PROPOSAL TO
BERLIN-BOYLSTON
REGIONAL SCHOOL DISTRICT
FOR
SUPERINTENDENT SEARCH
SERVICES

New England School Development Council
28 Lord Road
Marlborough, MA 01752
www.nesdec.org

LETTER OF INTRODUCTION

November 18, 2024

Lori-Anne Hart, School Committee
Berlin-Boylston Regional School District
215 Main Street
Boylston, MA 01505

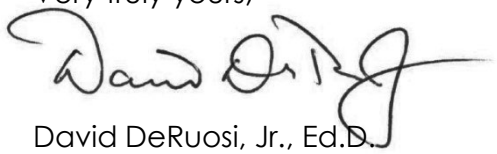
Dear Ms. Hart and Members of the Berlin-Boylston Regional School Committee,

The New England School Development Council (NESDEC) is pleased to submit this proposal to the Berlin-Boylston Regional School District describing the services we would provide in a superintendent search. As a NESDEC affiliate, Berlin-Boylston is entitled to a **20% discount** on our search services. This discount is reflected in our Cost Proposal.

The enclosed proposal outlines our search process. I hope this information will give you an idea of the scope and breadth of a **NESDEC Search**. As you review our proposal, you will note that some items may require greater specification after the search begins, e.g., where to advertise, the number of initial interviews or finalists. These specifications would be made through discussion with and approval of the School Committee.

We are committed to an effective search process that will provide Region 12 with a Superintendent who will meet the needs and expectations of the School Committee and the community. We thank you for considering NESDEC to assist in your district's upcoming search.

Very truly yours,



David DeRuosi, Jr., Ed.D.
Executive Director

ABOUT NESDEC

WHY NESDEC?

Originally established at the Harvard Graduate School of Education, NESDEC, now a stand-alone, not-for-profit corporation, has been serving New England school districts since 1946. NESDEC's Executive Search Program was started with the specific objective of broadening the base of highly talented candidates available to school systems when they need to fill an administrative vacancy. Since the inception of the program, we have conducted well over six hundred successful executive searches throughout New England. Each NESDEC executive search is designed around the client's specific needs and expectations.

THE NESDEC DIFFERENCE

In deciding who might best provide assistance to your district, we hope you would consider that NESDEC is a comprehensive educational organization. We do much more than **Executive Searches**. NESDEC's **Professional Development** offerings attract many educators annually; our **Planning** work includes enrollment projections for over 300 school districts as well as many other facility, staffing and specialized studies across New England; and our **Research and Development** efforts have resulted in several national publications on the topic of improving student achievement.

NESDEC distinguishes itself in another important way. Headquartered in New England since 1946, NESDEC has gained a deep understanding of the advantages, challenges, and cultural demands associated with being an educational leader in the region. In addition, as a result of NESDEC's longtime association with the National School Development Council (NSDC), the firm has a well-developed capacity to network, recruit and attract talented applicants on a nationwide basis.

OVERVIEW OF NESDEC'S SEARCH ASSISTANCE

NESDEC's search assistance includes several components designed to attract well-qualified candidates.

- An announcement process, which includes print and electronic communication with our exclusive regional and national networks.
- An active regional and national recruitment component designed to provide high-performing candidates.
- A consultant supported by a region-wide search staff with direct experience as Superintendents of Schools.
- A formal follow-up process, which includes an Entry Planning consultation for the new Superintendent, and the options of a fee-based Superintendent/School Committee retreat and/or Executive Coaching support for the new Superintendent.

APPROACH AND PLAN

The Scope of Services would be provided by Dr. Judith Paolucci, NESDEC Search Consultant, and coordinated by Dr. David DeRuosi, NESDEC Executive Director. A resume and brief biography for each accompany this proposal.

DEVELOP A SCHEDULE FOR THE SUPERINTENDENT SEARCH

Before initiating an executive search, NESDEC recommends meeting with the School Committee to ensure that all the elements of the search expected by the Committee are included and that the timeline is constructed so as to accommodate the agreed-upon search activities. The NESDEC consultant would confer with the School Committee to develop an event schedule/timeline for the entire process. The schedule would detail the major tasks in the search process and delineate the respective responsibilities of the consultant and the School Committee.

Please Note: In addition to being held in-person, meetings arranged for this executive search may be conducted via videoconference or telephone conference call if deemed advisable by the parties.

PUBLICIZE VACANCY: ADVERTISING AND ELECTRONIC OUTREACH

NESDEC begins by preparing a customized application form which would include a permission statement for release and verification of records. The application is hosted on the NESDEC website, www.nesdec.org and is advertised there as well.

NESDEC has a well-developed outreach network both in Massachusetts and throughout the New England states. NESDEC has the capability to communicate in hardcopy, electronically, and by telephone with a wide range of potential applicants. In our outreach, we focus upon individuals who likely possess the qualities, characteristics, skills, knowledge, and experiences preferred for a particular position.

NESDEC would draft a personalized informational letter (one page) describing the position, the school district, and the community. The School Committee and/or a representative would provide the input for the letter and would approve the final copy. The letter and any additional contents are designed to fit into a regular No. 10 business envelope (4 1/8" X 9 ½"), up to one-ounce total weight. NESDEC can have the letter printed on school district or NESDEC stationery as selected by the School Committee. NESDEC mails the informational letter announcing the vacancy and requesting nominations to the NESDEC Recruiting Network, including:


NESDEC
New England School Development Council

EXECUTIVE OPPORTUNITY

AN INVITATION TO APPLY OR REFER A CANDIDATE FOR THE POSITION OF SUPERINTENDENT OF SCHOOLS SUFFIELD, CONNECTICUT

- Superintendents, assistant superintendents and job-related personnel in Massachusetts
- Member communities of the New England School Development Council
- Superintendents, assistant superintendents, and job-related personnel in selected school districts throughout New England, New York, New Jersey and Pennsylvania with characteristics similar to Berlin-Boylston

Using the informational letter as a model, NESDEC develops an electronic advertisement and distributes it on the following job boards (unless noted below, all electronic advertising is included in the professional fee charged to the district for the search):

- **SchoolSpring**: online, national advertisement, 30 days
- **Top School Jobs** (the online advertising service of *Education Week*): national advertisement, 30 days
- **American Association of School Administrators** (AASA) website **Job Bulletin**: online, national announcement, 30 days
- School Leadership 2.0 (SL20) website **School Leadership Jobs**: online, regional announcement, 40 days
- NESDEC routinely posts vacancies on targeted diversity websites, including: the **NABSE** (National Alliance of Black School Educators) **Career Center**, **ALAS** (Association of Latino Administrators and Superintendents), and **TalentAlly** (formerly Professional Diversity Network)
- NESDEC would place announcements in assorted superintendent/school board association websites
- NESDEC would discuss with the School Committee options for fee-based advertising of the vacancy in other selected venues

NESDEC prepares a customized email blast campaign of the vacancy and sends it at strategic points in the recruitment process to:

- member communities of the New England School Development Council
- superintendents, assistant superintendents, and job-related personnel in Massachusetts
- selected New England, New York, New Jersey and Pennsylvania superintendents and job-related personnel in school districts with similar characteristics to Berlin-Boylston
- Executive Directors of study councils affiliated with the National School Development Council (NSDC)
- Placement offices of colleges and universities throughout the nation that prepare school administrators
- Selected educational leadership professors throughout New England
- Other colleges and institutions as suggested by the School Committee
- Officers of the Suburban School Superintendents (National)
- Selected Executive Directors of state superintendent and school board associations in the United States

If requested, NESDEC can prepare newspaper copy for use in advertisements as directed by the School Committee. This is available as a fee-based service; please see our cost proposal.

REGIONAL AND NATIONAL RECRUITMENT OF CANDIDATES

Using its proprietary network, NESDEC recruits at the state, regional and national levels. Although NESDEC is a nationally recognized search firm, our national reach is further

enhanced through our association with the National School Development Council (NSDC).

NESDEC actively recruits candidates for the position from its network of educational leaders representing school study councils nationwide, urban and suburban school superintendents, professors of educational administration and national professional associations.

DETERMINE DESIRED COMPETENCIES FOR THE NEW SUPERINTENDENT

Using its proprietary web-based Community Input Questionnaire, NESDEC would seek the views of school district and community stakeholders/representatives regarding the characteristics and competencies desired in the new Superintendent.

Incorporating the community input provided through the online survey, the consultant would present a short, written summary of the dominant themes that emerge. The consultant would use this document to conduct a facilitated conversation with the School Committee to discuss the qualities sought in the new Superintendent and the priorities for his/her/their attention once appointed.

The resulting summary of desired competencies would be applied as applications are screened and candidates interviewed.

ASSIST IN SCREENING APPLICATIONS

The consultant would develop with the School Committee a process for the screening of candidates. Since there are several alternatives, the process can be tailored to meet the needs of the School Committee. If a Screening Committee is to be used, NESDEC would suggest various models and membership for the Committee.

ASSIST IN INTERVIEWS OF CANDIDATES

The consultant would conduct a workshop with the School Committee/Screening Committee to assist them in the interviewing and selection process. The consultant assists in the preparation of questions, in the development of rating scales, and in the planning of interviewing techniques.

NESDEC arranges the interview schedules and provides the Screening Committee with secure access to the dossier on each of the candidates via NESDEC's proprietary executive search website.

During the interview workshop, NESDEC would discuss with the School Committee/ Screening Committee the role of the consultant during the preliminary interview phase of the search. Although the consultant would not attend the interviews, she would be available to debrief with the School Committee/Screening Committee and the candidates after each round of interviews. The consultant can assist throughout the interview process, as requested.

Once the Screening Committee has determined the finalists, NESDEC conducts credential verification and additional reference checks and supports members of the School Committee in making independent reference checks. If requested, NESDEC would assist with arrangements for School Committee members to communicate with representatives of the finalists' present school districts or institutions.

NESDEC assists with arrangements for finalists' interviews and in developing further interactions/exchanges with the school district and the community. The consultant would also be available to facilitate a meeting of the School Committee after the finalists' interviews, if requested. NESDEC would assist the School Committee in the final selection process, including the development of an "Agreement in Principle" with each of the finalists to discuss the terms and conditions of an offer before the selection.

ADMINISTER ALL SEARCH DETAILS

During the application process, NESDEC responds to questions from interested candidates and directs them to the online application.

NESDEC receives all applications at its headquarters and create/maintain candidate files. Upon receipt, NESDEC would check all applications to determine they are complete, and if not complete, follow up with the potential candidate so that all material might be received by the closing date.

NESDEC communicates with unsuccessful candidates at appropriate stages during the search process. Once the School Committee has selected the new Superintendent, NESDEC would inform the unsuccessful candidates and other groups in our network about the School Committee's choice.

MAINTAIN ON-GOING COMMUNICATION WITH THE SCHOOL COMMITTEE

NESDEC's intent is to keep the School Committee informed about what is occurring at each stage of the search process, so that you will have the tools you need to communicate with your constituents. The consultant confers with the School Committee/Screening Committee as needed throughout the search. Status updates are given regularly by telephone, text, email and/or videoconference, with the consultant providing progress reports to the Chairperson and/or the designated liaison.

FOLLOW-UP

Once the successful candidate is chosen, NESDEC invites the new Superintendent to confer with one of our consultants to discuss the transition process particularly as it relates to his/her/their Entry Plan. NESDEC can assist with initial contract arrangements between the new Superintendent and the School Committee, if requested.

SEARCH DESIGN FLEXIBILITY

Please note: NESDEC has the capacity to design a search around the School Committee's specific needs in order to accommodate such things as: desired timeline, degree of community involvement, and/or cost.

LANGUAGE TRANSLATION SERVICES

Please note: This proposal does not include language translation services of any kind. It is assumed that this type of assistance would be the responsibility of the District/ municipality.

However, if language translation services are required, NESDEC can coordinate with the local district-assigned translator to ensure the inclusion of members of the community in need of this service.

WARRANTY

The search would be deemed completed upon the appointment of the new Superintendent to the position. If, after due consideration, the School Committee determines that it does not wish to appoint any of the candidates who have applied for the position, NESDEC would conduct a follow-up search for the same position and would provide consulting and support services at no cost except for advertising and search related expenses. (Fixed search-related expenses are noted in the Cost Proposal.)

If a candidate chosen as the result of a NESDEC executive search should leave the position either voluntarily or involuntarily for any reason other than retirement or a transfer/appointment in the school system or transfer/appointment to a position in the municipality within a two-year period of the initial appointment date, NESDEC would provide free of charge consulting and support services comparable to those of the initial search, on a one-time basis, exclusive of advertising and related expenses, to conduct a new search for the same position. (Fixed search-related expenses are noted in the Cost Proposal.)

NESDEC AFFILIATION

Berlin-Boylston Regional School District is a NESDEC affiliate and, therefore, entitled to a **20% discount** on our consulting fee.

COST PROPOSAL

FEES AND EXPENSES

Our professional fee to the Berlin-Boylston Regional School District for the search described above would be **$7,760** ($9,700 less the 20% NESDEC affiliate discount of $1,940). One-half of this amount, $3,880, would be due and payable upon the signing of an Agreement. One-half, $3,880, would be due and payable upon the presentation of the dossiers. The professional fee includes not only the services specifically described above, but also the secretarial and clerical services performed at the NESDEC office.

Search related costs, which must be borne by the School Committee include: printing, photocopying, telephone, postage, consultant travel expenses and consumable supplies. The fixed cost of these expenses would be **$1,820**, billed in four monthly payments of $455.

TOTAL COST OF SEARCH*

Fixed Consulting Fee	$7,760
Fixed Expenses	$1,820
TOTAL	**$9,580**

* Please note: This quote includes all electronic advertising and recruitment outreach as detailed in this proposal.

Expenses related to candidate travel, as determined by the School Committee or its designee, are billed to the Berlin-Boylston Regional School Committee. NESDEC can assist in the development of a budget for this item if requested.

This price quote will remain in effect through February 15, 2025.

ADDITIONAL FEE-BASED OPTIONS

In addition to the services detailed in this search proposal, NESDEC has the capacity to offer supplementary fee-based options at discounted rates, if purchased as part of the search. (If these options are purchased independently of the search, the discounted rates quoted below do not apply.)

Conduct Community-wide Focus Groups
The NESDEC consultant would meet with school/community representatives in focus groups (combination of virtual and in-person) as determined by the School Committee to receive their input regarding the new superintendent. The focus groups would be scheduled as mutually agreed by the NESDEC consultant and the School Committee. If requested by the School Committee, the focus groups would be augmented through telephone/ videoconference interviews of selected officials, educational leaders, citizens, and others in the community.

Incorporating the input provided through the focus groups and interviews, as well as the online survey, a *Successful Candidate Profile* would be developed outlining the criteria to be used as applications are screened and candidates interviewed.
Additional cost: $425 per focus group

Entry Planning Consultation
NESDEC would invite the new Superintendent to confer with one of our consultants to discuss the transition process particularly as it relates to his/her/their Entry Plan.
Additional cost: Quote furnished upon request

Team/Governance Retreat and Follow-up
The search consultant or one of NESDEC's team-building consultants would conduct a half-day workshop with the new Superintendent and the School Committee. The goal of the workshop and follow-up would be to build the foundation for an effective and collaborative approach to school district governance.
Additional cost: $1,250

Long-term Executive Coaching
NESDEC has the capacity to provide sustained coaching services for the new Superintendent. These fee-based services vary in length and are tailored to meet the needs of the new Superintendent and the district.
Additional cost: Quote furnished upon request

Search Brochure
NESDEC would prepare a personalized brochure describing the position, the community, and the school district. The School Committee and/or representatives would provide the input for the brochure and would approve the final copy. NESDEC would have the brochure printed in a color, format and style selected by the School Committee.
Additional cost: Quote furnished upon request

Fee-Based Hardcopy Advertising
NESDEC would place a hardcopy advertisement in *Education Week*, which would run for one week.
Additional cost: Quote furnished upon request; billed at cost

NESDEC EXECUTIVE SEARCH ASSOCIATES

Judith Paolucci, Ph.D.
NESDEC Staff Associate

Dr. Judith Paolucci has been an educator for over 30 years. Before her work with NESDEC, Dr. Paolucci served as the superintendent of Smithfield Public Schools, in Smithfield, RI, from which she recently retired. Previously, she served as the superintendent in Yarmouth, Maine and in Leicester, Massachusetts and as the assistant superintendent in Narragansett, Rhode Island. Prior to administrative positions, she taught middle and high school chemistry and general science. Dr. Paolucci earned a BS in Chemistry from Rhode Island College, an MA in Environmental Studies from Brown University, and a Ph.D. in Education from the University of Rhode Island and currently serves as an adjunct professor at Johnson and Wales University. Her blog, "Super Scoop," has been recognized by AASA several times on their "Best of the Blog" page. In accordance with Albert Einstein's sentiment, "a day without learning is a day wasted", in her last year as superintendent, Judy enrolled in the Association for Learning Environment's Advanced Academy to become an Accredited Learning Environment Planner in order to help architects and districts envision new school facilities that are inspirational places to learn and teach.

David DeRuosi, Ed.D.
Executive Director

David DeRuosi holds a Bachelor of Science degree in Speech and Hearing from Northeastern University, a master's degree in School Administration from Salem State University, and a doctorate in Urban Leadership from the University of Massachusetts Boston. Prior to his work with NESDEC, Dr. DeRuosi spent 34 years in the field of education. Dr. DeRuosi began his career as a moderate special needs teacher in Winthrop, MA, then moved on to Salem, MA where he taught a behavioral self-contained classroom and worked with the Massachusetts District Attorney's Office to start a conflict resolution program in the Salem Public Schools. His move into administration began by serving as Vice Principal in the cities of Chelsea and Revere, Principal of Revere High School, and as Assistant Superintendent of Pupil Personnel Services in Revere Public Schools. He then served as Superintendent of Schools in both Malden and Saugus, MA, and most recently as Interim Superintendent in the Raymond School District (SAU #33) in New Hampshire. In addition to his role as superintendent, Dr. DeRuosi has been a presenter at conferences on topics ranging from conflict resolution, negotiations, and trauma's impact on students, to leadership and creating and sustaining change.

JUDITH PAOLUCCI, PH.D.
24 Golf Ridge Drive
Sutton, MA 01590

EDUCATION:

Doctor of Philosophy
University of Rhode Island/Rhode Island College, RI
Education

Master of Arts
Brown University, RI
Environmental Studies

Bachelor of Science
Rhode Island College, RI
Chemistry

PROFESSIONAL EXPERIENCE:

Staff Associate
New England School Development Council

Interim Superintendent of Schools
North Kingstown Public Schools, North Kingstown, RI

Superintendent of Schools
Smithfield Public Schools, Smithfield, RI
Leicester Public Schools, Leicester, MA
Yarmouth School Department, Yarmouth, ME

Assistant Superintendent
Narragansett School System, Narragansett, RI

Executive Director
Science Curriculum Coordinator
Coventry Public Schools, Coventry, RI

Science Teacher
South Kingstown High School, Wakefield, RI
Mount Pleasant High School, Providence, RI

Adjunct Professor
Johnson & Wales University, Providence, RI
Rhode Island College and University of Rhode Island

ASSOCIATIONS: American Association of School Administrators; Officer of the New England School Development Council, Clerk; Rhode Island School Superintendents Association; Association for Learning Environments

AWARDS: Rhode Island College Alumni Honor Roll Award; National Board Certification, Adolescent and Young Adulthood Science; Sizer Fellowship; American Association of University Women Eleanor Roosevelt Fellowship; New England Science Teachers Award

DAVID DERUOSI, Jr., Ed.D.
16 Seabrook Road
Salisbury, MA 01952

EDUCATION:

Doctor of Education
University of Massachusetts Boston, MA
Leadership in Urban Schools

Master of Education
Salem State College, MA
School Administration

Bachelor of Science
Northeastern University, MA
Speech and Hearing

PROFESSIONAL EXPERIENCE:

Executive Director
Associate Director
New England School Development Council

Interim Superintendent of Schools
Raymond School District (SAU #33)
Raymond, NH

Superintendent of Schools
Saugus Public Schools
Saugus, MA

Superintendent of Schools
Malden Public Schools
Malden, MA

Assistant Superintendent of Pupil Personnel Services
Principal, Revere High School
Assistant Principal, Beachmont School
Assistant Principal, Garfield School
Revere Public Schools
Revere, MA

Assistant Principal, Williams Middle School
Chelsea Public Schools
Chelsea, MA

Conflict Intervention Coordinator, Collins Middle School
Special Education Teacher, Middle School West
Salem Public Schools
Salem, MA

Special Education Teacher, Winthrop Middle School
Winthrop Public Schools
Winthrop, MA

A PARTIAL LIST OF RECENT NEW ENGLAND SEARCHES CONDUCTED BY NESDEC

ACTON-BOXBOROUGH RSD, MA – SUPERINTENDENT
16 Charter Road 978-264-4700
Acton, MA 01720
Diane Baum, School Committee and Chair of Screening Committee

BOURNE, MA – SUPERINTENDENT
36 Lynn Road 508-759-0660
Bourne, MA 02532
Chris Hyldburg, Chair, School Committee

BROOKLYN SCHOOLS, CT – SUPERINTENDENT
119 Gorman Road
Brooklyn, CT 06234
Mae Lyons, Chair, Board of Education 860-774-9732

DEDHAM, MA – SUPERINTENDENT
100 Whiting Avenue 781-310-1000
Dedham, MA 02026
Mayanne Briggs, School Committee 617-969-6200 x251

DIGHTON-REHOBOTH REGIONAL SCHOOL DISTRICT, MA – SUPERINTENDENT
2700 Regional Road 508-252-5000
North Dighton, MA 02764
Aaron Morse, School Committee

HAMPDEN-WILBRAHAM REGIONAL SCHOOL DISTRICT – SUPERINTENDENT
621 Main Street 413-596-3884
Wilbraham, MA 01095
Michal Boudreau, Chair, School Committee

HEBRON, CT – SUPERINTENDENT
580 Gilead Street 860-228-2577
Hebron, CT 06248
Heather Petit, Chair, Board of Education

HUDSON, MA – SUPERINTENDENT
155 Apsley Street 978-567-6100
Hudson, MA 01749
Steven Smith, Chair, School Committee

HULL, MA – SUPERINTENDENT
18 Harborview Road 781-925-4400
Hull, MA 02045
Kyle Conley, Chair of the Search/Interviewing Committee

MADISON, CT – SUPERINTENDENT
10 Campus Drive 203-245-6300
Madison, CT 06443
Katie Stein, Board of Education

MAYNARD, MA – SUPERINTENDENT
3-R Tiger Drive 978-897-2222
Maynard, MA 01754
Mary Brannelly & Lydia Clancy, School Committee

MENDON-UPTON REGIONAL SCHOOL DISTRICT, MA – SUPERINTENDENT
150 North Avenue 508-634-1585
Mendon, MA 01756
Vikki Ludwigson, School Committee

MIDDLETOWN, RI - SUPERINTENDENT
26 Oliphant Lane 401-849-2122
Middletown, RI 02842
Gregory Huet and Theresa Spengler, School Committee

NATICK, MA – SUPERINTENDENT
13 East Central Street 508-647-6500
Natick, MA 01760
Dr. Shai Fuxman, Chair, School Committee

NORTH KINGSTOWN, RI – SUPERINTENDENT
100 Romano Vineyard Way, Ste 120 401-268-6403
North Kingstown, RI 02852
Dr. Erin Earle, Chair, School Committee

SAUGUS, MA – SUPERINTENDENT
23 Main Street 781-231-5000
Saugus, MA 01906
Peter Manoogian, School Committee 781-820-5690

SAU #5, OYSTER RIVER CSD, NH – SUPERINTENDENT
36 Coe Drive 603-868-5100
Durham, NH 03824
Heather Smith, School Board

SAU #39, AMHERST, MONT VERNON, SOUHEGAN, NH – SUPERINTENDENT
1 School Street 603-673-2690
Amherst, NH 03031
Stephen O'Keefe, Chair, School Board

SAU #40, MILFORD, NH – SUPERINTENDENT
100 West Street 603-673-2202
Milford, NH 03055
Judith Zaino, Chair, School Board

SAU #54, ROCHESTER, NH – SUPERINTENDENT
150 Wakefield Street 603-332-3678
Rochester, NH 03867
Alison Bryant, Assistant Superintendent of Schools, Search Liaison

SAU #65, KEARSARGE RSD, NH – SUPERINTENDENT
114 Cougar Court 603-526-2051
New London, NH 03257
Christie Menard, Director of Human Resources & Search Liaison

SHARON, MA – SUPERINTENDENT
75 Mountain Street 781-784-1570
Sharon, MA 02067
Veronica Wiseman, School Committee

SMITHFIELD, RI – SUPERINTENDENT
49 Farnum Pike 401-231-6606
Smithfield, RI 02917
Mr. Sean Clough, Chair, School Committee 401-233-0727

SOUTH KINGSTOWN, RI – SUPERINTENDENT
307 Curtis Corner Road 401-360-1300
Wakefield, RI 02879
Carol Vetter, School Committee

STONINGTON, CT – SUPERINTENDENT
40 Field Street 860-572-0506
Pawcatuck, CT 06379
Kevin Agnello, Board of Education

SUFFIELD, CT – SUPERINTENDENT
350 Mountain Road 860-668-3800
Suffield, CT 06078
Maureen Sattan, Chair, Board of Education

TRUMBULL, CT – SUPERINTENDENT
6254 Main Street 203-452-4300
Trumbull, CT 06611
Lucinda Timpanelli, Chair, Board of Education

TWO RIVERS SUPERVISORY UNION, VT – SUPERINTENDENT
609 VT Route 103 South 802-875-3365
Ludlow, VT 05149
Paul Orzechowski, School Board Chair

WACHUSETT REGIONAL SCHOOL DISTRICT, MA – SUPERINTENDENT
1745 Main Street 508-829-1670
Jefferson, MA 01522
Michael Dennis, Search Liaison