



LOWELL SCHOOL COMMITTEE

SPECIAL MEETING MINUTES

Date: February 25, 2019
Time: 6:30PM
Location: City Council Chamber, 375 Merrimack Street, 2nd Floor, Lowell, MA 01852

1. SALUTE TO FLAG

2. ROLL CALL

On a roll call at 6:35 p.m., all members were present, namely: Mr. Lay, Ms. Martin, Mr. Nutter, Mayor Samaras, Mr. Descoteaux, Ms. Doherty and Mr. Hoey.

3. SUBCOMMITTEES

3.I. Personnel Subcommittee Meeting: Report and Approval of the Minutes of the Meeting of Wednesday, February 20, 2019 [Connie Martin, Chairperson]

Chairperson Martin introduced Mr. Glenn Koocher from the Massachusetts Association of School Committees (MASC). The Subcommittee discussed the job posting for the Superintendent and the Blue Ribbon Committee.

Ms. Martin made a motion to accept the report as a report of progress; seconded by Mr. Descoteaux. 7 years APPROVED

Ms. Martin made a motion to discuss establishing the salary range for the Superintendent of Schools; seconded by Mr. Nutter. 7 years APPROVED

Mr. Descoteaux made a motion to establish the salary range for the Superintendent of Schools at \$205,000.00 to \$225,000.00; seconded by Mr. Hoey. 7 years APPROVED

Ms. Martin made a motion to discuss establishing the salary range, change the job title to Chief Human Resources Officer and change the reporting structure; seconded by Mr. Hoey. 7 years APPROVED

Ms. Martin made a motion to establish the salary range for the Chief Human Resources Director at \$95,000.00 to \$125,000.00; seconded by Ms. Doherty. 7 years APPROVED



Ms. Martin made a motion to change the job title of Human Resources Director to Chief Human Resources Officer; seconded by Mr. Doherty. 6 yeas, 1 nay APPROVED

Ms. Martin made a motion to change the reporting structure of the Chief Human Resources Officer to the Superintendent and not to the Assistant Superintendent; seconded by Ms. Doherty. 6 yeas, 1 nay APPROVED

4. SPECIAL ORDER OF BUSINESS

- 4.I. Massachusetts Association Of School Committees (MASC)**
Draft Superintendent Job Posting
Blue Ribbon Committee
Draft Focus Group, Timeline and Sample Survey

The following people registered and spoke regarding agenda item # 4.1:

Arthur Santos
Robert DeLossa

Ms. Martin made a motion to approve the Superintendent of Schools Job Positing with the addition of the salary range from \$205,000.00 to \$225,000.00; seconded by Mr. Descoteaux. 7 yeas APPROVED

Mayor Samaras made a motion to have a representative from the Lowell Plan on the Blue Ribbon Committee; seconded by Ms. Martin. 3 yeas, 4 nays FAILED

Mr. Descoteaux made a motion to increase the UTL representation on the Blue Ribbon Committee to four (4) members (an elementary, middle and a high school teacher and the UTL President); seconded by Mr. Lay. 5 yeas, 2 nays APPROVED

Ms. Martin made a motion include three (3) members of the Lowell School Committee to the Blue Ribbon Committee; seconded by Mr. Hoey. 6 yeas, 1 nay APPROVED

Mr. Descoteaux made a motion that the Blue Ribbon Committee will choose the Chairperson for the Committee; seconded by Ms. Martin. 7 yeas APPROVED

Mr. Nutter made a motion to add another representative from LSAA and to have that representative hold a district wide position; seconded by Mr. Hoey. 7 yeas APPROVED

Mr. Hoey made a motion to allow the four (4) members of the School Committee who are not on the Blue Ribbon Committee choose a representative to be on the Blue Ribbon Committee; seconded by Mr. Lay. 2 yeas, 5 nays FAILED



The Blue Ribbon Committee is as follows:

- 4 members from the UTL (an elementary, middle and high school teacher and the UTL President)
- 3 members of the Lowell School Committee
- 2 members from LSAA (one member is expected to be district wide)
- 1 member be the UMASS Lowell President or designee
- 1 member be the Middlesex Community College President or designee
- 1 member be a Principal
- 3 members be Parents (elementary, middle and high school)
- 1 member from the Community at Large
- 1 member from the Clerical Union
- 1 member from the Cambodian Community
- 1 member for the African Community
- 1 member from the Latino Community

The timeline for the Blue Ribbon Committee and selection of a Superintendent is as follows:

March 4, 2019	The position will be posted.
March 26, 2019	Orientation for the Blue Ribbon Committee.
April 2, 2019	Deadline for applications and the applications will then be distributed to Blue Ribbon Committee by the end of the day.
April 2, 2019 through April 8, 2019	Review of the candidates.
April 9, 2019	Blue Ribbon Committee will select the candidates.
April 22, 2019	Interviews will be scheduled.
May 1, 2019	Recommendation of finalists to the Committee.
May 13, 2019	Site Visits.
May 31, 2019	Deadline to allow for sixty (60) days' notice for the candidate to give to his/her employer.

Ms. Martin asked if the dates from for timeline, Knowledge Bowl and Budget Hearings be on one (1) document (calendar).

Ms. Martin made a motion to approve the timeline; seconded by Mr. Nutter. 7 yeas APPROVED

4.II. Draft Human Resources Job Description

This agenda item was discussed during the Personnel Subcommittee report and approval.



5. ADJOURNMENT

Ms. Doherty made a motion to adjourn at 8:14 p.m.; seconded by Mr. Descoteaux. 7 yeas APPROVED

Respectfully submitted,

**Jeannine M. Durkin, Acting Superintendent and
Acting Secretary to the Lowell School Committee**

JMD/mes