

EASTON PUBLIC SCHOOLS
EASTON, MA

EASTON SCHOOL COMMITTEE WORKSHOP MINUTES
Thursday, December 22, 2016

Minutes of School Committee Workshop Meeting, December 22, 2016, 50 Oliver Street, Upstairs Conference Room, convened at 2:35 p.m. Present: Laurie Han, Caroline O'Neill, Nancy DeLuca, Jackie Weisman and Jane Martin.

Call Meeting to Order:

Chair Han called the workshop meeting to order at 2:35 p.m.

Discuss Course of Action if Superintendent Keough Leaves the District At the End of 2016-2017 School Year to Pursue an Alternate Career Opportunity:

Chair Han stated that four (4) days ago Dr. Keough was offered the position of Superintendent of Schools in the Dover-Sherborn schools. Discussions followed regarding his replacement while continuing to move the district forward.

Chair Han relayed a list provided by Jim Hardy of the MACS, that current Superintendent searches in Massachusetts include: Peabody, Watertown, Stoneham, Norwood, Clinton, Webster, Framingham, Groton-Dunstable, Scituate, Weston, Wayland and Westwood. In addition, about thirty (30) vacancies were filled over the last year. It is late in the year to be considering a search.

In addition, Chair Han said that upon being notified by Dr. Keough that he had accepted the position with Dover-Sherborn, she spoke with Dr. Cabral, Assistant Superintendent, who expressed an interest in being a candidate for the Superintendent position.

Ms. Martin commented on the very strong qualifications of Dr. Cabral and also suggested consideration of Dr. Cabral as an interim appointment with further discussions in the summer.

Ms. O'Neill commented that she looked at the NEASC list of ongoing searches and made a general observation regarding searches of years past: a shortage of highly qualified candidates due in part to proposition 2 ½.

Ms. Martin and Ms. O'Neill commented on their experiences with prior searches; Ms. Martin one (1) search and Ms. O'Neill three (3) searches.

Chair Han commented that Dr. Cabral knows the district well. She continued that someone not familiar with Easton would not understand current events, including the failed override, which would affect recruiting.

Ms. Martin also commented that we have been spoiled in the past with long tenured Superintendents when it is not unusual now for Superintendents to remain in a district for only five (5) years.

Ms. De Luca asked if Dr. Cabral was appointed Interim Superintendent, who would fill the role of Assistant Superintendent and move forward the curriculum and professional development work that has been done.

Ms. O'Neill answered that the district would have to look for an Interim Assistant Superintendent, perhaps a retired Assistant Superintendent or Curriculum Director. She continued that if Dr. Cabral wished, she could continue some of the work. Ms. O'Neill said that Bill Simmons, former Superintendent, was more involved in curriculum than recent Superintendents and that the office has flexibility.

Chair Han said that the recently developed Superintendent and District goals are strongly curriculum based, one of Dr. Cabral's current roles.

Ms. Weisman also agreed that Dr. Cabral is a strong candidate but suggested that an interim appointment as a first step and further discussions in the summer would allow time for public input.

Ms. O'Neill suggested that Dr. Cabral's input would be valuable in developing a plan.

Chair Han pointed out that establishing Dr. Cabral as an interim now would allow for a smooth transition with Dr. Keough.

Ms. Martin further offered that Dr. Cabral knows the budget and our budget issues. She also commented that Dr. Cabral is able to distinguish between what is going on in the town versus what is going on in the schools and has the ability to effectively advocate for us.

Ms. De Luca questioned the cost of a search and Chair Han and Ms. O'Neill said that it would be approximately \$15,000.00.

Ms. Weisman asked about next steps and whether MASC helped with Assistant Superintendent vacancies. Ms. O'Neill mentioned using School Spring for recruiting. Ms.

De Luca suggested there may be internal candidates qualified to serve as an Interim Assistant Superintendent.

Chair Han suggested that it would be best for the district for this process to be as seamless as possible.

At the conclusion of the open meeting, Chair Han was asked to discuss with Dr. Cabral her interest in a possible Interim Superintendent position and at the next televised meeting, further discussions and a possible vote were planned.

Executive Session: Purpose of Considering a Complaint Against an Individual, Which Will Involve A review of Student Records Held in Executive Session per M.G.L.C. 301, §21(A) 7 in Order to Comply with Mass. G.L.C. 71 §34B and the Federal Education Rights and Privacy Act and Related Regulations:

On a motion by Ms. De Luca, seconded by Ms. Martin, with a 5-0 vote, the Committee was polled, the Committee entered into Executive Session, not to return to open session at 3:02 p.m.

Respectfully submitted,



Laurie Han
Secretary