

**JOINT SCHOOL COMMITTEE MEETING  
OLD ROCHESTER REGIONAL DISTRICT SCHOOL COMMITTEE  
MASSACHUSETTS SCHOOL SUPERINTENDENCY UNION #55**

**August 28, 2019 – 7:00 p.m.**

**Media Room, Jr. High School**

**Old Rochester Regional School District**

**133 Marion Road**

**Mattapoisett, MA 02739**

**District Members Present:** Cary Humphrey, Chairperson, James Muse, Heather Burke, Stefan Gabriel, Joe Pires and Paul Goulet, Tina Rood, Michelle Smith and Suzanne Tseki.

**District Members Absent:**

**Union Members Present:** Sharon Hartley, Chairperson, Carole Clifford, Anne Fernandes, April Rios, Nichole Daniel, Ron Gerhart, Shannon Finning, Karin Barrows, Robin Rounseville.

**Union Members Absent:**

**Other Staff Members Present:** Douglas White Jr., Superintendent of Schools, Diana Russo, Administrative Assistant to the Superintendent, as well as many members of the administrative team in the audience and members of the press.

Meeting was called to order at 7:35 p.m. by Chairperson Hartley of the Massachusetts School Superintendency Union #55 and Chairperson Humphrey of the ORR School Committee and

**OPEN COMMENTS: NONE**

**Chairperson's Report:** Chairperson Hartley expressed that we are going into a very important school year, she stated it was exciting to see all the new faces and the video introducing the new staff on the first day of school, she referred to a video shown at the first day of school introducing all new staff and encouraged everyone to view it.

**Superintendent's Report:** The superintendent welcomed everyone to meeting and also gave the committee an update on the school business administrator position. He stated that the start of the school year has been fantastic so far. He stated that staff started on Monday, August 27<sup>th</sup>, he gave a little overview of the first day of school for staff and also expressed he had been to Sippican, Rochester and the Jr. High School for open houses and that all is going well.

## **V. General**

### **A. Superintendent Search**

Superintendent White expressed that the school committee needs to decide how they will handle the superintendent search. He explained that if the committees think they will spend more than \$50,000 we would need to have an RFP done, however if they believe it will be lower that we can solicit for bids and then have the consultants interviewed. The Superintendent explained that the main focus tonight would be to discuss and decide what way to go.

Ms. Hartley expressed that there's a lot of individuals on these two committees that have expertise around doing executive searches, which she believes will be very beneficial. She explained that some of the materials in the packet are from the last search including the brochure, which she referenced as very important. Ms. Hartley explained that last time they asked for proposals and interviewed 4 consultants and selected MASC.

Ms. Rood expressed that she believes it would be very helpful to have a consultant.

Mr. Muse urged the committees to establish a preliminary criteria before we decide to hire a consultant, he suggested that the school committees don't have to do the search the same way it was done in previous years. Mr. Muse expressed that there might be someone on the radar that would fit the criteria, and he urged the committees to consider that before doing a nationwide search.

Ms. Burke expressed that while she agrees with Mr. Muse, she believes it can be done all at the same time. Ms. Burke also expressed while these committees are the ones that appoint a superintendent she stated that we have to solicit feedback from parents and the public.

Ms. Finning expressed it's important to take all voices into consideration and she believes a search consultant would be able to facilitate that for this group.

Ms. Muse expressed that he agrees with all the previous comments by other members. He believes the public should be involved in helping to set the criteria, however he did reiterate that the committees should focus on local talent that may already be in the district.

Dr. Gerhart expressed that he believes that hiring a consultant would not eliminate the local talent. He believes that if they are the right fit for the district their talents will shine through.

Ms. Hartley explained that the consultant would help this group set up stakeholder groups so that a criteria could be established, she also expressed that she believes it's very important to have a consultant.

Ms. Rounseville stated that when she was part of the last search having the consultant to gather this information was very helpful.

Mr. Muse asked how districts budget for something like this. Superintendent White explained that money was budgeted in the FY20 budgets to accommodate this expense.

Ms. Clifford expressed that it seems like the only decision that needs to be made tonight would be if we will hire a consultant for the search.

Ms. Rood explained that if everyone is in agreement the 4 chairpersons can solicit quotes from the major companies that do superintendent searches and then conduct interviews

Mr. Humphrey believes that if there are members who have expertise they should be part of the interview process.

Ms. Hartley expressed that the 4 chairs could set up the interviews and then Diana could send an email to everyone to let them know when the interviews are.

Motion to approve request of consultant bids for the superintendent search and conduct interviews.

District, Ms. Smith

Union, Ms. Clifford

Seconded

District, Mr. Gabriel

Union, Ms. Fernandes

Motion Passed

Ms. Hartley asked the administrative team about their opinion about the superintendent search, and if their plan sounded good.

Mrs. Bowman, Principal of the Mattapoisett Schools expressed time is of the essence, she believes the sooner the process can start the better.

Superintendent explained that the pool of candidates for the school business administrator position is very slim and that he would like to hire someone to work two to three days a week to help run the business office and more specific do reports that need to be done for DESE. Dr. White expressed that he has someone who is willing to do this work and he is looking for approval to be able to that.

Motion to have the superintendent hire someone two to three days a week to fill the business administrator position until the position is filled

District, Mr. Muse

Union, Ms. Clifford

Seconded

District, Mr. Gabriel

Union, Ms. Rounseville

Motion Passed

Meeting adjourned at 8:22.