

**ALL ISLAND SCHOOL COMMITTEE OF MARTHA'S VINEYARD PUBLIC SCHOOLS  
SUPERINTENDENCY UNION #19  
Edgartown School Committee  
Oak Bluffs School Committee  
Tisbury School Committee  
Martha's Vineyard Regional School District  
Up Island Regional School District**

**5:00 PM, THURSDAY, MAY 25, 2022  
Zoom Meeting**

Present: Chair – Kate DeVane (UI), Vice Chair – Michael Watts (TIS)  
Up-Island Roxanne Ackerman, Kate DeVane, Skipper Manter\*, Alex Salop  
Tisbury Amy Houghton, Michael Watts  
Oak Bluffs Rizwan Malik, Kathryn Shertzer  
Edgartown Kimberly Kirk\*, Laura Seguin\*  
Others About 145 attendees including: Massachusetts Association of School Committees (MASC)  
District Representative – James Hardy, Advancement of Colored People (NAACP) Secretary –  
Alex Palmer, NAACP – Joan Kaas, Research Specialist – Kim Garrison,  
MVEA Co-President – Nedine Cunningham, MVEA, Co-President – Spencer D'Agostino  
Shared Services Office Superintendent – Matthew D'Andrea, Asst. Superintendent – Richie Smith,  
School Business Administrator – Mark Friedman, Director of Student Support Services for MV  
Public Schools – Hope MacLeod, Administrative Assistant – Ruda Stone  
Principals Chilmark – Susan Stevens, Edgartown – Shelley Einbinder  
Press MV Times – Lucas Thors, MVTV – Shavenae Anderson, Vineyard Gazette – Louisa Hufstader  
Recorder Teresa Kruszewski *\*Late arrivals or early departures of AISC members (see \* in text)*

*\*Skipper Manter arrived at 5:15 PM*

*\*Kimberly Kirk arrived at 5:29 PM and left at 6:07 PM*

*\*Laura Seguin left at 6:16 PM*

**Please note: All business will consist of a discussion and possible vote to take action**

**Call to Order**

(Agenda Item #I)

The All-Island School Committee (AISC) meeting was called to order at 5:10 PM by Chair Kate DeVane. In order to facilitate the technology: the meeting was being recorded; video cameras should be off except for AISC members or Administrators or when actively participating; attendees were asked to identify themselves with first and last names; the chat feature was turned off. *(Recorder's Note: Discussions are summarized and grouped for clarity and brevity).*

Chair DeVane asked to take a moment and reflect on the families in Texas. She suggested, as School Committee Members, to reach out to our respective schools to see how everyone was doing; a moment of silence was observed by all.

**Superintendent Search**

(Agenda Item # II)

Chair DeVane said this meeting was called as a direct response to questions on how to proceed in filling the open position of Superintendent of Schools. She introduced James Hardy; he would review the options that were before us, of how things were usually done. This was an informational session; to gather information and become well informed; and to vote on a course of action at a future meeting (in a week's time).

# ALL ISLAND SCHOOL COMMITTEE OF MARTHA'S VINEYARD PUBLIC SCHOOLS

5:00 PM, THURSDAY, MAY 25, 2022

## Zoom Meeting

Mr. Hardy said there was no required process, but recommended getting this done as early as possible for the candidate to secure housing. He presented the following options:

- First Option: Appoint the next person and be done with the process.
- Second Option: Conduct an internal search first, anyone with a superintendent's license could apply. A determination could be made if the next Superintendent was within that pool.
- Third Option (most typically used): Look to everyone, internal and external. As long as the candidates possessed the credentials, they would be able to apply for the position. This option would provide input from many groups on the Island and was the most inclusive process, if that was the goal.

Mr. Hardy said the third option had been used by this District for the 2014/2015 search with the following timeline:

1. September, 2014 an online survey was conducted and focus groups were formed to develop the list of criteria utilized during the process and the list of qualifications for the applicants.
2. Mid-October a direct mailer was sent and the advertising campaign was kicked off; the closing date was November 21, 2014.
3. Mid-October a Superintendent Search Committee was formed. The group consisted of Teachers, Administrators, Parents, Committee Members, Community Members - approximately 15 in total. Their job was to screen all applicants and present their recommendations of finalists to the full Committee for consideration. The preliminary steps were done during Executive Sessions.
4. Mid-December finalists were presented; this process became public.
5. Beginning in January 2015, finalist interviews and site visits to their districts were conducted by the Committee.
6. In March 2015, a decision was made and a job offer was extended.
7. The new Superintendent took office effective July 1, 2015.

### Questions and Discussion:

- ❖ Mr. Hardy (**MASC**) said 5 - 6 searches had been done over the past two years; usually a total of 20 applications were received with 3 - 4 qualified candidates.
- ❖ **MASC** clarified that a candidate could also be eligible for a superintendent's license.
- ❖ The District had multiple challenges at present: a housing crisis, working with 6 towns, 3 major building projects, stalled union negotiations and a lawsuit initiated against a municipality. What were the chances of someone coming from off-Island? **MASC** said that question could not be answered.
- ❖ Taking the housing issue away, what about the other issues (listed above), are these very different or are they similar to other municipalities? **MASC** said there were always fires to be addressed, however 3 building projects was a lot. Someone could see this as an opportunity to make their mark and would relish the challenges.
- ❖ **MASC** recommended establishing what was needed, the required skill set and then publish the position; match the skillset to the candidate. The type of candidate that would apply to extreme circumstances would fix the problem and then look for the next; they thrive on chaos; someone was needed now to get us through.
- ❖ If the average tenure for a superintendent was 3 - 4 years, would it be typical to put someone in the interim position and then conduct the search? **MASC** said it was typical to have a current employee fill the interim spot as well as allow them to go through the process for the permanent position.
- ❖ Who decides who is on the search committee? **MASC** said the AISC sets up the search committee with a full representation of the community. He advised the group to be 13 members, not to exceed 15. The AISC appointed the members; they were subordinate to the AISC. Their job was to recommend candidates and must be no less than 3 and no more than 5; they could not send just one recommendation.
- ❖ Is the search committee the same as the hiring committee? **MASC** said the AISC was the hiring committee.
- ❖ How long could this process take? **MASC** said the advertising period was about 4 weeks; the entire process could go 5 - 6 months.

# ALL ISLAND SCHOOL COMMITTEE OF MARTHA'S VINEYARD PUBLIC SCHOOLS

**5:00 PM, THURSDAY, MAY 25, 2022**

## **Zoom Meeting**

Chair DeVane said the 3 steps of the process had been covered and determined the acting Superintendent could be considered for the permanent position. She underscored it was a legal requirement to have a Superintendent; we needed to have someone in the chair by July 1, 2022.

Members thanked Mr. Hardy for all of his help in clarifying the process.

---

Chair DeVane said she did some research on her own and suggested asking for Superintendent Matthew D'Andrea's guidance for this process.

Superintendent D'Andrea said he was compelled to share his thoughts from the last nine years, seven of which have been as Superintendent. He cared about how things would unfold after he left, hoping everything stayed on a positive track. The Island was a great place to live and the Island community was a great community.

He said it was very challenging to find and hire staff for any position, candidates got lost due to all the housing issues; this was a huge piece of the puzzle. This district was very complex; all of the challenges had to be managed; the district needed someone to hit the ground running. With any lag there would be associated costs and people would be left behind; not an ideal situation.

Superintendent D'Andrea offered the School Committee an easy solution as there was no required process to fill the Superintendent of Schools position (*as outlined by MASC above*). He recommended Richie Smith, an internal, well known candidate. He said Mr. Smith was committed to the Island and fully qualified; Mr. Smith knew the District and the District knew him.

Superintendent D'Andrea urged the Committee to accept this easy solution:

*Ask Asst. Superintendent Richie Smith to fill the remaining 2 years of his contract as Superintendent; Mr. Smith was the guy to move this forward; the right solution; you would not find someone better.*

### **Teacher Comment:**

Debra Grant, Edgartown Kindergarten teacher, said Richie Smith had so much experience; why wouldn't we do this. He was a great candidate to get us through this process.

Summer DeSouza, Oak Bluffs teacher, said she fully supported Richie Smith.

Anne Williamson, Tisbury School, agreed with Superintendent D'Andrea and endorsed Richie Smith.

Amie Lukowicz said we had a unique situation on the Island. She said it was great the AISC was listening to us as it didn't always seem to be the case. She would like to see more teacher involvement. She supported Richie Smith, he was a stable, solid force going forward.

### **Public Comment:**

Meaghan Morris said she had known Richie Smith for years; he was a supporter of all the students. She couldn't imagine why there wouldn't be support for this decision, he was an amazing man, a great leader.

# ALL ISLAND SCHOOL COMMITTEE OF MARTHA'S VINEYARD PUBLIC SCHOOLS

**5:00 PM, THURSDAY, MAY 25, 2022**

## **Zoom Meeting**

John Custer said he was on the Search Committee in 2014/15. At the end of the process they brought forth two candidates: Matthew D'Andrea and Richie Smith were the two finalists. Over the past seven years, Mr. Smith had served very capably. He thanked the AISC for putting the effort and thought into this very important decision.

Alicia Knight said she supported Richie Smith, he was her mentor and appreciated his perspective and philosophy. We need someone that understands this community.

GinaMarie thanked everyone. She said Richie Smith has helped the lunch staff and can't say enough about him.

Wendy Tillman reviewed all of Richie Smith's positions and how successful he was in each. She supported the proposal recommended by Superintendent D'Andrea, if not for a full term for the two years proposed. He had the qualifications to do this job and urged the Committee to vote on this now.

---

Alex Salop asked for clarification, a procedural question from the last vote. Chair DeVane explained the Committee offered Mr. Smith the job of Acting Superintendent until the new Superintendent was in place; he had not yet accepted that position.

Chair DeVane asked Asst. Superintendent Smith if he would like to speak at this point in the meeting; he accepted with great appreciation.

Asst. Superintendent Smith thanked everyone that had spoken on his behalf. He said he loved the system as an employee and as a parent; this was where he wanted to finish his career. He would like to serve as a full superintendent and would prefer not to be an interim; that meant temporary.

*He asked to consider Superintendent D'Andrea's proposal of a two year appointment as a full superintendent.*

Asst. Superintendent Smith said stability was needed for the system, he deeply cared about the schools and the community. What we needed was someone driven by values of care, he was not looking to leave a mark. He asked the AISC to take a leap of faith to give him the job; if after two years the Committee felt a new person was needed to replace him, he would be happy to transition that new person.

Chair DeVane said she had received many emails in support of Mr. Smith. She felt this was a good discussion and was glad to see community members and teachers present; this allowed the Committee to be as transparent as possible. She thanked everyone for being part of the discussion.

---

### **Ratification of FY23-FY25 Food Service Workers' Bargaining Unit Agreement**

(Agenda Item #III)

*AMY HOUGHTON MOVED TO RATIFY THE FY23-FY25 FOOD SERVICE WORKERS' BARGAINING AGREEMENT AS IT WAS PRESENTED; KATHRYN SHERTZER SECONDED; MOTION PASSED UNANIMOUSLY: 8 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. DEVANE—AYE, MS. HOUGHTON—AYE, MR. MALIK—AYE, MR. MANTER—AYE, MR. SALOP—AYE, MS. SHERTZER—AYE AND MR. WATTS—AYE.*

# ALL ISLAND SCHOOL COMMITTEE OF MARTHA'S VINEYARD PUBLIC SCHOOLS

5:00 PM, THURSDAY, MAY 25, 2022

Zoom Meeting

## Public Comment

(Agenda Item #IV)

None.

## Executive Session

(Agenda Item #V)

### A. To discuss strategy with respect to collective bargaining

*MICHAEL WATTS MOVED TO GO INTO EXECUTIVE SESSION AT 6:39 PM, NOT TO RETURN TO OPEN SESSION; TO DISCUSS THE FOLLOWING PURPOSE(S): TO DISCUSS STRATEGY WITH RESPECT TO COLLECTIVE BARGAINING; AND TO INVITE SUPERINTENDENT MATTHEW D'ANDREA, ASST. SUPERINTENDENT RICHIE SMITH, SCHOOL BUSINESS ADMINISTRATOR MARK FRIEDMAN AND RECORDER TERESA KRUSZEWSKI TO BE PRESENT THROUGHOUT; ALEX SALOP SECONDED; MOTION PASSED: 7 AYES, 1 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. DEVANE—AYE, MS. HOUGHTON—AYE, MR. MALIK—AYE, MR. SALOP—AYE, MS. SHERTZER—AYE AND MR. WATTS—AYE. MR. MANTER—NAY.*

## Adjournment

(Agenda Item #VI)

*AMY HOUGHTON MOVED TO ADJOURN THE AISC MEETING AT 7:05 PM; ROXANNE ACKERMAN SECONDED; MOTION PASSED UNANIMOUSLY: 8 AYES, 0 NAYS, 0 ABSTENTIONS: MS. ACKERMAN—AYE, MS. DEVANE—AYE, MS. HOUGHTON—AYE, MR. MALIK—AYE, MR. MANTER—AYE, MR. SALOP—AYE, MS. SHERTZER—AYE AND MR. WATTS—AYE.*

## Meetings/Events:

- June 2, 2022 6:30PM by Zoom

## Documents on File:

- AISC Agenda 5.25.22.pdf
- FSW\_Tentative\_Agreement\_5-18-22 (1).pdf
- Appendix B Salary Scale Food Service Workers - FY23-FY25 - Public Final Draft.pdf
- Appendix B Salary Scale Food Service Workers - FY23-FY25 - Public Final Draft B.pdf
- AISC Participants 5.25.22.xlsx

**APPROVED 7.28.22**