

**SCITUATE SCHOOL COMMITTEE  
REGULAR MEETING –TUESDAY, APRIL 17, 2018  
SCITUATE HIGH SCHOOL, ROOM 254**

1. 7:00 PM – Convene into Open Session - Call to Order - Mrs. Guglielmi

Present were Mrs. Pendergast; Mrs. Dias; and Mr. Scacco. Also present were Dr. Filippelli, Superintendent; and Dr. Michael Sollitto, Assistant Superintendent.

Chairman LaPlante was absent.

A. Pledge of Allegiance lead by Mrs. Guglielmi.

B. NEW BUSINESS

1. Discussion/Vote concerning search process parameter, structure, timeline, means and methods for a Superintendent of Schools, including discussion of interim-and acting-Superintendent.

2. Discussion/Vote concerning search process parameter, structure, timeline, means and methods for an Assistant Superintendent of Schools, including discussion of interim-and-acting-Assistant Superintendent.

Mrs. Dias: There are 2 items on the agenda this evening and I would like to make a motion to remove item number 2. If I were a Superintendent coming in I would like to have input on who my Assistant Superintendent will be.

Mrs. Dias: I make a Motion to remove item number 2 from tonight's Agenda.

Mrs. Pendergast: Second

Mrs. Pendergast: I agree, the Superintendent is the CFO, however it is the job of the School Committee to hire the Superintendent and then it is the Superintendent's job to hire their Assistant.

Mrs. Dias: I think we can talk about that with timeline. Director of Technology should be paused until a person is put in place. All decisions regarding Central Office should be put on hold.

Mr. Scacco: I agree

All in favor: Yes  
Motion Passes.

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Discussion on Agenda item 1:

Mrs. Dias: We need to discuss a start date? Can we identify someone prior to Mike and or Larry leaving?

Larry and Mike I would like to thank you for your service.

It is a chapter that we are closing, however we need to look at this as an opportunity. I want to thank the building leadership. I want to make sure our building Principals are part of this process.

Mr. Scacco: Moving forward I think Mike and Larry should stay out of the hiring process and the Principals should be more involved.

Mrs. Pendergast: I think that is where we are all in agreement. I want to speak to the administrators that are here, we are moving this district forward. We need search committee to help vet the candidates. I cannot thank the administrators enough and I want you involved in the process.

Mrs. Dias: Get the job description that was previously posted and look at other descriptions. I would be happy to prepare a draft. Need a good specification in place. Get the job description in order and send to the committee and get it posted on School Spring and the Superintendents Associations website. We want the community know we are going to cast a big net and I think this position is appealing.

Mrs. Pendergast: Once the job is posted who would the applicants reply to?

Dr. Sollitto: A staff member to put the packets together.

Mrs. Dias: I want it to be completely separate. A member of the school committee will receive the applications. I can check in with the Chairman.

Mrs. Pendergast: Vote that it goes to a member of the school committee. My suggestion is that if Brian cannot receive the applications I think they should go to you Carolyn.

Mrs. Guglielmi: I would be happy to be a part of this.

Mrs. Dias: It is just a clerical task.

Dr. Sollitto: I will create an account on School Spring for the School Committee member running the search.

Mrs. Dias: All 5 of us could take the process, however I would like the Principals represented.

Dr. Napolitano: I think all 5 Principals should have a voice.

Mr. Scacco: I am fine with that.

Mrs. Dias: We are up to 10 people on the search and interview committee and we need a parent, elementary and secondary educator. We would be up to 13 people.

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Mrs. Pendergast: I would like to hear from the audience. The Superintendent is the highest paid person in the town.

Jodi Lyons  
209 Burnt Hill Road

I do not think that everyone having a say makes sense.  
Think about the goals for Scituate. We are currently in a unique spot. Someone with a tough skin and a clear vision of what we are looking for.

Mrs. Dias: We want to continue the good work and continue with our vision.

Mrs. Pendergast: We don't want someone to come and give us their vision, we want someone who will fit our vision.

Mrs. Guglielmi: Other comments.

Kristen Polseno  
29 Wilkinson Way Road

These Principals have jumped into Scituate and there is merit to having all of them involved. There will be multiple interviews.

Mrs. Pendergast: You are going to let them pick their boss. They know what is moving this district forward.

Mrs. Polseno: They would not choose their boss.

Mrs. Dias: I do think the community input is important. Maybe we should have a public forum to hear what people want. That is another way of getting information.

Amanda Scott  
15 Angel Lane

I teach in Portsmouth and we did just this, hiring the Superintendent first. A lot of stakeholders in the process. 12 people on the committee. We narrowed down to 3 candidates to be brought to the school committee and they decided.

Mrs. Dias: There is a lot of merit to that. This has to be as transparent as possible.

Tracy Noonan  
37 Levi Hicks Trail  
Important not to drag our feet so we are looking at a really small pool.

Ray Grigelevich  
16 Woodland Road

Multiple rounds, more heavy weighted with the second round.  
Parent and stakeholders early in the process.

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Dr. Filippelli: May want to consider someone from our Central Office Staff workers. This is the first time in 30 years this type of change has occurred in the district.

Jennifer Person  
84 Woodsong Drive

I would like to hear from the 2 gentlemen who just when through this process.

Dr. Filippelli: The Committee in Lincoln ran the whole process confidentially. However, they did have a focus group with the community.

Dr. Sollitto: About 15 different people including 3 School Committee members and then the whole School Committee for the next round.

Mrs. Pendergast: I do not think we should have the whole School Committee on the first round. We need to consult legal. Does it need to be in open session? When you were interviewed there?

Dr. Filippelli: Middle school and it was publicly notified.

Dr. Sollitto: 2nd interview Executive Session, 1st open.

Mike Hassell: Assistant Principal there were 6 rounds. Round 3 a table full of moms, and 1 round was all students.

Dr. Sollitto: How long was that process?

Mr. Hassell: About 3 weeks.

Mrs. Dias: We need urgency. I do not want to rush, but I want to keep the momentum going.

5	Principals
2	Parents
1	Central office
2	Members of school committee
1	Special Ed department
1	Paraprofessional
1	Custodian

John Magner: The process will dictate the candidates you attract.

Dr. Myers: Confidentiality is important. Strict timeline needs to be followed. We need to broaden the reach so there is no perception of an inside candidate. We know and love Scituate but many communities are shocked by the recent goings on in the town.

Mrs. Dias: The flood gates are not going to open. Smithfield has had its ups and downs. A seasoned Superintendent will not be driven away from the politics.

Mrs. Noonan:  
Confidentiality agreement for the committee members to sign?

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Mrs. Scott: We had that in Portsmouth.

Mark Horner  
81 Trintown Road

Someone on the committee that does not have a child in the school district.

Mrs. Dias: Mr. Horner I am going to try and answer you. I think this about surrounding this process I do not think that is the right fit for a selection committee.

Scott Amaral  
55 Rolling Green

No need to hire someone outside to do this process.

Mrs. Dias: Pool of people out there. If we do not do well we can go to a more formal process.

Erin Erickson  
7 Sherwood Drive

What if we do not find the superstar we want and at that point we would need an interim?

Mrs. Dias: There is a pool of leaders out there, Superintendents that are recently retired that will fill that type of role. It would buy us more time.

Paul Lamoureux  
117 Trintown Road

Will the building committee be effected if we do not have a Superintendent?

Mrs. Dias: I will have to check. Mike or Larry can you check on that requirement.

Mrs. Pendergast: No one on this committee wants to spend one day without a Superintendent.

Mrs. Dias: I am worried about confidentially issue.

Mr. Scacco: I appreciated the feedback, multiple rounds with the 5 Principals on the first round.

Mrs. Dias:  
5 Principals  
2 teachers Elementary and Secondary  
2 parents  
Special Ed director  
Central office  
Custodian  
Paraprofessional  
2 school committee members.

Tim McCormick  
Logistically, how will that work?

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Mrs. Dias: Committee to screen candidates to the top 3.

Mr. McCormick: With that large of a group?

Mrs. Dias: Set the timeline, set the dates and ask people to be available.

Job description, look to the Principals for a little blip.

Mrs. Pendergast: Are Principals open to that?

Mrs. Dias: Comments by end of day tomorrow.

Mr. Grigelevich: Flopping Principals for a more manageable number.

Mrs. Dias: Need to confer with the Chair.

Mrs. Pendergast: We are all in agreement about the confidentiality agreement.

Mrs. Dias: Draft a non-disclosure.

Timeline:

Finalize the job description by Thursday, April 19, 2018

Friday post the position and keep open until May 7, 2018 a total of 2-3 weeks;

Closing date May 11, 2018;

Screening applications the week of May 14th;

First round of interviews week of May 21st;

Second round of interviews week of May 28th;

Offer position to chosen candidate first week of June.

Announce on the June 5th School Committee Meeting;

Start date on June 18th so there is time spend time with Larry and Mike before they leave.

Mrs. Pendergast: This is a big deal. We need to get these meeting videoed.

Mrs. Dias: May meeting.

Dr. Filippelli: I talked to Mark today and he is waiting for ClerkBase to add something to the computer we are going to use. They haven't gotten back to him yet.

Mr. Amaral: How many applicants did Burrillville have?

Mrs. Scott: Post for 2 weeks to give us a little wiggle room.

Mrs. Dias: Yes

Mrs. Pendergast: Who wants to be on this team? We need to put it out.

Mrs. Dias: I was thinking the Unions could provide us with the names of people they recommend.

Central Office-Jenn, and John Magner for Special Ed.

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Parent organizations and clubs for recommendations.

Mrs. Guglielmi: We can get those words out tomorrow.

Mrs. Dias: The selection process.

Bianca Mancini  
665 Hope Furnace Road

How will this work?

Mrs. Dias: We will reach out to the presidents of these organizations.

Mrs. Pendergast: We as a school district can email blast to all parents.

Mrs. Dias: I think it would delay us.

Dina V.  
Woodsong Drive

How do you select for parents?

Dr. Filippelli: Same way.

Dr. Myers: It may be worthwhile to identify some retired Superintendents to see about interim availability.

A member of the committee needs to visit the town or city that a candidate comes from.

Jackie Nolan

I was on a committee, and we sent Al Manning. You find out everything.

Mrs. Pendergast: Do we need to vote.

Mrs. Guglielmi: It is a work session.

Mrs. Dias: No vote.

Dr. Sollitto: I need to setup the SchoolSpring account.

C.     ADJOURNMENT

Mrs. Dias: Motion to adjourn

Mrs. Pendergast: Second:

All in favor: Yes  
Motion passes

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The Committee unanimously approved the motion at 8:10 PM.

Respectfully Submitted

Mrs. Guglielmi, Clerk

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