



**TORRINGTON PUBLIC SCHOOLS
BOARD OF EDUCATION SPECIAL MEETING
Wednesday, January 27, 2016
355 Migeon Avenue**

CALL TO ORDER: The meeting was called to order at 6:04 p.m.

ROLL CALL:

Present: Fiona Cappabianca, Chair; Joanne K. Brogis; Ellen Hoehne; Bill Knight; Jim Lamoin; Andrew Nargi; Jessica Richardson; Daniel Thibault; Kenneth P. Traub; Peter Vergaro

Absent: Mayor Carbone

SUPERINTENDENT SEARCH

The Chair provided a printout regarding superintendent salaries broken down by district for the whole state. According to this information, the Chair stated we are way under what we are paying in comparison, which is going to be problematic.

Each Board Member was asked to provide their opinions on the superintendent search:

Mr. Traub believes it's effective for the Board to do its own search if it's willing to put the work in. It will be a minimum of 120-130 hours of work. Needs to be a teammate effort if the team decides it wants to be the search committee however worries about the time crunch of the Board due to schedules.

Mr. Knight thinks it would be better to do it in-house as well.

Ms. Richardson stated that she was worried about the pay as well. Would like to see previous experience in another district. Doesn't think there is time this school year to find a quality candidate. Look into getting a waiver from the state for keeping an interim for a second year. If forced to move forward, will be tying our own hands and limiting our options.

Mr. Vergaro thinks we should go in-house with the search and is willing to put the time into it. Agrees the pay is an issue but doesn't think we have to match the highest bid out there. A lot of value in not having a commute to work, will have an advantage there. Thinks we need to get it done this year, have too many key positions that have to be filled. Thinks our time crunch is soliciting community involvement, having some open forums. Thinks BOE needs to get out into buildings and contacting building administrators to see what they want.

Ms. Hoehne agrees we should be the search committee. Doesn't think we have the time right now to do it right. Thinks we need another year to keep things going how they are. Need everyone's input, teachers, community and parents.

Mr. Nargi doesn't think we should deviate much as far as salary. Agrees search in-house. Full BOE meetings can utilize public forums in the beginning to provide whatever input community would like to provide. Having to deal with other time constraints in the next several months like budget, we should line one up sooner than later but if we aren't getting the applicants that we want on our timeline then postpone it.

Dr. Brogis stated that she is looking for a lot in the superintendent. Wants to do it in-house, believes the Board has the knowledge and are familiar with the community. Would like a superintendent that is vested in our community, someone knowledgeable in finance, would like to get a superintendent in place now but agrees that we shouldn't settle for someone. Would like to get someone already certified.

Mr. Lamoin would like to look into getting extension, if we don't find anyone, we already have the extension for the interim in place. Feedback from community he's getting, a superintendent that knows how to do financials, can show where the money is going and that it is being spent in the right place. Do search in-house, spend extra money towards salary.

Mr. Thibault would like the superintendent to have an MBA, has to know how to manage since they will be dealing with millions of dollars and hundreds of employees. Haven't changed salary in 6 years and now have a \$60,000 gap to bridge. People will take the commute for more money. Likes how New Milford wrote up on their brochure what they are looking for in superintendent. Over the past 15 years, the only superintendent that lasted more than 2 years was the one that was picked in-house.

Ms. Cappabianca would like to meet with business leaders and the community to get a pulse of what town wants in their education system. Superintendent should facilitate the plan we want for Torrington, not their own agenda. Doesn't necessarily think letting the new superintendent pick their own team is a good idea. Will cost us money even if we do the search ourselves. Budget for what we want to do to facilitate the search process next year. Spend this year doing the leg work and starting next year with money in our pocket for the process. It's a process to get an extension for the interim, sooner than later we need to agree on a timeline.

Mr. Traub stated that even with the search in-house there are going to be expenses that go along with the search.

Next question is timetable- find money in budget to get this started, get someone in here for July 1 or try to get waiver to extend interim for a year.

Mr. Lamoin suggests do it concurrently. Begin the search but apply for the extension in the meantime.

Mr. Knight thinks we should apply for waiver and take our time. Don't have the time or finances right now.

Ms. Richardson doesn't see any down side to pursuing the waiver.

Mr. Vergaro discussed the site visits he made this week and what the administrators of these buildings would like in a superintendent.

Ms. Cappabianca would like to broaden our reach even more, go to Chamber, Rotary Clubs, etc. Go listen to what people want, get all that out of the way before we get into the process

The Board took a straw poll to see if they should do the superintendent search in-house or out-of-house. All in favor that the Board should be the search committee.

The Board took a second straw poll with the following options:

Option A- find \$20,000 in budget for this year to start superintendent search right now and have a superintendent to start July 2016.

Option B- not find money in budget, look to get waiver to extend interim for one year, have a new superintendent in place for July 2017 however start search now

Mr. Thibault- Option B, not enough time for option A

Mr. Lamoin- Option B

Mr. Traub- Option A

Dr. Brogis- doesn't like A or B but would vote towards A

Mr. Nargi- Option A

Mr Knight- Option B

Ms. Richardson- Option B

Mr. Vergaro- Option A

Ms. Hoehne- Option B

Ms. Cappabianca- Abstained

The Chair will get as much information as possible in the next couple days and let the board know the details for getting an extension for the interim Superintendent.

Mr. Nargi expressed his concern with extending the interim position without putting the position out there to get applicants.

A straw poll was taken to see if the interim position should be re-posted whether the current interim superintendent wants the position or not

Mr. Thibault- No

Mr. Lamoin-No

Dr. Brogis- No

Mr. Nargi- Post the position

Ms. Hoehne- No

Mr. Vergaro- Post the position

Ms. Richardson- No

Mr. Knight- No

Mr. Traub- No

Ms. Cappabianca- Abstained

These minutes were approved by the Torrington Board of Education on February 17, 2016.

Mr. Traub made a motion to appoint the BOE as the search committee for the new superintendent, Mr. Knight seconded the motion. All in favor.

Ms. Richardson stated once we have waiver and know our timeline we can have public hearings and get the information out there.

ADJOURNMENT

At 7:40 p.m., Mr. Thibault moved to adjourn. Mr. Traub seconded the motion. All in favor.