his employment as FINANCE DIRECTOR with the NPS, a valid and appropriate license/certificate qualifying him to serve as a School Business Administrator in the Commonwealth of Massachusetts and shall provide the Superintendent with a copy of such license/certificate. The FINANCE DIRECTOR shall notify the Superintendent within 24 hours or before the start of the next workday, whichever is earlier, of the suspension or revocation of such license/certificate.

8. **ANNUAL WORK SCHEDULE:** The FINANCE DIRECTOR shall work two hundred and sixty days (260) per Contract Year, within the same schedule as the Central Office Administrators, except for legal holidays recognized by the Committee (listed herein) and other leave available to the FINANCE DIRECTOR under Committee policy or this CONTRACT.

9. **PERFORMANCE:** The FINANCE DIRECTOR shall fulfill all aspects of this CONTRACT. Any exception hereto shall be by mutual agreement between the FINANCE DIRECTOR and the Superintendent in writing. The Superintendent shall evaluate the performance of the FINANCE DIRECTOR at least once each Contract Year.

10. **OTHER PROFESSIONAL DUTIES:** The FINANCE DIRECTOR may accept speaking, writing, lecturing, consultant work or other engagements of a professional nature, provided they do not derogate from his duties as FINANCE DIRECTOR for NPS, the engagement does not interfere with or detract from his work as FINANCE DIRECTOR, and the FINANCE DIRECTOR has received prior approval of the Superintendent. The FINANCE DIRECTOR agrees that such activities shall be limited to not more than three (3) days in the aggregate per Contract Year.

11. **EARLY TERMINATION OF CONTRACT, SUSPENSION:**

A: EARLY TERMINATION

(i) By the FINANCE DIRECTOR: In the event that a FINANCE DIRECTOR desires to terminate this CONTRACT before the term of service has expired, the FINANCE DIRECTOR may do so by providing at least ninety (90) days written notice of his intent to terminate this CONTRACT to the Superintendent.

(ii) By the SUPERINTENDENT: The Superintendent may dismiss, layoff, or demote the FINANCE DIRECTOR for good cause and terminate this CONTRACT before the term of service has expired. "Good cause" herein shall be defined as any one or more of the following: insubordination, incompetency, neglect of duty, incapacity, conduct unbecoming a FINANCE DIRECTOR, lack of funds, reductions in force, closure of a school, reorganization, or any ground put forth by the Superintendent that is not arbitrary, irrational, unreasonable, or irrelevant to the task of building and/or maintaining an efficient school or school system.

If the Superintendent intends to dismiss, demote or layoff the FINANCE DIRECTOR, the Superintendent shall provide the FINANCE DIRECTOR with written notice of intent to dismiss, demote or layoff, as the case may be, with an explanation of the grounds for such dismissal, demotion or layoff. If the FINANCE DIRECTOR so requests, the FINANCE DIRECTOR shall be given a reasonable opportunity within fifteen (15) days after receiving such notice to review the decision with the Superintendent. At the meeting to review the decision with the Superintendent, the FINANCE DIRECTOR may be represented by legal counsel or other representative of his choosing and at the FINANCE DIRECTOR's own expense, and the FINANCE DIRECTOR shall have the right to present information pertaining to the bases for the decision and to the FINANCE DIRECTOR'S status. The FINANCE DIRECTOR'S right to appeal, if any, are provided by and in accordance with applicable law.

(iii) Salary and Benefits and Use of Accrued Vacation Time: In the event of early termination of this CONTRACT for any reason including, but not limited to resignation of the FINANCE DIRECTOR, dismissal or demotion of the FINANCE DIRECTOR, or layoff of the FINANCE DIRECTOR the NPS shall not be required to pay and the FINANCE DIRECTOR shall not be entitled to receive salary payments and benefits payable after the effective date of the FINANCE DIRECTOR's separation from employment or demotion. The FINANCE DIRECTOR may request to use his accrued vacation days prior to his separation from employment and/or the Superintendent may schedule the FINANCE DIRECTOR for vacation days prior to the FINANCE DIRECTOR'S separation of employment.

B: SUSPENSION WITHOUT PAY

The Superintendent may suspend the FINANCE DIRECTOR without pay in accordance with the provisions of M.G.L. chapter 71, section 42D.

11. **RETIREMENT:** As required by law, the FINANCE DIRECTOR shall be a member of the Massachusetts Teacher's Retirement System and shall be subject to all of the obligations and rights associated therewith. Required retirement deductions shall be made from the FINANCE DIRECTOR's pay as part of the regular payroll.

12. **ENTIRE AGREEMENT:** This CONTRACT embodies the whole agreement between the NPS and the FINANCE DIRECTOR and there are no inducements,

promises, terms, and conditions or obligations made or entered into by either party other than those contained herein. This CONTRACT may not be changed except by a writing signed by the PARTIES.

13. **EVALUATION:** The Superintendent shall evaluate the performance of the FINANCE DIRECTOR annually consistent with the applicable requirements of 603 CMR 35.00.

14. **SEVERABILITY:** It is understood and agreed by the parties that if any part, term or provision of this CONTRACT is held by a court of competent jurisdiction to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the CONTRACT did not contain the particular part, term, or provisions held to be invalid.

15. **GOVERNING LAW:** This CONTRACT shall be interpreted, enforced, governed and construed under and in accordance with the laws of the Commonwealth of Massachusetts.

16. **DUPLICATE ORIGINALS:** This CONTRACT shall be executed in two counterparts, each of which shall be deemed to be an original, and both of which taken together shall be deemed one and the same instrument.

17. IN WITNESS WHEREOF, the parties have hereunto signed and sealed this CONTRACT and a duplicate thereof this _____ day of _____ the year 2026.

Martin Anguelov
FINANCE DIRECTOR, Nantucket Public Schools

Dr. Elizabeth Hallett
Superintendent of Schools

Shantaw Bloise
Chair of the School Committee



**Nantucket
Community
School**

Main Office: 30 Surfside Road
Downtown Office: 56 Centre Street
ncsinfo@npsk.org
508-228-7285 x6

August 4, 2026

Nantucket Education Trust
Hadley Dutra, President
PO Box 3163
Nantucket, MA 02554

Dear Hadley,

On behalf of the Nantucket Community School, I would like to extend our gratitude for your generous gift in the amount of \$6,000 to support our 2026 Summer Boost program.

Summer Boost provides a solid foundation for incoming kindergarteners who have not had the benefit of preschool. For most of these students, Summer Boost is their first opportunity to be in a classroom setting.

Thank you for your continued support of this important program.

Warm regards,

Andrea Wulfleff
Operations and Finance Director

303R6 (08/16)

PLEASE POST THIS PAYMENT FOR OUR MUTUAL CUSTOMER

Account: 0

\$6,000.00

NANTUCKET EDUCATION TRUST
6C COW POND LANE
NANTUCKET, MA 02554

Please Direct Any Questions
To: Online Bill Payment Processing Center
(800) 243-2508

7037/2113 **0000995418**

August 03, 2026

HINGHAM INST FOR SVG

MEMO: Summer Boost FY2027

Pay SIX THOUSAND AND 00/100 -----Dollars

\$***6,000.00**

To
The
Order
Of

NANTUCKET COMMUNITY SCHOOL
ATTN: ALICIA GRAZIADEI
30 SURFSIDE RD
NANTUCKET, MA 02554-6051

Void After 180 DAYS.
Signature On File
This check has been authorized
by your depositor



Nantucket Community School

August 4, 2026

Thomas Bresette
The Nantucket Golf Club Foundation
250 Milestone Road
Nantucket, MA 02554

Dear Thomas,

On behalf of the Nantucket Community School, we would like to extend our gratitude to The Nantucket Golf Club Foundation for providing a grant in the amount of \$60,000 to support Tuition Assistance and our Ready, Set, School! program.

Through your generosity, programming at Nantucket Community School will continue to serve our community through both quality and affordable programming. Thank you for being such an important part of NCS.

Sincerely,

Alicia E. Graziadei

Alicia Graziadei

THE REVERSE SIDE OF THIS DOCUMENT INCLUDES MICROPRINTED ENDORSEMENT LINES AND ARTIFICIAL WATERMARK - HOLD AT AN ANGLE TO VIEW



NANTUCKET GOLF CLUB FOUNDATION, INC.

P.O. Box 313
Siasconset, MA 02564
(508) 257-8500

Check Number 6255



165
P.O. BOX 10
ORLEANS, MA 02653
53-7107/2113

6255

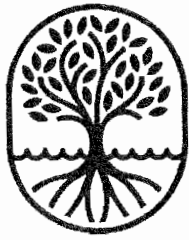
PAY Sixty Thousand and 00/100 Dollars

DATE
Jun 17, 2026

AMOUNT
60,000.00

TO THE ORDER OF:
Nantucket Community School
10 Surfside Road
Nantucket, MA 02554

Handwritten signature



**Nantucket
Community
School**

Main Office: 30 Surfside Road
Downtown Office: 56 Centre Street
ncsinfo@npsk.org
508-228-7285 x6

July 27, 2026

Sunny Daily
Community Foundation for Nantucket
PO Box 204
Nantucket, MA 02554

Subject: Nantucket Fund Grant
Project Title: English Students of Other Languages and Summer Boost

Dear Sunny,

The Nantucket School Committee and the Nantucket Community School are grateful to the Community Foundation for Nantucket and the Nantucket Fund for your generous grant award in the amount of \$10,000 in support of Adult English for Speakers of Other Languages (ESOL) classes and \$15,000 to support our Summer Boost program. Your ongoing support allows the Nantucket Community School to continue to serve our community in a meaningful way.

Very Truly Yours,

Alicia E. Gazadei

SECURITY FEATURES INCLUDE TRUE WATERMARK PAPER, HEAT SENSITIVE ICON AND FOIL HOLOGRAM.	
COMMUNITY FOUNDATION FOR NANTUCKET INC. P.O. BOX 204 NANTUCKET, MA 02554 PH. 508-825-9993	ROCKLAND TRUST
PAY TO THE ORDER OF Nantucket Community School	3155 53-447/113 838 CHECK ARMOR TRADE PROTECTION
Ten thousand dollars and 00/100	07/01/2026 \$ *** 10,000.00
SECURITY FEATURES INCLUDE TRUE WATERMARK PAPER, HEAT SENSITIVE ICON AND FOIL HOLOGRAM.	
COMMUNITY FOUNDATION FOR NANTUCKET INC. P.O. BOX 204 NANTUCKET, MA 02554 PH. 508-825-9993	ROCKLAND TRUST
PAY TO THE ORDER OF Nantucket Community School	3156 53-447/113 838 CHECK ARMOR TRADE PROTECTION
Fifteen thousand dollars	07/01/2026



**Nantucket
Community
School**

**Main Office: 30 Surfside Road
Downtown Office: 56 Centre Street
ncsinfo@npsk.org
508-228-7285 x6**

July 27, 2026

Cecil Barron Jensen
Executive Director

Virna Gonzalez
Program and Marketing Manager

Remain Nantucket
58 Main Street, 2nd Floor
Nantucket, MA

Subject: Grant ID# G-26-70901
Project Title: Website Redesign

Dear Cecil and Virna,

The Nantucket School Committee and the Nantucket Community School are grateful for your grant award in the amount of \$12,500 to redesign the Nantucket Community School website. Your generous support of this initiative will enable the Nantucket Community School to have a broader reach as we strive to meet our mission and serve our community.

Very truly yours,

Alicia E. Graziadei

Alicia Graziadei

Executive Director

CASH ONLY IF ALL CheckLock™ SECURITY FEATURES LISTED ON BACK INDICATE NO TAMPERING OR COPYING

REMAIN NANTUCKET, LLC

555 Bryant St., #370
Palo Alto, CA 94301

WELLS FARGO BANK, NA
CALIFORNIA
11-4288/1210

2607

6/11/2026

PAY TO THE
ORDER OF NANTUCKET COMMUNITY SCHOOL

\$**12,500.00

Twelve thousand five hundred and 00/100*****

DOLLARS

PROTECTED AGAINST FRAUD



Nantucket Community School

July 27, 2026

Sconset Union Chapel
PO Box 400
Nantucket, MA, 02564

Dear Sconset Union Chapel Outreach Committee,

Thank you for your generous donation of \$3,000 to our Summer Boost program. Your support will make a profound difference for Nantucket children preparing for kindergarten.

As you know, Summer Boost provides essential kindergarten readiness skills to children who have not had the opportunity to attend preschool. Your contribution directly supports this program, helping children gain confidence in classroom routines and develop crucial pre-reading and early math skills. Most importantly, they begin kindergarten feeling prepared and excited about learning.

Thank you once again for your generous support.

Sincerely,

Andrea Wulffleff
Assistant Director

THE FACE OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER AND ORIGINAL DOCUMENT SECURITY SCREEN ON BACK WITH PADLOCK SECURITY ICON	
Siasconset Union Chapel PO Box 400 Siasconset, MA 02564	Nantucket Bank 104 Pleasant St. Nantucket, MA 02554
Date 7/1/26	
PAY TO THE ORDER OF Nantucket Community School	\$ **3,000.00
Three Thousand and 00/100*****	
DOLLARS	
Nantucket Community School 10 Surfside Rd. Nantucket, MA 02554	
Memo Summer Boost	Shel P. Damm MP

MADE WHEN NEAT & STAMPED
Security features included. Details on back.

Vito Capizzo Stadium Testing Pre-Testing Agreement

Nantucket Public Schools and Nantucket Department of Health & Human Services

Due to the Vito Capizzo Stadium Project's sensitive location within Nantucket's Wellhead Protection District, the Town of Nantucket's Department of Health and Human Services, as directed by the Nantucket Board of Health, requests a comprehensive suite of testing ahead of field installation. Unless otherwise noted, all testing is *lot-specific* to the materials to be installed, and satisfactory results are a condition of installation.

Testing results shall be provided to the Department of Health and Human Services.

Materials to be tested are the assembled grass/carpet matrix, infill material, and shockpad.

The suite of tests includes the following:

- EPA Method 1633A
- EPA Method 1633A Total Oxidizable Precursor Assay (TOPA) analysis
- EPA Method 1633A of Synthetic Precipitation Leaching Procedure (SPLP, Method 1312) leachates.

A minimum of eight (8) samples of the above materials must be sampled; if multiple production lots of material are to be shipped to the project, the number of samples collected per lot shall be representative of the percentage of project area the lot will cover. See Table 1 below.

Testing results and analysis shall be reported to the Method Detection Limit (MDL). Analyses must have reporting limits for Massachusetts and EPA regulated individual PFAS that meet the appropriate comparison values outlined in Table 2.

Comparison values.

- Comparison values for individual compounds and PFAS mixtures regulated by MassDEP and EPA are outlined in Table 2.
- For individual PFAS compounds reported above method detection limits by the laboratory analyses without Massachusetts regulatory values or EPA MCLs, the following resources will be utilized, in the identified order of preference, to establish concentrations for result comparison.
 1. EPA Regional Screening Level Table (most recent)
 2. Other State Regulatory Concentrations
 3. Selection of a "Surrogate" compound with similar chemical properties which has established regulatory concentrations. The surrogate

compound will be selected by a risk assessor familiar with PFAS chemistry and exposure. See Figure 1 for the decision tree.

Materials with all PFAS compound concentrations below their selected comparison concentrations are deemed acceptable for use at the Capizzo Stadium project.

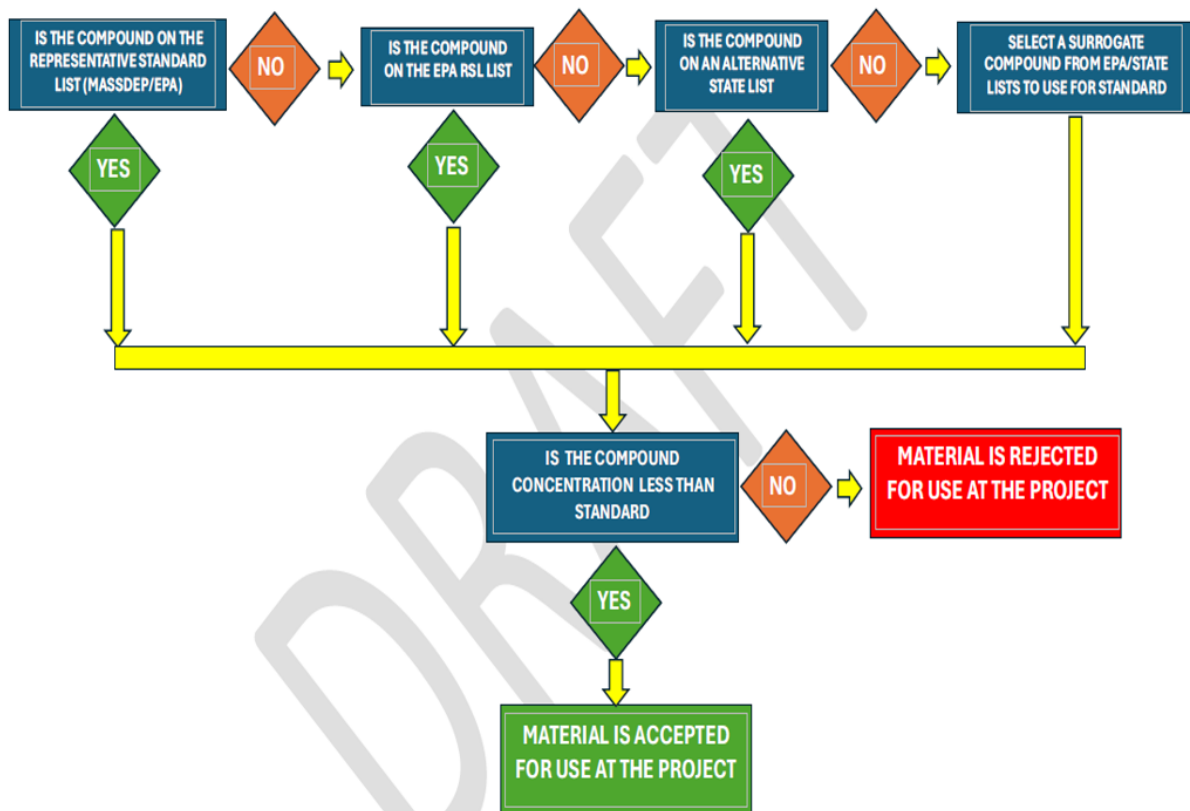
Table 1

<i>% OF PROJECT COVERAGE BY SPECIFIC LOT</i>	<i># OF SAMPLES REQUIRED OF SPECIFIC LOT</i>	<i>% OF PROJECT COVERAGE BY SPECIFIC LOT</i>	<i># OF SAMPLES REQUIRED OF SPECIFIC LOT</i>
95% - 100%	8	44% - 55%	4
81% - 94%	7	31% - 43%	3
69% - 80%	6	19% - 30%	2
56% - 68%	5	<19%	1

Table 2

<i>ANALYSES</i>	<i>REPORTING LIMITS MUST BE BELOW RELEVANT COMPARISON VALUES</i>
EPA 1633A	<i>MassDEP S-1/GW-1</i>
TOTAL OXIDIZABLE PRECURSOR ASSAY (TOPA) (1633A)	<i>MassDEP S-1/GW-1</i>
SYNTHETIC PRECIPITATION LEACHING PROCEDURE (SPLP)(1633A)	<i>MassDEP GW-1/MassDEP & EPA MCL</i>

Figure 1



**Nantucket School Committee
Meeting Minutes
May 19, 2026**

Present Members: Chair Laura Gallagher Byrne, Vice-Chair Shantaw Bloise-Murphy , Vincent Murphy, and Superintendent Elizabeth Hallett

The May 19, hybrid School Committee meeting was called to order at 6:01 PM in the Nantucket High School LGI by Chair Laura Gallagher Byrne. A motion was made by Shantaw Bloise-Murphy, seconded by Vincent Murphy. The agenda was approved unanimously.

Announcement: this meeting is being audio and video recorded

There was no public comment.

Superintendent's Update

Superintendent Dr. Hallett reported that district enrollment had increased by 14 students during the month, bringing total enrollment to 1,677, up from 1,663. She noted that the largest growth occurred at the elementary level, with additional students also entering NIS. One student each left CPS and NHS during the same period. She stated that NES experienced the most overall growth and that enrollment trends would continue to be monitored. She also provided a hiring and staffing update, noting that the district was in the midst of hiring season with 19 teaching positions and one administrative position currently open. One position had been filled and five additional hires were in process. Openings were spread across all schools and special services, including classroom teachers and related service providers such as speech-language pathologists, a BCBA, and a school psychologist. She noted that school and district leaders were actively interviewing candidates and working to fill vacancies.

Superintendent Dr. Hallett concluded by noting that a transportation update would be provided and invited Mellisa Devitt, the assistant superintendent of academic operations to share further information on current challenges.

Ms. Devitt reported that transportation services were under significant strain due to staffing shortages, including the loss of the transportation coordinator, who is now working remotely in a limited capacity. She stated that she has taken on a central role in managing transportation issues and responding to concerns from staff and families.

She noted that earlier in the week there were scheduling and routing problems that led to missed stops and timing issues, but these were quickly corrected and operations improved shortly after. She added that bus drivers have been working cooperatively to keep service running. Ms. Devitt explained that the policy may need to be changed; the district is actively trying to stabilize transportation by recruiting new drivers and exploring training opportunities for parents, staff, and community members. She also reported that efforts are underway to improve coordination through a centralized student bus list system. She concluded that while challenges remain and another driver will be leaving soon, summer transportation is secured and work continues to improve daily bus operations.

Mr. Murphy spoke about Ms. Devitt's efforts to notify parents about the bus driver shortage and encourage anyone with driving experience or an interest in becoming a driver to apply. He also asked whether advertisements had been placed. Ms. Devitt explained that it should be Cape Cod Collaborative placing the advertisement, but she got it done and they are playing for it. She then mentioned the increase of pay per hour as an incentive.

Dr. Hallett explained that Cape Cod Collaborative has been a long-standing transportation provider for the district and is currently experiencing significant staffing challenges. The Collaborative will continue to support the district, while the district may also explore other transportation options if needed. She noted that Cape Cod Collaborative and the district's Business Office are working together on next steps and that potential bus driver candidates will be contacted and provided with information about the requirements.

Mrs. Gallagher Byrne asked whether the district would remain a Cape Cod Collaborative member if it used another transportation company. Dr. Hallett confirmed that the district would remain a member.

Presentations and discussions of issues to the Committee

Special Education Advisory Council (ACK-SEPAC), Laura Steele & Suzanne Fronzuto - Co-Chairs

Laura Steele presented on behalf of the Nantucket Special Education Advisory Council (ACK-SEPAC) and described the past year as a transition period as the group changed its meeting format. The council alternated

between business meetings and parent support groups, with the parent support gatherings generating more interest from new families. Several support meetings were held off-site at Bartlett's Farm and The Corner Table, where parents appreciated the informal setting and opportunity to share experiences and ideas. However, the increased participation in support groups did not result in higher attendance at the regular business meetings.

ACK-SEPAC also attended the NES and NIS open houses to connect with families and raise awareness of the council's resources. Steele noted that word of mouth continued to be the most effective way to reach parents and encouraged teachers, administrators, and current members to share information about the group. The council also held a Basic Rights Workshop presented by the Federation for Children with Special Needs and encouraged members to participate in a webinar focused on the transition from high school to the workplace. Information about other Massachusetts SEPAC events and resources was also shared.

For the upcoming year, ACK-SEPAC plans to hold monthly parent support meetings and offer one educational event each quarter, such as a guest speaker or webinar. The council will continue using resources from Martha's Vineyard Community Services, the Federation for Children with Special Needs, and other SEPAC organizations. Ms. Steele also shared that she and Suzanne Fronzuto have been involved in leadership for many years and are looking toward eventually passing the leadership to new members.

Special Services Update - Dr. Debra Gately, Executive Director of Special Services

Dr. Debra Gately provided an update on the Special Services Department, highlighting significant changes and progress during the year. Dr. Gately thanked the department's special education liaisons, teaching assistants, related service providers, psychologists, counselors, social workers, and office staff for their continued support.

The department experienced SLP staffing challenges due to the loss of one provider and another taking medical leave. Contracted providers were used to maintain services, and the district is now fully staffed for the upcoming school year. Compensatory services are being provided this summer to students who missed services. The department also has two full-time school psychologists, one contracted psychologist, 10 school counselors, and six social workers. Dr. Gately reported that 388 students currently have IEPs, with approximately 10–11 students placed out of district. The district's special education enrollment is nearly 2% above the state average and is being reviewed to better understand the increase. The district also supports students attending private schools and provides services through a grant-funded position. The transition program continues to support students through age 22 and provides educational and vocational opportunities on and off island.

The district recently completed a DESE review and was found to be in compliance with state standards, with one corrective action remaining. Dr. Gately noted that updated IEP timelines have created additional challenges for staff, and the department is working to streamline the process.

An independent review of the Special Services Department also provided recommendations regarding inclusion, service delivery, staffing, and long-term planning. Dr. Gately noted that the review identified both strengths and areas for improvement. Dr. Gately also provided an update on the Orton-Gillingham program, now in its fourth year and funded through an IDEA grant. Several teachers have completed or are completing advanced training, increasing the district's ability to provide specialized literacy instruction.

She also recognized Sherri Lewis for her work in student services and social-emotional learning, including securing grants, developing programs, responding to community needs, and building community partnerships.

She highlighted Ms. Lewis's work securing grants, developing programs, responding to community needs, and building community partnerships, noting that the district has greatly benefited from her leadership and expertise. Dr. Gately reported that the district continues to provide social-emotional learning through Second Step, Responsive Classroom, Zones of Regulation, and Social Thinking. The Bridge Room at CPS and NHS continues to provide additional support for students, helping keep more students in the district.

The district also continues to use social-emotional screening, counseling, suicide prevention screening, safety and de-escalation training, and other student support programs. Dr. Gately noted that restraint reports have remained very low, averaging only two to three per year, reflecting the staff's focus on addressing student needs before situations escalate. The district also continues to offer small-group and individual counseling, the SAVE program, K9 therapy, and other interventions. The PASS alternative-to-suspension program was not used this year and will not continue next year unless a need arises. Dr. Gately highlighted the district's strong community partnerships, which provide ongoing support to students and families. She noted that the district's size allows staff to quickly identify needs and provide individualized support.

Looking ahead, the department will provide more targeted professional development for teaching assistants and develop a district-wide plan for inclusion and co-teaching. Two new positions will also support initial evaluations

and structured reading at NES and NIS. Dr. Gately also shared that the integrated preschool program will expand next year to five days a week, from 7:45 a.m. to 1:00 p.m. Teaching assistants will become full-time and will remain available to support students through dismissal. The preschool evaluation process will also be streamlined through a team consisting of a school psychologist and related service providers.

Mr. Murphy asked for clarification regarding the 10 students placed in out-of-district residential schools. Dr. Gately explained that the students are placed across eight schools, with some students attending the same school. She also noted that she visits each placement annually to observe the student and evaluate the school to ensure appropriate services and support are being provided.

Mr. Murphy also asked about the Orton-Gillingham program and the number of teachers participating, noting that one teacher had reached the clinical level.

Ms. Bloise-Murphy asked about the special education services being offered over the summer. Dr. Gately explained that when a student does not receive required IEP services, the district must reevaluate the student to determine whether there has been any regression and identify the appropriate compensatory services needed.

Ms. Bloise-Murphy asked how students missed services. Dr. Gately explained that the district experienced the loss of a speech provider and another provider taking medical leave. The district used CPS staff and contracted outside providers to continue supporting students. She emphasized the importance of ensuring students' needs are met and that they continue to make progress.

Ms. Bloise-Murphy also asked whether Dr. Gately had budget concerns related to these services. Dr. Gately stated that she did not have concerns at this time.

Mrs. Gallagher Byrne asked about the two new positions and whether they were full-time. Dr. Gately explained that the Evaluation Team Chair is a teaching position focused on working directly with families and helping them navigate the evaluation process and required paperwork.

Mrs. Gallagher Byrne also asked how students are placed in residential schools. Dr. Gately explained that some placements were made before she joined the district and that placements can be based on a variety of factors, including legal requirements.

FY2025 End-of-Year Report Audit - Martin Anguelov, CFO

Chief Financial Officer Martin Anguelov presented the annual report on the district's agreed-upon procedures and end-of-year financial reporting. The report included approximately \$62.9 million in revenues and expenses across the operating budget, grants, school lunch, athletics, Community School, and other funds.

Anguelov reported that there were no financial reporting findings, which was positive news. The only ongoing compliance issue involves the district's accounting system and chart of accounts, which is not fully aligned with DESE requirements. This has been noted for seven consecutive years. Anguelov stated that the district will continue working with the town and outside resources to find a solution and bring the accounting system into compliance.

Mr. Murphy congratulated on not having any major findings and asked if there were other districts and how many districts? Mr. Anguelov reported OVER 50%.

School Committee Self-Evaluation Results - Laura Gallagher-Byrne, School Committee Chair

Chair Laura Gallagher Byrne reported on the School Committee's annual self-evaluation. Members completed anonymous surveys, and the results were compiled and discussed at a recent workshop. Overall, the results were positive, with strong feedback on the committee's relationship with the Superintendent, financial oversight, meeting procedures, public input, preparation, and understanding of committee roles.

Areas identified for improvement included committee protocols, information sharing, allowing enough time for discussion, and communicating the district's accomplishments and positive news to the community. The discussion provided an opportunity for members to reflect on the committee's strengths and identify areas for continued improvement.

Mr. Murphy shared that his main concern from the self-evaluation related to members respecting majority decisions once the committee has voted. He explained that he had some concerns about whether committee decisions are consistently supported after a vote, particularly when members hold differing opinions. He noted that, aside from this concern, he was generally positive about the

Ms. Bloise-Murphy, reported that this is the first year she selected "strongly agree" or "agree" on the evaluation statements. She noted that the committee worked well together through difficult conversations and decisions.

Committee discussions and votes to be taken

Vote to remove policy EFDA, Collection of Money for Food Services. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to remove policy EFDA-R, Collection of Money for Food Services, Rules & Procedures. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to remove policy EGAD-R, Copyright Compliance, Rules & Procedures. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve the donation from Friends of NPS for \$1,800 to NHS to support Mental Health Awareness project. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve the donation from Cape Cod Five for \$1,000 to NHS gift account to be used towards Credit for Life. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve the donation from Cape Cod Five for \$4,000 to NHS gift account to be used towards the Galapagos field trip. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve the donation from the Nantucket Land Council for \$2,016 to NIS Grade 5 (YOG 2033) for the Outdoor Classroom field trip. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve the March 10, 2026 Meeting Minutes. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve Transfers & Invoices. Shantaw Bloise-Murphy *made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Sub-Committee/Work Group Report

Mr. Murphy reported steady progress in teacher negotiations. Dr. Hallett noted that there had not been a recent food services meeting, but operations continued to run smoothly. She also shared that a tasting event at the high school was well received by students, who appreciated the menu offerings and provided positive feedback. Dr. Hallett expressed optimism about continued improvements in food services, highlighting the work of the current coordinator, Theresa Flores, and the opportunity for students to provide input on menu options.

Dr. Hallett also stated that the policy committee would need to meet to review the bus policy prior to the summer in order to prepare for the upcoming school year. She noted that while there is hope to move forward without changes, revisions may be necessary depending on district needs and capacity with Cape Cod Collaborative or another provider.

Ms. Gallagher-Byrne reported attending the CPS production of Alice in Wonderland and noted that it was an enjoyable performance, offering a special acknowledgment to the middle school students involved.

Adjournment

Motion to adjourn at 7: 20 PM by Shantaw Bloise-Murphy, seconded by Vincent Murphy, and with none opposed, the motion was approved unanimously.

Respectfully submitted,
Katie Bedell
School Committee Clerk

**Nantucket School Committee
Meeting Minutes
June 2, 2026**

Present Members: Chair Laura Gallagher Byrne, Timothy Lepore, Esmeralda Martinez, Vincent Murphy, and Superintendent Elizabeth Hallett

The June 2, hybrid School Committee meeting was called to order at 6:01 PM in the Nantucket High School LGI by Chair Laura Gallagher Byrne. A motion was made by Dr. Lepore, seconded by Esmeralda Martinez. The agenda was approved unanimously.

Announcement: this meeting is being audio and video recorded

Public Comment

Meghan Perry gave the committee brownies stating they may have a non-detect level of XLax in them, but figured it was ok because they were ok with a non-detect level of PFAS. She then thanked the School Committee for its work throughout the year, recognizing its efforts with campus improvements, the bus driver shortage, new principals, and student test scores. She expressed her appreciation for the committee's work and wished everyone a good evening.

Superintendent's Update

Superintendent Dr. Hallett reported that enrollment increased slightly to 1,680 students, up from 1,677. She noted that the district expects a strong incoming kindergarten class of approximately 120 students.

Dr. Hallett also provided an update on the ongoing bus driver shortage. The district currently has one large bus driver and one small bus driver and needs additional drivers to operate effectively. Staff have been helping supervise students waiting for the second bus run. Cape Cod Collaborative will provide substitute drivers for the final days of school, and a recent information session attracted approximately 15 potential drivers. Several administrators are also pursuing 7D licenses to assist with emergency coverage.

Dr. Hallett reviewed upcoming end-of-year activities, including senior events, athletic and senior awards, graduation, the Grade 8 promotion ceremony, and the final day of school.

She also announced that Michael Stanton will join Nantucket Public Schools as the new NES principal beginning July 1. Dr. Hallett thanked the search committee and staff involved in the hiring process.

Finally, Dr. Hallett thanked student representative Danielle Lewis for her service to the School Committee and wished her well as she prepares to attend MIT.

Presentations and discussions of issues to the Committee

English Learner/ELPAC Update

Barbara Cohen, Director of English Language Learners, provided an end-of-year update on the district's English learner program. She reported that the district currently has approximately 379 English learners, with the largest concentration at the elementary level. The number of English learners has remained relatively stable, although there has been a shift toward younger students. The district also has a growing number of English learners who receive special education services. Ms. Cohen reported that the department expanded its staff to meet student needs, including adding a Portuguese interpreter and additional ESL teaching positions. The department is also increasing its use of co-teaching at NES and NIS so that English learners can receive language support while remaining in their regular classrooms.

She reported strong results from the 2026 ACCESS testing, with 65 students exiting English learner services. The district also saw continued growth in its Seal of Biliteracy program, with 19 seniors earning the seal, including several students who earned it with distinction. Ms. Cohen also discussed the English Learner Parent Advisory Council (ELPAC). While participation has been challenging due to family work and scheduling demands, the department continues to look for ways to increase parent involvement and engagement. Looking ahead, Ms. Cohen said the department will continue working on its corrective action plan, strengthening the ESL curriculum, expanding co-teaching, and providing professional development for teachers. The department will also continue focusing on literacy development and using student data to group students based on their individual needs.

Ms. Martinez asked about the format of biliteracy testing such as writing or multiple choice.

Ms. Cohen explained that the testing process depends on the language. For less commonly spoken languages such as Thai, Ukrainian, and Polish, students complete a 30-minute telephone interview along with a written assessment. For more commonly spoken languages such as Spanish, Portuguese, and Russian, students complete assessments in four areas: speaking, listening, reading, and writing.

Dr. Lepore asked which world languages can be tested locally. Ms. Cohen explained that students may be tested in a variety of languages, including French, Patois, Thai, Ukrainian, Tagalog, Bulgarian, Lithuanian, and Uzbek. She noted that the available languages depend on the testing company, and the district may work with different providers when a specific language is not offered.

Ms. Gallagher Byrne wanted to know how they are able to keep up with translations and interpretations.

Ms. Cohen reported that the district has made progress in providing translated documents and interpretation services. She emphasized that the district is responsible for proactively providing these services rather than waiting for families to request them. Staff translators now assist with documents, meetings, and events in Spanish and Portuguese, and the district is exploring additional technology to support interpretation at larger events. The district has headsets that can be used at events.

Ms. Gallagher Byrne asked about the benefits of earning the Seal of Biliteracy. Ms. Cohen explained that many colleges accept the seal in place of language courses, which can save students time and money. She also noted that the seal demonstrates proficiency in speaking, listening, reading, and writing, providing students with a valuable, nationally recognized credential for future employment.

Committee discussions and votes to be taken

Vote to approve the NHS GPA proposal change in the High School Student Handbook and Program of Study that was presented at the March 10, 2026 school committee meeting, Dr. Hallett reported that, after discussions with several School Committee members and feedback from the public, she believed additional research was needed before moving forward with proposed GPA changes. She said the school counselor would be invited to explain how the changes could affect GPA calculations going forward. She also planned to meet with the superintendent of Sandwich, who recently implemented similar changes, and other Cape superintendents to gather additional information to share at the next meeting. Mr. Murphy stated that he asked for more information and was not opposed to the proposal but wanted to hear from the school counselor first and ensure that any changes would not negatively impact students' GPAs or their college admissions opportunities. Dr. Hallett thanked the students who proposed this change and hope they are able to make it to the June 16 meeting.

Vote to approve the donation from Friends of NPS for \$1000.00 to CPS Summer Reading Program, *Vincent Murphy made a motion to approve, seconded by Esmeralda Martinez, and with no opposed vote, the motion was approved unanimously*

Vote to approve the NHS field trip to Rome & Naples Italy April 15 - April 24, 2027, *Vincent Murphy made a motion to approve, seconded by Esmeralda Martinez, and with no opposed vote, the motion was approved unanimously*

Vote to approve the appointment of School Committee Clerk, Katie Bedell, *Esmeralda Martinez made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve the March 24, 2026 Meeting Minutes,

Vote to approve the April 14, 2026 Meeting Minutes, *Esmeralda Martinez made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Vote to approve Transfers & Invoices, *Esmeralda Martinez made a motion to approve, seconded by Vincent Murphy, and with no opposed vote, the motion was approved unanimously*

Student Council Representative - Danielle Lewis

Danielle Lewis thanked the School Committee for the opportunity to serve as the student representative during the school year. She expressed appreciation to the school, community members, and local businesses that supported the recent Disney trip, describing it as a great success. She reported that seniors were taking final exams, freshmen were participating in MCAS testing, and summer reading information had been distributed. She noted that most spring sports seasons had concluded and encouraged students to watch for fall sports registration over the summer. Ms. Lewis also reminded seniors about the required graduation rehearsals, highlighted the continuation of free

ASL lessons after seniors graduate, and concluded by thanking everyone as she delivered her final Student Council report.

Sub-Committee/Work Group Report

Mr. Murphy reported that negotiations with the teachers' union had hopefully concluded with a tentative agreement. He expressed satisfaction with the outcome, noting that although negotiations were challenging at times, they remained respectful and amicable. He commended the union for presenting its case effectively and said both sides worked collaboratively to reach an agreement that addressed the district's needs and the concerns of the teachers.

Agenda for the next meeting - June 16, 2026 - End-of-Year Activities, Ed Tech Department Update, Athletics Department Update, Wellness Committee Update, Vision Screening Update

Adjournment

Motion to adjourn at 6:53 PM by Esmeralda Martinez, seconded by Vincent Murphy, and with none opposed, the motion was approved unanimously.

Respectfully submitted,
Katie Bedell
School Committee Clerk



NANTUCKET PUBLIC SCHOOLS

To: Nantucket School Committee

From: NPS Finance

Date: August 18, 2026

RE: Vote to Approve Payroll and Accounts Payable Warrant

Payroll Warrant for pay period ending June 21, 2026 (262026), in the amount of **\$2,202,869.55**

Payroll Warrant for pay period ending July 05, 2026 (012027), in the amount of **\$1,198,863.13**

Payroll Warrant for pay period ending July 23, 2026 (022027), in the amount of **\$1,174,720.85**

Payroll Warrant for pay period ending August 02, 2026 (032027), in the amount of **\$1,175,694.89**

Accounts Payable Warrant dated June 24, 2026, in the amount of **\$530,079.56**

Accounts Payable Warrant dated June 30, 2026, in the amount of **\$401,023.76**

Accounts Payable Warrant dated July 22, 2026, in the amount of **\$389,406.44**

Accounts Payable Warrant dated August 05, 2026, in the amount of **\$482,429.22**

Accounts Payable Warrant dated August 19, 2026, in the amount of **\$73,649.98**

ON THE HORIZON

8/18/2026

July 23, 2026 (Retreat)	August 18, 2026
School Committee Retreat: School Committee Goals aligned to DESE District Standards and Indicators	Staffing Update
Hybrid Meeting Etiquette	Transportation Update
	FY26 MAP Summative Data Results
	School Committee Goals, 2026-27

September 1, 2026	September 15, 2026	October 6, 2026
Student Enrollment	Meet with School Resource Officers	Student Enrollment
Summer School Presentation	Final High School Graduation Requirements Recommendations	Community School Update
4th Quarter Budget Updates	Budget Planning Calendar	Advanced Placement Results
District Improvement Plan (Year 4 Action Plan)	Budget Directives	Homeschooling Report
School & Employee Handbooks		
Superintendent Goals		

ON THE HORIZON (2026-2027) YEAR-LONG VIEW)

July	August	September	October
Hiring Update	District & Superintendent Goals	Enrollment Update	Enrollment Update
Gift Funds and Donations	Food Service Financial Report/Prices	Budget Planning Calendar	Tri-Council Meeting w/ MASC
Professional Teacher Status	4th Quarter Budget Update	Budget Directives	Homeschooling Report
	Vote to establish/transfer student YOG funds	Summer Programs	ESL Update
		Community School Update	1st Quarter Budget Update
		Meet with School Resource Officer	School Improvement Plans
		School Handbooks	Future School Calendar
		Advanced Placement Results	School Handbooks

November	December	January	February
School Presentation	Enrollment Update	School Presentations ?	Nat'l School Counseling Week
Enrollment Update	Food Service Update	Enrollment Update Quiz Bowl	Enrollment Update
Preliminary Budget Forecast	Regional Music Competitions	2nd Quarter Budget Update	Vote to approve budget
Federal Grants	Annual Report	Bullying Update	SC Self-evaluation
Student Success Program- Alt ED	Retreat	SC Progress Report of Goals	Present to FinCom?
	Budget Development - Tech., Facilities, Community School	Budget Development - Central, SPED, ELL, Athletics, Schools	Workshop - Superintendent's Evaluation Tool
Add Workshop	Meet with Veritas Staff	Add Workshop	

March	April	May	June
School Presentation?	School Presentation?	Guidance Update	Appointment of Clerk
FONPS	3rd Quarter Budget Update	Enrollment Update	Enrollment Update
Enrollment Update	SC and Task Force Assignments	Central Registration Update	Athletics Annual Report
Update on Student Support Services	School Choice Participation	Wellness Committee Update	Tech. Annual Report
Dropout Rate Report	Enrollment Update	Facilities Update	ELL PAC Update
Special Needs Advisory Council		Year End Utilities Usage	Admin Salaries
Audit Report		Food Service Update	Retreat
Add Workshop		Add Workshop	Academic Awards
Review of Superintendent by 3/31			Graduation/Baccalaureate
			End of Year Celebration