



## CAMBRIDGE SCHOOL COMMITTEE

### (Official Minutes)

Special Meeting

February 12, 2021

Called for the purposes of: 1) Specify the nature of the Superintendent Search, 2) Determine whether the district will oversee its own process or seek assistance from a consultant, and 3) Identify key search process tasks and timelines.

Members Present: Vice Chair Bowman, Member Fantini, Member Rachel, Member Rojas, Member Weinstein, Member Wilson, Mayor Siddiqui

Also Present: Lisa Richardson, Chief Talent Officer

Mayor Siddiqui in the Chair. The meeting started at 3:30 pm.

The meeting proceeded to the first order of business with a roll call vote for the purpose of a sound check:

Member Fantini PRESENT; Member Rojas PRESENT; Member Rachel PRESENT; Member Weinstein PRESENT; Member Wilson PRESENT; Vice Chair Bowman ~~ABSENT~~; Mayor Siddiqui PRESENT.

#### 1. Public Comment:

The following individuals were heard:

- Dan Monahan, CEA President, on the process of the Superintendent search
- Elena Fagotto, CPS parent, spoke on Cambridge Coalition for Public Education, on their hope for a collaborate search for the Superintendent
- Emie Weinstock, on Cambridge Families of Color Coalition, on the importance of involving communities of color in the search and prioritizing anti-racism
- Giulia Falcui, Cambridge Coalition for Public Education, on the coalition having a seat on the Ad-Hoc Sub-Committee

On a motion by Member Wilson, seconded by Member Rachel, the following roll call vote, it was voted to close public comment: Member Fantini YEA; Member Rojas YEA; Member Rachel ABSENT; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Mayor Siddiqui YEA.

#### 2. School Committee Agenda (Policy Matters/Notifications/Requests for Information):

Mayor Siddiqui shared a table from what came out of Tuesday's discussion and Glen Koocher's presentation to help specify the nature of the Superintendent search. Mayor Siddiqui discussed her appreciation for an inclusive process but clarified it is by the duty of the School Committee to make a choice. There was Option A: Post for Permanent Superintendent to begin on 7/1 and the possible process pros/cons.

Member Rojas thought he heard that we could have someone identified for permanent by April Vice Chair Bowman brought up how there was discussion about how there might be a small pool of retired superintendents who would be interested in the interim position. Member Wilson confirmed that if they did move extremely fast they could have a permanent by April but advised against it and asked the Mayor to continue to go through the different options. Lisa Richardson confirmed that Glen Koocher did say that the Committee could limit community outreach to get a permanent by April but advised against it.

The Mayor discussed option B: posting for an interim and the question on whether the interim could apply for the permanent position. Post for the interim and concurrently figure out what the permanent search would look like. Vice Chair Bowman discussed an option that having an interim that won't continue on. Member Rachel pointed out how there could be additional options besides the three outlined.

Mayor Siddiqui discussed Option C: Appointing an interim now. She discussed how in this option they would draw from an internal candidate pool but there is still the question on what the process look like does to get a permanent superintendent. She discussed how it could be a combination of the options but there needs to be some consensus on where to go.

Mayor Siddiqui opened the meeting up for questions.

Vice Chair Bowman spoke on how there is a high probability that we won't get overlap between the current Superintendent and there needs to be some level of an interim.

Member Weinstein talked about how he is leaning towards the option of having an interim superintendent and brought up the point that he doesn't see the huge distinction between appointing an interim and posting for an interim if our focus is not appointing an interim who might stay on.

Mayor Siddiqui discussed how the big question is the process, for interim: the Committee can do whatever it wants but the reality is that the community wants input and the Committee needs to figure out the process.

Member Weinstein discussed how there could be compressed process for interim and the benefit of engaging the community.

Member Rojas discussed option A and then we need to figure out how we get an interim and there were two options: 1) if we know someone, we can name it 2) we can choose from a pool and there would be interviewing/community input.

Mayor Siddiqui discussed searching for a permanent superintendent.

Member Fantini talked about how we need to look at when we want the Superintendent to start and whether this Committee wants to be the one to hire the Superintendent. If yes, the process for the permanent would have to start in July or August. Then the question is whether we appoint an in-house interim superintendent or have a process. Then do we want to allow the interim to apply for the job.

There was consensus from the members that this Committee wants to decide the permanent Superintendent.

Vice Chair Bowman asked if there was a way to combine moving the permanent search forward and there to be an appointment for the interim which allow the Committee to pick the new superintendent and meet the needs of the community.

Member Rachel suggested for the interim that we do the search that we post for a one year interim and the interim could audition for the permanent position and we engage a firm to help with a permanent search. Lisa Richardson suggested keeping the posting open.

Member Fantini talked about how his preference is to appoint an interim. If not the will of the Committee, then we need to bring on a search firm to help us with the interim posting. Mayor Siddiqui discussed that if there is a small pool for the interim search after posting, there is still the option to appoint.

Mayor Siddiqui discussed how they don't want to do a rushed search.

Vice Chair Bowman stated there may be a way to figure out the pulse of current staffing to see if there is an appetite for an interim and for that to dictate whether they move forward.

Mayor Siddiqui brought forward the following questions

- 1) Doing Option A: Right now starting a permanent search-members were not in favor
- 2) Do we want to appoint an interim or do we want to do an internal interim search? Posting for a one year position and the ad-hoc to come back? For the interim position do we want to go the route if there is an internal person or the interim application process?

Member Wilson wanted to reflect on past practices and if appointments of interim, there is a person here who did do the interim. Member Fantini said it was an appointment process. Member Wilson discussed do we want to wait or put a posting. Lisa Richardson discussed that if the Committee is thinking of appointing, the person they are thinking of should not have to apply for the job.

Member Rojas discussed how to find out if there are internal candidates, and whether this could go through the Ad-Hoc Sub-Committee.

Mayor Siddiqui expressed her desire to do a posting but she is hearing from the Committee on having the ad-hoc bring forward an internal/external candidate.

Member Weinstein asked if there was a way to be inclusive if we are appointing someone and if someone will be needed to take over the appointee's job. Mayor Siddiqui discussed if there is an appointment, there is no process. Lisa Richardson talked about how it was the cabinet to fill that role of the interim.

Lisa Richardson discussed how for the search, the question is it an internal search and then if not they have to go through the company.

Member Wilson discussed whether or not we go the Ad-Hoc route, could we hypothetically appoint someone external/internal in this meeting? Mayor Siddiqui discussed how the Ad-Hoc Committee could speak to any internal/external who is interested and bring forward a recommendation and there would be need to be four votes. Member Wilson asked if she made a recommendation right now to appoint an interim would that go through the Ad-Hoc Committee to finalize the process. Mayor Siddiqui said there is no process needed for the appointments. Member Wilson wanted to bring in a motion.

Vice Chair Bowman discussed the need for there to be a conversation with the individuals before the appointments and utilizing the Ad-Hoc Sub-Committee to bring forward a recommendation to the Committee of the Whole. Lisa Richardson discussed that one can appoint, but they can't force the person to do it. Member Rojas discussed do we have a strong internal/external candidate do we appoint or do we need to do a search, and recommended moving forward with the Ad-Hoc Sub-Committee.

Member Fantini explained how Member Wilson could bring in the motion subject to negotiation.

Member Weinstein stated that he's leaning towards the Ad-Hoc Committee and to move quickly on whatever process we take.

Mayor Siddiqui brought forward **#21-50**.

That Vice Chair Bowman convene a Superintendent Search Ad-Hoc Sub-Committee to advise the Committee of the Whole on the Superintendent Search Process.

On a motion by Mayor Siddiqui and seconded by Member Rojas; on the following roll call vote **#21-50** was adopted: Member Fantini YEA; Member Rojas YEA; Member Rachel, YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Mayor Siddiqui YEA.

Mayor Siddiqui discussed how if members are interested in joining the Ad-Hoc Superintendent Search Committee to let Vice Chair Bowman immediately after the meeting. Member Weinstein asked if this committee would be spear-heading the process on the permanent. Mayor Siddiqui confirmed.

Member Rachel summarized the meeting: 1) decided the nature of the search: an interim first 2) the Ad-Hoc will take up the question of internal/external firm 3)the ad-hoc will take up the key tasks and timeline

Vice Chair Bowman announced that the CEA has ratified the MOA.

On a motion by Member Wilson, seconded by Member Rojas, it was voted, by roll call, to adjourn the special meeting: Member Fantini YEA; Member Rojas YEA; Member Rachel YEA; Member Weinstein YEA; Member Wilson YEA; Vice Chair Bowman YEA; Mayor Siddiqui YEA. (4:41 p.m.)

Attest:

Allison Daley

Confidential Secretary to the School Committee