

**BELMONT SCHOOL COMMITTEE MINUTES
SCHOOL ADMINISTRATION BUILDING CONFERENCE ROOM
SEPTEMBER 21 , 2012**

Present: Ms. Laurie Graham, Chair
Mr. Daniel Scharfman, Secretary
Ms. Laurie Slap
Mr. Kevin Cunningham
Ms. Anne Lougée
Ms. Laurie Slap
Dr. Thomas Kingston, Interim Superintendent

Ms. Griffiths arrived at 9:30 a.m.

1. **OPENING BUSINESS**

1.1 Call to order

Ms. Graham called the meeting to order at 9:05 a.m.

2. **COLLECTIVE BARGAINING OPTIONS**

a. Dr. Kingston described several alternatives to the School Committee's current practice of setting up separate multiple-member teams to negotiate collective bargaining agreements. He expressed concern that School Committee members might be exhausted by the intensity of conducting multiple negotiations. He also noted that the specific educational impact of collective bargaining positions might be difficult for School Committee members to assess without the input of professional staff.

b. Dr. Kingston suggested that the current method has led to good results, but has required a lot of costly help from labor counsel, which is a near-necessity given the extent of experience and support that the unions receive and the complexity of school law..

c. Dr. Kingston offered four alternatives:

- i. The current method of separate teams for each unit with counsel
- ii. A single team that handles all of the contracts with counsel and, perhaps a parent or other person not from the School Department or School Committee.
- iii. Delegating initial bargaining to school department professionals and counsel
- iv. Interest-based bargaining

d. The School Committee discussed these ideas, and asked Ms. Graham to discuss it with our current labor counsel (Morgan, Brown, and Joy) in advance of our next round of negotiations. We expect them to begin in the 2013-2014 school year.

3. **SUPERINTENDENT SEARCH**

a. At 9:40 a.m., Dr. Kingston left the meeting and Glenn Koocher arrived. Mr. Koocher is the Executive Director of the Massachusetts Association of School Committees (MASC). MASC helps many school districts in various phases of hiring superintendents. Mr. Koocher explained the recruiting and hiring processes, and briefly reviewed his understanding of the current applicant pool and other districts currently searching for superintendents.

b. Mr. Scharfman left the meeting at 10:10 a.m., and Ms. Lougee took the remaining minutes.

c. Mr. Koocher noted that approximately a dozen districts are currently searching for a superintendent and that the pool is small. He suggested making calls to search firms for advice, as well as to the Gates and Broad Foundations. These foundations work with and train superintendents, although their focus is primarily on urban districts.

d. Mr. Koocher cautioned that when hiring a professional from out of state there is often a concern about the cost of living in Massachusetts as well as finding employment for a spouse.


e. In addition to contacting the above-mentioned entities, Mr. Koocher suggested contacting the NISL program, as well as the superintendent training programs at Boston College and Harvard University.

4. **CALL TO ADJOURN**

a. At 10:50 a.m., on a motion offered by Mr. Cunningham and seconded by Ms. Slap, it was

VOTED unanimously 5-0-0, Mr. Scharfman having left the meeting earlier, to adjourn the meeting.

Respectfully submitted by


Daniel Scharfman, Secretary