

WEBSTER PUBLIC SCHOOLS
WEBSTER SCHOOL COMMITTEE
OPEN SESSION MINUTES (M.G.L. C.39) OF Thursday, December 8, 2011

Date: Thursday, December 8, 2011

Time: 7:00 PM

Location: School Committee Meeting Room

The meeting was called to order by

- o Chairman Makara

The following Committee Members were present:

- o Member Czechowski
- o Member Collins
- o Member McNulty

The following Committee Members were absent:

Member Geotis

Patricia Corriera of the Massachusetts Association of School Committees (MASC) presented the process and plan for the Webster Superintendent Search. Discussion ensued regarding the proposed timeline being somewhat flexible in order to get the new person in place ASAP. Pat explained that the timeline is aggressive due to having two school vacations to consider.

Motion: Move to approve the timeline as presented this evening (attached)

The motion was made by Member Collins

The motion was seconded by Member McNulty

The following roll call vote was taken:

4 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Pat reviewed the criteria for the focus groups and survey which are the first steps and will begin next week. Enclosed is a listing of dates and the groups that Pat would meet with for the Focus Groups and also a sheet outlining the *Webster Superintendent Criteria*. She asked that Lori Glennon contact the local newspapers advertising the focus groups and the survey that will be on the website for the superintendent criteria.

Motion: Move to approve the timeline for the focus groups as presented this evening (attached)

The motion was made by Member Collins

The motion was seconded by Member McNulty

The following roll call vote was taken:

4 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Pat continued to ask questions of the Committee for their thoughts and give them some information relevant to the search

- Take into consideration real estate taxes, student population, school budget when completing the fact sheet
- Salary range – consider \$150,000 - \$165,000. Ted Avlas said he had some comparisons of salaries in the surroundings communities that he could give to the Committee for their review
- Consider not making residency a requirement
- Survey – paper survey's are not used much, definitely will do an on-line survey. Members of the Committee asked Pat to provide 100 copies of the survey to be left at the Town Hall and Senior Center for people that do not have computer access. Looking at the sample survey provided; questions #5 & 5 allow for wiped comments. MASC will provide the Committee a report of the on-line survey answers.
- Pat will launch the survey and send us the link for us to put on our school website
- Suggest a three year contract be offered
- Fringe benefits are a negotiable piece, not all the benefits currently being offered have to be offered this time.
- Dr. Ciardi will have to make himself available to meet with the finalists.

Discussion continued to the process of the Search Committee

- There was a review of the members on the Search Committee to include:
 - 1 School Committee member
 - 1 Selectman
 - 1 Finance Committee member
 - 3 teachers (one from each building)
 - 1 Bartlett Jr. sr. High School student
 - 1 district support staff (cafeteria,custodian,aide,secretary)
 - 1 district administrator
 - 3 community members or parents

Mrs. Wallace, Principal of Park Avenue Elementary, asked the Committee if they would consider adding an additional administrator to the Search Committee. Discussion ensued and it was decided that that would be appropriate and also would make the committee an odd number of people.

- It was decided that Linda Millett, President of the Webster Educators Association would contact the members and she would give the School Committee the three teacher representatives for the Search Committee
- Pat suggested if there were numerous submissions of names for the search that a lottery be done, Mr. Avlas reminded the Committee how it was done in the past. Randomly assigning a letter to a person and each School Committee would choose from the list referring to their assigned letter.
- Also suggested that the name of the student come from Michael Hackenson, Principal of Bartlett Jr. Sr. High School
- Pat will meet with the formed Search Committee on February 7, 2012. She has asked that Mike Makara be present to Charge the Superintendent Search Committee and also Bob Craver, Town Clerk to have the members sworn in .

Motion: Move to form a Superintendent Search Committee consisting of 13 members

The motion was made by Member Czechowski
The motion was seconded by Member Collins

The following roll call vote was taken:

 4 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Motion: Move to appoint Member McNulty as the School Committee member to the Superintendent Search Committee

The motion was made by Member Collins
The motion was seconded by Member Czechowski

The following roll call vote was taken:

 4 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

There was a review of the timeline and conversation confirming the dates and times of the next meetings.

Motion: Move to adjourn the meeting at 8:30 PM

The motion was made by Member Collins
The motion was seconded by Member McNulty

The following roll call vote was taken:

 4 members having voted in the affirmative
 members having voted in the negative
 members having abstained

The motion: X passed
 Failed

Respectfully Submitted,

Lori Glennon