

REGULAR SESSION MINUTES

November 26, 2013

Amended

A meeting of the Swampscott School Committee was held in the Auditorium at Swampscott High School commencing at 7:10 p.m. with the following members present: Mr. Rick Kraft, Chairman; Mr. Ted Delano, Vice Chairman; Ms. Marianne Speranza-Hartmann, Ms. Carin Marshall and Ms. Amy OConnor. Also Present: Dr. Garry P. Murphy, Ph.D., Interim Superintendent, Christopher Thomsen and Tristan Smith, Student Representatives.

PUBLIC COMMENT

None

COMMITTEE COMMENT

Mr. Delano wished everyone a Happy Thanksgiving and wished the Big Blue boys good luck.

Ms. Marshall also wished everyone safe travels and Happy Thanksgiving.

Ms. Speranza-Hartmann wished everyone a Happy Thanksgiving and commented on a recent fire in town at the home of the Walkers who have three seniors and one son in college. She stated that the High School will be taking donations and that Joe Bennett will be organizing them. Mr. Kraft added that once arrangements are finalized the information will be shared through the media.

Tristan Smith wished all a Happy Thanksgiving, Kwanzaa and Hanukkah.

Christopher Thomsen added that the Cable Club would be donating half of the proceeds from the sale of the girls Power Puff game CD to the Walker family.

APPROVAL OF MINUTES

MOTION:

It was moved by Ms. OConnor and seconded by Ms. Speranza-Hartmann to accept the meeting minutes of November 19, 2013. The motion passed unanimously.

MOTION:

It was moved by Mr. Speranza-Hartmann and seconded by Ms. Marshall to move up in the agenda item A under New Business. The motion passed unanimously

Recognition of Class of 2014 - Big Blue Babes

Ms. Speranza-Hartmann commented on the recent girls Powder Puff game versus Marblehead in which the Big Blue girls won in overtime. She called up coaches Joe Tenney and Joe Bennett along with the student coaches and girls who were present. She further acknowledged that the game raised \$8,000 to be donated to charity. Mr. Delano commented that he was at the game and that it was good to see the sportsmanship of the girls between the teams and that it proved how well they can get along.

Ms. Speranza-Hartmann stepped out of the meeting at 7:28 p.m.

NEW BUSINESS

Plans for Superintendent Succession

Mr. Kraft outlined the history with regards to the plans for Superintendent Succession which included two public forms as well as being in contact with people in the public and discussions with same. He stated that there would be a discussion on how to next proceed. Ms. O'Connor stated that she had heard two issues overwhelmingly from those in the public.

Ms. Speranza-Hartmann returned to the meeting at 7:30 p.m. She questioned whether the issue of naming the SHS Field House should be brought forward for presentation.

MOTION:

It was moved by Mr. Speranza-Hartmann and seconded by Ms. OConnor to move up in the agenda item A under New Business. The motion passed unanimously

Naming of the SHS field house

Mr. Kraft explained a proposal brought to the Committee to name the Field House after Dick Lynch who was a teacher and coach in town for many years. He invited Jack Taymore and Bill Bush from the Hall of Fame Committee forward. Mr. Bush gave background on the Hall of Fame Committee and what they are involved in. Mr. Taymore listed some people who are in the Hall of Fame as well as what they are doing now. Mr. Taymore further explained that any costs associated with the naming the Hall of Fame Committee would take care of as well as making sure that the lettering matched other signage within the school. Ms. Speranza-Hartmann asked Mr. Bush to give a little background of Mr. Lynch for those who didn't know all about him. Mr. Bush gave some background about Mr. Lynch to the Committee and explained that he was still active in the Hall of Fame Committee as well. He added that it was their hope that this would serve as something to pass along to the younger generation. Mr. Taymore added that he was a student when Mr. Lynch came to town and that Mr. Lynch has brought his family up in town and has remained active in town sports and that he felt he was very deserving. Ms. Speranza-Hartmann stated that from a policy standpoint the Committee was mirroring the town policy in which they would receive a request as a first read and have a waiting period and it would be voted at a future meeting to receive any input. Mr. Taymore stated they had hoped to keep it so that Mr. Lynch didn't know about it but that they would follow whatever procedures were necessary. Mr. Bush added that they had received signatures in support of their proposal. Mr. Delano added there were 60 signatures. Mr. Taymore stated they would contact Mr. Lynch's son so that he could explain the process and Mr. Bush added it was their hope to have an induction ceremony of sorts at a future event as well. **Mr. Delano requested, in keeping with the naming policy, that the Hall of Fame Committee return to the December 10th meeting for vote on their proposal. Mr. Kraft agreed that the naming policy would be followed.** Chris Thomsen added that he felt that Mr. Lynch was very deserving of this honor.

SUBCOMMITTEE REPORTS

Ms. Marshall stated that the Committee had received in its packets a draft of a the floor plan for the proposed new school. She gave an overview of the layout of the building and explained that the designs were still evolving and that at a future meeting she would bring forward plans that included the outside areas of the building including parking and playground areas.

Plans for Superintendent Succession

Mr. Kraft returned the Committee to its discussion regarding the Superintendent succession plans.

Ms. OConnor stated from the feedback she has received she heard two things, support for Ms. Angelakis from staff and the community as well as hearing the need for transparency in making the decision for the District. Ms. Marshall agreed that the Committee needed to be transparent but added they held two public forums and it was posted to be discussed this evening as well. Ms. OConnor stated this was the first time the Committee had spoken about it at a meeting. Ms. Marshall stated she felt the public has had opportunity for input and that she didn't feel that a search would add any more transparency. She felt it would bring another level to the process but not transparency. Ms. Marshall added that she felt that the more she thought about it, the simpler the process got and that the simplest thing is if you know what the right thing to do is to do it and that she felt a decision needed to be made.

Mr. Kraft added that the argument on other side was that if there was a search and it was still offered to Ms. Angelakis the Committee would have compared her to other candidates out there and she would have still risen to the top. He added that through discussions with MASC and others they have a sense for who is out there looking. Ms. Marshall added that the Committee feels Ms. Angelakis is the best person for the job, is already doing the job, and that a search does a disservice to her. Ms. Speranza-Hartmann discussed the issues of a search and stated she didn't think it was necessarily the best thing for the District. She also added that Ms. Angelakis has been performing the job.

Mr. Delano commented that he had heard a lot of concern regarding high turnover rate and that the District has someone who has been committed to the District for many years and that he has a high level of confidence in Ms. Angelakis. He further stated that tenure and respect from peers is truly important and are strong qualities that Ms. Angelakis has and have only been enhanced with the assistance of Dr. Murphy. He added that he had spoken to Mike Gilbert who commented that if others see a strong internal candidate there may not be that many applicants.

Ms. OConnor stated that she felt that as Ms. Marshall stated at the last public forum that Dr. Murphy hasn't been afraid to identify problems and it made her more confident that he supports Ms. Angelakis. She also shared an email that she had received from Stanley teacher Jeff Brown in support of Ms. Angelakis.

Mr. Kraft commented that while no one is perfect, the Committee knows of the strengths and weaknesses of Ms. Angelakis and her willingness to learn. He further added that those who work on a day to day basis with her have a sense of how she would function in this role and that would be lacking in an outside candidate. Ms. Marshall added that there is no better experience for performing a job than doing it and that Ms. Angelakis is doing that today. Mr. Delano added that he felt the biggest point for him was to have continuity in the District and we have that with Ms. Angelakis. Ms. Marshall agreed and stated if all were in agreement the Committee could vote tonight. There was further discussion regarding a search and whether it was necessary. Ms. OConnor added her concern that taking resumes could run the risk of losing or alienating a great employee.

Mr. Delano asked Dr. Murphy for his input. Dr. Murphy stated it was his strongest recommendation that the Committee elect Ms. Angelakis as the next Superintendent. He stated she is Acting Superintendent when he is not present and is clearly the leader of the District. Regarding a search, he commented that money is spent, as is time and effort and the District is bruised in the meantime and no one is satisfied. He added that there will be criticism no matter what is done. Dr. Murphy stated it was his strongest recommendation to give Ms. Angelakis the title and recognition she deserves.

Ms. Marshall questioned whether a motion could be made for appointment of Superintendent. Mr. Kraft stated he felt it needed to be done in two stages, regarding a search and then appointment. There was further discussion regarding timing of the vote and Mr. Kraft added that one thing lost in a search is time and that other things needed to be handled. Ms. Marshall stated she felt timing was critical and that it needed to be resolved. Mr. Delano felt it was important to capitalize on the momentum of moving forward with a faculty and Leadership Team which shares the belief of the Committee to move forward.

Mr. Kraft stated he would like a motion for a search versus no search before going forward.

MOTION: It was moved by Ms. Marshall and seconded by Ms. Speranza-Hartmann to appoint a Superintendent without conducting any further search.

Ms. OConnor felt when it came to a decision it was important that it was being done unanimously by the Committee. Mr. Kraft added that was why he separated it and that the process was something he struggled with and understood arguments and opinions on both sides but felt it was important to be strong in the ultimate decision. Tristan Smith added that he felt that Ms. Angelakis being Superintendent would be the best thing for the District and that he was happy for her. Chris Thomsen said he was happy with the way the process was moving.

VOTE ON MOTION: The motion passed 4-1, Mr. Kraft voted no.

Mr. Kraft stated that it was a very productive and good discussion and clarified that the previous vote was about process and that motion had carried.

Ms. Marshall suggested making a motion to appoint Ms. Angelakis as Superintendent and there was discussion regarding a start date. Mr. Kraft stated the District had Dr. Murphy through January 31 and Dr. Murphy added he was willing to work with whatever date the Committee set.

MOTION:

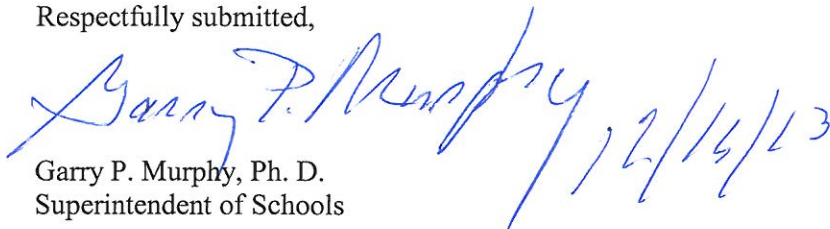
It was moved by Ms. Marshall and seconded by Mr. Delano to appoint Pam Angelakis as Superintendent effective February 1, 2014 or as otherwise needed. The motion passed unanimously.

ADJOURNMENT

MOTION:

At 8:23 p.m. it was moved by Mr. Kraft, seconded by Ms. Speranza-Hartmann and voted by roll call vote to enter into executive session for the purpose of discussing strategy with respect to litigation. Ms. OConnor – yes; Ms. Marshall – yes; Ms. Speranza-Hartmann – yes; Mr. Delano – yes; Mr. Kraft – yes.

Respectfully submitted,

A handwritten signature in blue ink that reads "Garry P. Murphy" followed by the date "12/14/13". The signature is written in a cursive style.

Garry P. Murphy, Ph. D.
Superintendent of Schools

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Amended/Approved: Dec. 10, 2013