

ANDOVER SCHOOL COMMITTEE
WORKSHOP
MINUTES - MAY 28, 2015 (Part II of Workshop Mtg)
School Committee Room – School Administration Building

Members in Attendance: Chair Annie Gilbert, Joel Blumstein, Paula Colby-Clements, Susan McCready, Ted Teichert

Others in Attendance: Candace Hall, HR Director, Lyle Kirtman of Future Management Systems, recruiter for Interim Superintendent Search

Call to Order - Chairman Annie Gilbert called the School Committee Workshop to order at 5:00PM.

Ms. Gilbert informed the members that they would be discussing the next steps for the Interim Superintendent Search. She wanted to talk about the salary, responsibilities of who does what on the Committee, interview questions to pose to the finalists (2) and anything else before the first Finalists interviews.

Ms. Gilbert was upfront about some articles that had surfaced regarding Dr. Berman's candidacy and his performance at the Oregon district. Mr. Kirtman responded that he had knowledge of what had transpired in Oregon and that he would be candid with the Committee about this and how he felt on the matter. There were some members who wanted to learn more and thought the Candidate himself could bring it up at the Interview.

The next piece of conversation was on the Salary Parameters and what the Committee felt – based on what Mr. Kirtman's guidelines for this – should be for an Interim Superintendent. Mr. Kirtman reminded the Committee that there would be some savings on health insurance, since both candidates are retiring so their insurances would already be taken care of and built into their pensions. Ms. Colby-Clements was inclined to think that the Committee shouldn't pay more than what they are paying the current Superintendent because the current Andover salary is better than other districts in the first place and comparable to other communities like Andover. The Committee agreed on this point.

Regarding reference checking, the Committee decided to spread this throughout the committee members. They agreed to talk to some current Board members from each of the Candidate's districts and faculty/staff members. Guidelines were passed out as to what was ok to ask and what was not; a list would be created on who was calling whom so that the same person(s) wouldn't be called again.

Ms. Hall provided the Committee a copy of the sample questions that were developed by Mr. Kirtman and with some input from the Committee. The Committee read through them and decided to change a couple and add another one. In the end it was decided that 6 questions would be posed to each Candidate with the opportunity for each Candidate to start with an Opening Statement and then a Closing Statement or Question for the Committee.

At this point, Ms. Colby-Clements left the meeting (5:40pm) for another commitment. Mr. Blumstein also stated that he would like to get Dr. McGrath's input on the Interim Superintendent search and Ms. Gilbert volunteered to do this.

With the guidance from Ms. Hall and Mr. Kirtman the Committee decided to hold the following options with the Candidates – both interviews on Tues, June 9th giving each Candidate 1.5hrs for interviewing and a 15 min break in-between OR having Dr. Ash come in for an interview on Thurs, June 4th and Dr. Berman on

Tues, June 9th with a Committee vote on Thurs, June 11th. All public input would be taken up to the date of June 11th voting meeting.

At 6:35pm, T. Teichert moved that the Andover School Committee adjourn. S, McCready seconded the motion. The meeting adjourned at 6:35PM.

Respectfully,
Alison Phelan, Committee Recorder

Attachments:

A - Proposed Draft Questions

B – Pre-Employment Inquiry Guidelines