

Joint Meeting of the Nauset School Committees
Nauset Regional Middle School
April 24, 2013

APPROVED
J May

Present for the Brewster Committee: Dave Telman, Brenda Cazeault, Mara Liebling

Present for Eastham Committee: Ann Crozier, Joanne Irish, Mary Lou Sette, Sean Fleming

Present for Orleans Committee: Josh Stewart, Gwynne Guzzeau, Mary Lyttle

Present for Wellfleet Committee: Chair Plaue, Betsy Pontius, Jill Putnam

Present for Region Committee: John O'Reilly, Sarah Blackwell, Cheryl Codair, Chris Galazzi, Jayne Fowler, Jon Porteus, Sue Skidmore and Brian Kavanaugh

Present for Administration: Richard Hoffmann, Bonny Gifford, Ann Caretti, Giovanna Venditti

CALL TO ORDER

Chair Plaue called the meeting to order at 7:03 p.m.

Dr. Hoffmann commented on the legality of the process and clarified it for members. He also indicated that the appointment of the assistant superintendent is by Union 54 and the Regional School Committee. He read Mass. General Law, Chapter 71, Section 59 which states:

"Upon recommendation of the Superintendent, the School Committee may also establish and appoint positions of assistant or associate superintendent, who shall report to the superintendent, and the school committee shall fix the compensation paid to such assistant or associate superintendents. The school committee shall approve or disapprove the hiring of said positions. Such approval by the school committee of the recommendation shall not be unreasonably withheld; provided however, that upon the request of the superintendent the school committee shall provide an explanation of disapproval."

He further clarified that the Superintendent makes the recommendation and the School Committee acts on the recommendation, but the candidate for the position comes from the Superintendent. After discussion with the five chairs of the committees, the Superintendent posted the position internally as he felt there were excellent local candidates and filling the position in a timely manner was an issue. He also felt there was no need to spend money on advertising or spend considerable time going through a long process when we had good candidates right here in Nauset. The five chairs concurred that this was a reasonable process. The position was posted internally on April 9th and closed on April 16th. The district has a past practice of hiring an internal candidate. The meeting was posted and is legal and proper and there is a strong consensus of members to use the process as outlined.

Chair Plaue asked school committee members if they had a consensus on the process. She also indicated the Chairs were in harmony for using this process as it saves money, time, and felt the urgency to get someone in place before Dr. Gifford leaves. She felt the candidates were appropriate and if the committee did not like the candidates, then they could advertise and do a broader search.

She explained that the Region needs 6 votes to pass any motion and Union 54 needs 7 votes.

Motion: A motion was made by Chris Galazzi and seconded by Brian Kavanaugh to review the current policy and revise as necessary the process for hiring the assistant superintendent.

Motion: Mara Liebling made a motion that was seconded by Gwynne Guzzeau to move forward with the process as outlined and allow Dr. Hoffmann to give his recommendation for the position.

Dr. Hoffmann spoke to the legal issue indicating that he spoke with the attorney from the Massachusetts Department of Education on the issue of Chapter 71, Section 52 which states: *no school committee member shall be eligible to the position of teacher, superintendent of public schools therein, or in any union school or superintendency district in which his town participates.* The response from Attorney Nicole Niles was that it has to do with appointing someone, not disallowing them to apply for the position. She further stated that school committee members can apply under MGL for a vacant position but could not be appointed without resigning their position. Both Orleans and Wellfleet have special municipal employee situations which vary as well. Dr. Hoffmann indicated that the candidate in question resigned from the school committee.

Dr. Hoffmann indicated that the past practice, other than when he hired Dr. Gifford, the full committee had no chance to interview anyone and that a name was brought forward for appointment.

Discussion regarding the process ensued with several members sharing their opinions. Some were in favor of proceeding with the process and others wanted to wait and revisit the process for hiring the assistant superintendent.

After much discussion, Dr. Leibling moved the question.

VOTE

Chair Plaue asked if members would like to postpone the decision and look at the process. The motion was made earlier by Chris Galazzi and seconded by Brian Kavanaugh that we review the current policy and revise as necessary the process for hiring the assistant superintendent. It was voted by the Region 6 yeas, 2 nays to go forward with the process.

On a motion by Mara Liebling, seconded by Gwynne Guzzeau, it was voted 11 yeas, 1 nay to move forward with the process. (Jill Putnam, Betsy Pontius, Sean Fleming, Joanne Irish, Ann Crozier, Mary Lytle, Gwynne Guzzeau, Mara Liebling, Dave Telman, Josh Stewart and Chair Plaue)

Chair Plaue indicated that the committee would like to have someone in place as soon as possible as the current assistant superintendent needs to mentor this person.

Interview of Candidates Amy Roberts, Keith Gauley and Jennifer Rabold took place with questions posed by the School Committee members and the Superintendent.

Chair Plaue called a recess at 9:03 p.m. and the Committee was called back to order at 9:10 p.m.

Chair Plaue asked members of the committee if they would like to make comments on the three excellent candidates.

The Superintendent thanked the three candidates who came forward. He noted that anyone of them could have performed as assistant superintendent bringing different experiences with them. He noted the candidates not chosen will be on the road to a different career path than they are now and we were very fortunate to have them apply.

Dr. Hoffmann recommended Keith Gauley for the position of assistant superintendent. He indicated Mr. Gauley has done extensive curriculum work in the district and has led our effort in mathematics instruction across the district. He has empowered the teachers in his building and is recognized as a teacher leader. There is a real respect that Keith Gauley has earned and he will bring this across the district. Dr. Hoffmann stated that it is his recommendation that you vote to appoint Keith Gauley as the assistant superintendent and empower the Superintendent to negotiate his contract at \$128,532 for the 2013-14 school year.

Motion:

On a motion by Chris Galazzi, seconded by John O'Reilly, it was voted 7 yeas and 1 abstention (Brian Kavanaugh) to appoint Keith Gauley as the assistant superintendent, effective July 1, 2013.

Motion:

On a motion by Ann Crozier, seconded by Joanne Irish, it was voted 11 yeas and 1 abstention (Brenda Cazeault) to appoint Keith Gauley as the assistant superintendent, effective July 1, 2013.

ADJOURNMENT

A motion was made and seconded to adjourn the meeting at 9:22 p.m.

Respectfully submitted,
Ann M. Tefft

