



DATE POSTED: RECEIVED
 MARBLEHEAD
 Town Clerk Use Only
 2024 JAN 16 PM 12: 34

MEETING NOTICE

POSTED IN ACCORDANCE WITH THE PROVISIONS OF MGL 30A § 20 Act relative to extending certain COVID-19 measures adopted during the state of emergency

Marblehead School Committee

Name of Board or Committee

Address: Marblehead High School – Library at 2 Humphry St. Marblehead MA 01945

OR
Zoom Conference join via the web link or Dial in
<https://marbleheadschoools-org.zoom.us/j/99975493631?pwd=Y0pHWVM2YitBZXN0U2ZyTk1OMzh4dz09>
 Meeting ID: 999 7549 3631
 Password: 873255
 Dial in Phone #1 646 931 3860

Thursday	January	18th	2024	7:00 pm
Day of Week	Month	Date	Year	Time

Agenda or Topics to be discussed listed below (That the chair reasonably anticipates will be discussed)

- I. Initial Business
 - a. Call to Order
 - b. Commendations
 - c. Public Comment
 - d. Student Representative

- II. District Updates – Dr Theresa McGuinness
 - a. Staffing updates
 - b. FY25 budget status update

- III. Consent Action and Agenda Items
 - a. Schedule of Bills (vote)
 - b. Approval of Minutes (vote)

- IV. School Committee Communication and Discussion Items
 - a. Articles for Annual Town Meeting Warrant (vote)
 - b. Superintendent Search update
 - c. Student Services Audit Discussion
 - d. School Committee Vacancy (vote)
 - e. Subcommittee and Liaison Updates and discussion

- V. Closing Business
 - a. New Business- School Committee Announcements and Requests
 - b. Correspondence

VI. Motion and vote to meet in executive session pursuant to Massachusetts General Laws chapter 30A section 21(a) for the following purpose:

- Purpose (3) to discuss strategy with respect to and in preparation for collective bargaining with the Marblehead Education Association Unit A, Unit Permanent Substitutes, Unit Tutors, Unit Paraprofessionals, and Unit Custodians because an open discussion may have a detrimental effect on the bargaining position of the Committee;
- Purpose (7) to review, approve, and consider the release of executive session minutes from the following meeting(s): 12.7.23 and 12.21.23 with intent not to return to open session.

Executive Session Agenda:

- I. Review, approve, and consider the release of executive session minutes from the following **executive** session meeting(s): 12.7.23 and 12.21.23
- II. Strategy discussion with respect to and in preparation for collective bargaining with the Marblehead Education Association Unit A, Unit Permanent Substitutes, Unit Tutors, Unit Paraprofessionals, and Unit Custodians

Hybrid Meeting Notice: Members of the public are welcome to attend this in-person at 2 Humphrey St. Marblehead MA 01945 or by the remote zoom connection provided. Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Sarah Fox
Date: 1/16/2024



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Executive Session Agenda:

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- II. Strategy discussion with respect to and in in preparation for collective bargaining with the Marblehead Education Association Unit A, Unit Permanent Substitutes, Unit Tutors, Unit Paraprofessionals, and Unit Custodians

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THIS AGENDA IS SUBJECT TO CHANGE

Chairperson: Sarah Fox
Posted by: Sarah Fox
Date: 1/16/2024



Marblehead Public Schools

9 Widger Road
Marblehead, Massachusetts 01945
Phone: (781) 639-3140

Dr. Theresa B. McGuinness
Interim Superintendent of Schools

Ms. Julia Ferreira
*Assistant Superintendent of
Teaching & Learning*

Ms. Michelle Cresta
*Assistant Superintendent of
Finance & Operations*

MEMORANDUM

TO: Marblehead School Committee
FROM: Michelle Cresta, Assistant Superintendent for Finance & Operations
CC: Theresa McGuinness, Interim Superintendent
DATE: January 17, 2024
RE: Schedule of Bills for Approval

Included in this packet are the following Schedules of Bills for your consideration. The schedules and invoices have been uploaded to the shared drive.

Schedule	Amount
24577	\$ 13,647.97
24580	\$ 24,604.53
24586	\$ 83,415.69
24593	\$ 8,535.29
24594	\$ 69,897.83
24618	\$ 5,885.00
24626	\$ 72,223.77
24627	\$ 4,086.00
24629	\$ 22,371.16
TOTAL	\$ 304,667.24

Suggested Motion:

Motion to approve the identified schedules of bills totaling \$304,667.24.



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Interim Superintendent of Schools

Ms. Julia Ferreira
*Assistant Superintendent of
Teaching & Learning*

Ms. Michelle Cresta
*Assistant Superintendent of
Finance & Operations*

Memorandum

To: Marblehead School Committee
From: Theresa B. McGuinness, Ed.D, Interim Superintendent
RE: Superintendent's Updates
Date: January 18, 2024

Staffing Updates

Glover School Leadership Update

I want to let you know that Principal Hope Doran has resigned as of Friday, January 19th to pursue a career opportunity in another school district. We appreciate Mrs. Doran's service and the District wishes her well as she pursues other opportunities in the field of education.

We are grateful to the Interim Principal at Glover School, Mr. Dan Richards, who will continue in that role for the remainder of this school year.

MHS

MHS Principal, Michele Carlson, and her team are conducting interviews next week for an Interim Assistant Principal who, when selected, will also remain in that position until the end of this school year.

Upcoming Searches

- Assistant Superintendent of Finance & Operations - Posting next week for March start
- Glover School Principal - Posting in February/early March for July 1 start
- Interim Director of Student Services - Presently posted; Interviews being scheduled

Student Services Department

Student Services Updates

After much collaboration and planning across the district over nearly two weeks, I have built a framework to carry us through the transitional window before welcoming an Interim Director of Student Services in the coming weeks. The MVMS Student Services Team Chair, Ms. Ashlee Leibman, will work closely with principals, special educators, the Assistant Superintendent of T & L, and me in a *temporary role* as the **Student Services Transitional Coordinator**. Ms. Leibman will coordinate the priority needs within the Student Services Department with the collective support of several staff members. The expertise and willingness of several special educators and administrators to accept added responsibility, demonstrates how vested our educators are when it comes to committing to the

success of our district's mission to support all of our students, as we work through challenges. MPS has an excellent staff! In addition:

- The search process is underway for an Interim Director of Student Services
- Our *Student Services Steering Committee* met twice focusing on transition needs and to plan upcoming professional development.
- Our fine Principals are working closely with their Team Chairs in support of our students.
- More updates and contacts are forthcoming.

Marblehead Boys Varsity Basketball Team @TD Garden

The **Marblehead Boys Varsity Basketball team** played Salem High at TD Garden last Sunday afternoon in the Andrew James Lawson 2024 Invitational. It was a memorable afternoon and an exciting game! Although the Magicians lost 66-61, it was an incredible experience that was very well attended by the greater Marblehead community. Postgame, the generous Friends of Marblehead Basketball hosted a reception for Marblehead families, friends, students, and alumni for a post-game celebration at TD Garden's Putnam Club, all in the spirit of supporting the Heather Walker/Dana Farber Fund. The turnout was great! For some additional photos, checkout this recent Marblehead Current [article](#) on the game.

Some Notable Dates

February 1 - MPS SC Meeting @7:00 p.m.

February 15 - MPS SC Meeting @7:00 p.m.

February 19 - No School, Presidents' Day

February 20 - 23 - No School, February Recess

February 26 - Students Return from Recess

DRAFT

Specifications for Special Education Audit

Marblehead Public Schools is seeking full Special Education program audit. Marblehead is a small, coastal community with a current enrollment of 2,622 students PK-12 across five school buildings. Students with disabilities are 21.2% of the current enrollment; 31.3% are classified as High Needs.

Introduction

The District is seeking a comprehensive review of its special education programming for ages 3-22. As required by IDEA, the District offers a full continuum of special education programming for multiple areas of disability. We provide services in partial inclusion and subseparate settings for students whose primary needs are related to a language-based learning disability, other significant learning disability, autism spectrum disorders, and social/emotional needs. This review will provide specific feedback related to staffing levels, staff training, processes and procedures, and specialized instruction.

Background

The Department of Student Services has made increasing and improving inclusive opportunities a priority over the last four years. While there have been significant increases in the number of students accessing more inclusion, a number of areas for growth continue to be identified. Current data suggests that one of our most significant needs are related to the continuum of services for students with language-based learning disabilities. Investments in professional development for some teachers in this strand has already begun. Additionally, we have restructured administrative staff to better support these needs.

Another area of need are students with emotional and behavioral needs. Additional investments in professional development have begun for teachers and staff supporting students with significant therapeutic needs. This includes specific training for school adjustment counselors, on-going seminars for teachers, and additional curricular materials.

Over the last two years, Marblehead Public Schools has sought a budget override from the community on election day and, each time, the ballot measure has been defeated. This evaluation will, in part, provide information that helps establish both short and long terms funding needs. Recommendations from this program review will inform program planning, establish budget priorities, and suggest appropriate staffing levels district-wide.

Scope of Inquiry

Essential Questions to be answered in evaluation include, but are not limited to:

- Are programs staffed at adequate ratios?

- Do staff have appropriate training beyond a DESE license?
- Are opportunities for inclusion being maximized? If not, what additional supports are necessary?
- Are general education settings appropriately prepared for students with disabilities?
- What professional development is needed for general education staff and special education staff? Is the type dependent upon the profile of the students with disabilities?
- Is the rate of initial referrals (overall and at different grade levels) consistent with comparable school districts?
- What are the general education interventions in place?
- What does MTSS look like across the district?
- Are Section 504 plan eligibility processes and plans being implemented in accordance with federal guidance? What do the overall numbers look like?
- Is the special education administrative structure optimized to support staff and students?
- Are the types of specialized instruction being utilized appropriately selected?
- Are the structures of the program strands optimal for student success, as well as opportunities to tuition-in students from neighboring districts?

Selection Criteria

MPS is seeking an experienced evaluation team with an established track record of providing comprehensive and actionable feedback to public school districts. Proposals should include a methodology, credentials and experience of team members, timeline, and estimated cost.

TO BE DETERMINED:

BID PROCESS:

Invitation to Bid (price based) with minimum qualifications

OR

Request for Proposal (selection based on criteria rating, then price proposal opened after rating determined)

ESTIMATED TIMELINE:

Earliest possible Bid Document Release: 1/29/2024

Bids Due: 2/20/2024 or later

Contract Award: Any time after review/evaluation completed



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Interim Superintendent of Schools

Ms. Julia Ferreira
*Assistant Superintendent of
Teaching & Learning*

Ms. Michelle Cresta
*Assistant Superintendent of
Finance & Operations*

MEMORANDUM

TO: Marblehead School Committee
FROM: Michelle Cresta, Assistant Superintendent for Finance & Operations
CC: Theresa McGuinness, Interim Superintendent
DATE: January 17, 2024
RE: Warrant Articles

The deadline to submit warrant articles to be placed on the Annual Town Meeting warrant is January 26, 2024.

Each year we submit a request to reauthorize revolving funds established under MGL C44, S533 ½. The funds are as follows:

1. Reauthorization: Special Education Revolving Fund (under MGL C 44, S53 E ½)
In the amount of \$500,000 in anticipated expenditures in fiscal year 2025, for the use of School Committee authorized expenses within the scope and conditions pertaining to this fund. Revenue sources into this fund are from tuition collected for the attendance of out of district students placed in Marblehead Public School Special Education Programming. Said funds are to be expended on costs directly related to the Marblehead Public Schools special education programs serving Marblehead students.
2. Reauthorization to establish a Transportation Revolving Fund (under MGL C 44, S 53E ½)
In the amount of \$25,000 in anticipated expenditures in fiscal year 2025 for the use of School Committee authorized transportation expenses within the scope and conditions pertaining to this fund. Revenue sources into this fund will be from parent fees collected for the transportation of students enrolled in the voluntary Pay to Ride bus program. Said funds are to be expended on costs directly related to school transportation.

In addition, the School Committee can request placeholders for articles. Three potential placeholder articles for discussion are as follows:

3. School Buildings Capital Needs
(PLACEHOLDER ARTICLE – Draft Wording)
To see if the Town will vote to appropriate a sum of money for the purpose of making renovations and extraordinary repairs, including all professional feasibility studies, design, architectural and

engineering fees, or significant capital expenditures for the Brown, Glover, Village, Veterans Middle, Marblehead High School, the school building known as the Eveleth School, and/or the school building known as the Coffin School and their respective school grounds, and to raise the money for these purposes by the issue of bonds or notes, by the transfer of an unused/prior appropriation and borrowing authority for such purposes, by the passage of a one-time capital exclusion and/or debt exclusion or in any other manner, or take any other action relative thereto.
Sponsored by the School Committee

4. School Department Capital Needs

(PLACEHOLDER ARTICLE – Draft Wording)

To see if the Town will vote to appropriate or transfer from available funds a sum of money for school department capital needs, and to raise the money for these purposes by the issue of bonds or notes, by the transfer of an unused/prior appropriation and borrowing authority for such purposes, by the passage of a one-time capital exclusion and/or debt exclusion or in any other manner, or take any other action relative thereto.

Sponsored by the School Committee

5. School Department Supplemental Appropriation

(PLACEHOLDER ARTICLE – Draft Wording)

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to supplement the School Department's operating budget for fiscal year 2024, contingent upon the passage of a Proposition 2 ½, so called, ballot question, or take any action relative thereto.

Sponsored by the School Committee.

The two revolving articles will be submitted to the Town for placement on the warrant. If the School Committee would like to submit any of the placeholder articles, number 3, 4, and 5 above) for inclusion on the town meeting warrant, please let me know and I will submit them on behalf of the School Committee.

SUBCOMMITTEES OF THE SCHOOL COMMITTEE

The School Committee shall appoint members to subcommittees at their annual organizational meeting for a period of one year. These subcommittees may be created for a specific purpose and to make recommendations for Committee action.

1. The subcommittee will be established through action of the Committee.
2. The Committee Chair, subject to approval by the Committee, will appoint the subcommittee chair and its members.
3. The subcommittee will be provided with a list of its functions and duties.
4. The subcommittee may make recommendations for Committee action, but it may not act for the School Committee.
5. All subcommittees of the School Committee are subject to the provisions of the Open Meeting Law.
6. A subcommittee will be dissolved by the Committee upon completion of its assignment, or it may be dissolved by a vote of the Committee at any time.

SOURCE: MASC
LEGAL REF.: M.G.L. 30A:18-25
CROSS REF.: BEC, Executive Sessions



New England School Development Council

28 Lord Road, Marlborough, MA 01752 • Tel: 508-481-9444 • www.nesdec.org

January 5, 2024

Michelle L. Cresta, Assistant Superintendent for Finance & Operations
Marblehead Public Schools
9 Widger Road
Marblehead, MA 01945

Dear Ms. Cresta,

I am pleased to respond to your request for information relative to assisting in the search for a Superintendent for Marblehead Public Schools. **As a NESDEC affiliate, Marblehead is entitled to a 20% discount on our search services.**

The enclosed proposal outlines our search process. I hope this information will give you an idea of the scope and breadth of a **NESDEC Search**. As you review our proposal, you will note that some items may require greater specification after the search begins. These specifications would be made through discussion with and approval of the School Committee.

We are committed to an effective search process that will provide Marblehead with a Superintendent who will meet the needs and expectations of the School Committee and the community. We thank you for considering NESDEC to assist in your district's upcoming search.

Very truly yours,

A handwritten signature in black ink, appearing to read "David DeRuosi, Jr.", written in a cursive style.

David DeRuosi, Jr., Ed.D.
Executive Director

Member:  **NSDC**
National School Development Council

The logo for the National School Development Council (NSDC) consists of a circular emblem with a stylized globe or sphere inside, followed by the text "NSDC" in a bold, sans-serif font and "National School Development Council" in a smaller font below it.

ABOUT NESDEC

OVERVIEW OF NESDEC'S SEARCH ASSISTANCE

The New England School Development Council (NESDEC) is pleased to submit this proposal to Marblehead Public Schools describing the services we would provide in a superintendent search.

NESDEC's search assistance includes several components designed to attract well-qualified candidates.

- An announcement process, which includes print and electronic communication with our exclusive regional and national networks.
- An active regional and national recruitment component designed to provide high-performing candidates.
- A consultant supported by a region-wide search staff with direct experience as a Superintendent of Schools.

QUALIFICATIONS

Originally established at the Harvard Graduate School of Education, NESDEC, now a stand-alone, not-for-profit corporation, has been serving New England school districts since 1946. NESDEC's Executive Search Program was started with the specific objective of broadening the base of highly talented candidates available to school systems when they need to fill an administrative vacancy. Since the inception of the program, we have conducted well over six hundred successful executive searches throughout New England.

In deciding who might best provide assistance, we hope you would consider that NESDEC is a comprehensive educational organization. In addition to executive searches, we offer services in the areas of planning and management, professional development, and research and development.

EXECUTIVE SEARCH TAILORED TO DISTRICT

Each NESDEC executive search is designed around the client's specific needs and expectations. Before initiating an executive search, NESDEC recommends that the first order of business is meeting with the School Committee to ensure that all the elements of the search expected by the Committee are included and that the timeline is constructed so as to accommodate the agreed-upon search activities.

PROPOSER'S APPROACH AND PLAN

The Scope of Services would be provided by NESDEC Executive Director, Dr. David DeRuosi (resume attached), who would do the following:

A. DEVELOP A SCHEDULE FOR THE SUPERINTENDENT SEARCH

The NESDEC consultant would confer with the School Committee to develop an event schedule/timeline for the entire process. The schedule would detail the major tasks in the search process and delineate the respective responsibilities of the consultant and the School Committee.

****Please Note: In addition to being held in-person, meetings arranged for this executive search may be conducted via videoconference or telephone conference call if deemed advisable by the parties.**

B. PUBLICIZE VACANCY

1. NESDEC would prepare a personalized informational letter (one page) describing the position, the community, and the school district. The School Committee and/or a representative would provide the input for the letter and would approve the final copy. The letter and any additional contents would fit into a regular No. 10 business envelope (4 1/8" X 9 1/2"), up to one-ounce total weight. NESDEC would have the letter printed on school district or NESDEC stationery as selected by the School Committee.
2. NESDEC would prepare a customized application form which would include a permission statement for release and verification of records.
3. NESDEC would mail the informational letter announcing the vacancy and requesting nominations to the **NESDEC/NSDC (National School Development Council)** Recruiting Network including:
 - Superintendents, assistant superintendents and job-related personnel in Massachusetts
 - Member communities of the New England School Development Council
 - Superintendents, assistant superintendents, and job-related personnel in selected school districts throughout New England, New York, New Jersey and Pennsylvania with characteristics similar to Marblehead
 - Executive Directors of study councils (like NESDEC) affiliated with the National School Development Council
 - Placement offices of colleges and universities throughout the nation that prepare school administrators
 - Selected educational leadership professors throughout New England
 - Other colleges and institutions as suggested by the School Committee
 - Officers of the Suburban School Superintendents (National)
 - Selected Executive Directors of state superintendent and school board associations in the United States

C. ADVERTISING

1. NESDEC would place an advertisement on SchoolSpring. This online, national advertisement would run for approximately 30 days and would be included at no additional cost to the District.
2. NESDEC would place an advertisement in "Top School Jobs," the online advertising service of *Education Week*. This national advertisement would run for approximately 30 days and would be included at no additional cost to the District.
3. NESDEC would place an announcement in the "Job Bulletin" section of the American Association of School Administrators (AASA) website. This online, national announcement would run for approximately 30 days and would be included at no additional cost to the District.
4. NESDEC would place an announcement on the "School Leadership Jobs" page on the School Leadership 2.0 (SL20) website. This online, regional announcement would run for approximately 40 days and would be included at no additional cost to the District.
5. NESDEC would discuss with the School Committee options for fee-based advertising of the vacancy in selected venues.
6. NESDEC would prepare newspaper copy for use in advertisements as directed by the School Committee, if requested.

D. ELECTRONIC OUTREACH

1. NESDEC would announce the vacancy and provide information through the NESDEC website, www.nesdec.org. The application would be available online as well.
2. NESDEC would announce the vacancy and provide information through the National School Development Council, giving the announcement additional national exposure.
3. NESDEC would place announcements in assorted superintendent/school board association websites.
4. NESDEC would prepare a customized electronic announcement of the vacancy and send it via email to:
 - member communities of the New England School Development Council
 - superintendents, assistant superintendents, and job-related personnel in Massachusetts
 - selected New England, New York, New Jersey and Pennsylvania superintendents and job-related personnel in school districts with similar characteristics to Marblehead
 - other selected members of the NESDEC/NSDC National Recruiting Network

E. REGIONAL AND NATIONAL RECRUITMENT OF CANDIDATES

Using its proprietary network, NESDEC recruits at the state, regional and national levels. Although NESDEC is a nationally recognized search firm, our national reach is further enhanced through our association with the National School Development Council (NSDC).

NESDEC would actively recruit candidates for the position from its network of educational leaders representing school study councils nationwide, urban and suburban school superintendents, professors of educational administration and national professional associations.

F. ASSIST IN SCREENING APPLICATIONS

1. The consultant would develop with the School Committee a process for the screening of candidates. Since there are several alternatives, the process can be tailored to meet the needs of the School Committee.
2. If a Screening Committee is to be used, NESDEC would suggest various models and membership for the Committee.

G. ASSIST IN INTERVIEWS OF CANDIDATES

1. The consultant would conduct a workshop with the School Committee/Screening Committee to assist them in the interviewing and selection process. The consultant would assist in the preparation of questions, in the development of rating scales, and in the planning of interviewing techniques. At the conclusion of this workshop, NESDEC would provide the Screening Committee with secure access to the dossier on each of the candidates via NESDEC's proprietary executive search website.
2. Although the consultant would not attend the screening interviews, he would be available to debrief with the School Committee/Screening Committee and the candidates after each round of interviews. The consultant would continue to assist during the interview process, as requested.
3. Once the Search Committee has determined the finalists, the consultant would conduct credential verification and additional reference checks and would assist members of the School Committee in making independent reference checks.
4. NESDEC would assist with arrangements for finalists' interviews and in developing further interactions/exchanges with the school district and the community.
5. NESDEC would assist the School Committee in the final selection process, as requested, including the development of an "Agreement in Principle" with each of the finalists to discuss the terms and conditions of an offer before the selection.

H. ADMINISTER ALL SEARCH DETAILS

1. During the application process, NESDEC would respond to questions from interested candidates and direct them to the informational letter and application as requested.

2. NESDEC would receive all applications at its headquarters.
3. NESDEC would create and maintain candidate files.
4. NESDEC would check all applications to determine they are complete, and if not complete, follow up with the potential candidate so that all material might be received by the closing date.
5. NESDEC would communicate with unsuccessful candidates at appropriate stages during the search process. Once the School Committee has selected the new Superintendent, NESDEC would inform the unsuccessful candidates and other groups in our network about the School Committee's choice.

I. MAINTAIN ON-GOING COMMUNICATION WITH THE SCHOOL COMMITTEE

NESDEC's intent is to keep the School Committee informed about what is occurring at each stage of the search process. The consultant would confer with the School Committee/Screening Committee as needed throughout the search. The consultant would communicate regularly by telephone, text, email and/or videoconference, and would provide progress reports to the Chairperson and/or the designated liaison.

J. SEARCH DESIGN FLEXIBILITY

Please note: NESDEC has the capacity to design a search around the School Committee's specific needs in order to accommodate such things as: desired timeline, degree of community involvement, and/or cost.

K. LANGUAGE TRANSLATION SERVICES

Please note: This proposal does not include language translation services of any kind. It is assumed that this type of assistance would be the responsibility of the District/municipality.

However, if language translation services are required, NESDEC would coordinate with the local district-assigned translator to ensure the inclusion of members of the community in need of this service.

L. WARRANTY

The search would be deemed completed upon the appointment of the new Superintendent to the position. If, after due consideration, the School Committee determines that it does not wish to appoint any of the candidates who have applied for the position, NESDEC would conduct a follow-up search for the same position and would provide consulting and support services at no cost except for advertising and search related expenses.

If a candidate chosen as the result of a NESDEC executive search should leave the position either voluntarily or involuntarily for any reason other than retirement or a transfer/appointment in the school system or transfer/appointment to a position in the municipality within a two-year period of the initial appointment date, NESDEC would provide free of charge consulting and

support services comparable to those of the initial search, on a one-time basis, exclusive of advertising and related expenses, to conduct a new search for the same position.

M. NESDEC AFFILIATION

Marblehead Public Schools is a NESDEC affiliate and, therefore, entitled to a 20% discount on our consulting fee.

N. FEE and PAYMENT SCHEDULE

Our professional fee to **Marblehead Public Schools** for the search described above would be **\$7,760 (\$9,700 less the NESDEC affiliate discount of 20%, or \$1,940)**. One-half of this amount, \$3,880, would be due and payable upon the signing of an Agreement. One-half, \$3,880, would be due and payable upon the presentation of the dossiers (G-1). The professional fee includes not only the services specifically described above, but also the secretarial and clerical services performed at the NESDEC office.

Search related costs, which must be borne by the School Committee include: printing, photocopying, telephone, postage, consultant travel expenses and consumable supplies. The fixed cost of these expenses would be **\$1,560**, billed in four monthly payments of \$390.

Fixed Consulting Fee	\$7,760
Fixed Expenses	\$1,560
TOTAL	\$9,320

Expenses related to candidate travel, as determined by the School Committee or its designee, are directly billed to the District/School Committee. NESDEC can assist in the development of a budget for this item if requested.

Additional Scope

Additional scope of work, if requested by the district and agreed to in advance by NESDEC, would be performed at the rate of **\$195.00 per consultant hour**, plus reasonable expenses.

ADDITIONAL FEE-BASED OPTIONS

In addition to the services detailed in this search proposal, NESDEC has the capacity to offer supplementary fee-based options at discounted rates, if purchased as part of the search. (If these options are purchased independently of the search, the discounted rates quoted below do not apply.)

1. Conduct a Community-wide Needs Assessment

- a. NESDEC would meet with the School Committee to develop a plan for assessing the needs of the system as seen by a cross-section of staff, students, parents and other community groups determined by the School Committee.
- b. The consultant would meet with school/community representatives in focus groups as determined by the School Committee to receive their input regarding the new superintendent. The focus groups would be scheduled as mutually agreed by the NESDEC consultant and the School Committee. If requested by the School Committee, the focus groups would be augmented through telephone/videoconference interviews of selected officials, educational leaders, citizens, and others in the community.
- c. Incorporating the input provided through the focus groups and interviews, the consultant would conduct a facilitated conversation with the School Committee to discuss the qualities sought in the new Superintendent and the priorities for his/her/their attention once appointed.
- d. The results of the facilitated conversation would be developed into a Successful Candidate Profile and criteria to be used as applications are screened and candidates interviewed.

Additional cost: \$425 per group

2. Online Survey

NESDEC would seek the views of school district and community stakeholders/representatives regarding the characteristics and competencies desired in the new Superintendent, using its proprietary web-based Community Input Questionnaire.

Additional cost: \$750

3. Entry Planning Consultation

NESDEC would invite the new Superintendent to confer with one of our consultants to discuss the transition process particularly as it relates to his/her/their Entry Plan.

Additional cost: Quote furnished upon request

4. Team/Governance Retreat and Follow-up

The search consultant or one of NESDEC's team-building consultants would conduct a half-day workshop with the new Superintendent and the School Committee. The goal of the workshop and follow-up would be to build the foundation for an effective and collaborative approach to school district governance.

Additional cost: \$1,250

5. Long-term Executive Coaching

NESDEC has the capacity to provide sustained coaching services for the new Superintendent. These fee-based services vary in length and are tailored to meet the needs of the new Superintendent and the district.

Additional cost: Quote furnished upon request

6. Search Brochure

NESDEC would prepare a personalized brochure describing the position, the community, and the school district. The School Committee and/or representatives would provide the input for the brochure and would approve the final copy. NESDEC would have the brochure printed in a color, format and style selected by the School Committee.

Additional cost: Quote furnished upon request

7. Fee-Based Hardcopy Advertising

NESDEC would place a hardcopy advertisement in *Education Week*, which would run for one week.

Additional cost: Quote furnished upon request; billed at cost

NESDEC EXECUTIVE SEARCH PERSONNEL

David DeRuosi, Ed.D. Executive Director

David DeRuosi holds a Bachelor of Science degree in Speech and Hearing from Northeastern University, a master's degree in School Administration from Salem State University, and a doctorate in Urban Leadership from the University of Massachusetts Boston. Prior to his work with NESDEC, Dr. DeRuosi spent 34 years in the field of education. Dr. DeRuosi began his career as a moderate special needs teacher in Winthrop, MA, then moved on to Salem, MA where he taught a behavioral self-contained classroom and worked with the Massachusetts District Attorney's Office to start a conflict resolution program in the Salem Public Schools. His move into administration began by serving as Vice Principal in the cities of Chelsea and Revere, Principal of Revere High School, and as Assistant Superintendent of Pupil Personnel Services in Revere Public Schools. He then served as Superintendent of Schools in both Malden and Saugus, MA, and most recently as Interim Superintendent in the Raymond School District (SAU #33) in New Hampshire. In addition to his role as superintendent, Dr. DeRuosi has been a presenter at conferences on topics ranging from conflict resolution, negotiations, and trauma's impact on students, to leadership and creating and sustaining change.

DAVID DERUOSI, Jr., Ed.D.
16 Seabrook Road
Salisbury, MA 01952

EDUCATION:

Doctor of Education

University of Massachusetts Boston, MA
Leadership in Urban Schools

Master of Education

Salem State College, MA
School Administration

Bachelor of Science

Northeastern University, MA
Speech and Hearing

**PROFESSIONAL
EXPERIENCE:**

Executive Director

Associate Director

New England School Development Council

Interim Superintendent of Schools

Raymond School District (SAU #33)
Raymond, NH

Superintendent of Schools

Saugus Public Schools
Saugus, MA

Superintendent of Schools

Malden Public Schools
Malden, MA

Assistant Superintendent of Pupil Personnel Services

Principal, Revere High School

Assistant Principal, Beachmont School

Assistant Principal, Garfield School

Revere Public Schools
Revere, MA

Assistant Principal, Williams Middle School

Chelsea Public Schools
Chelsea, MA

Conflict Intervention Coordinator, Collins Middle School

Special Education Teacher, Middle School West

Salem Public Schools
Salem, MA

Special Education Teacher, Winthrop Middle School

Winthrop Public Schools
Winthrop, MA

A PARTIAL LIST OF RECENT NEW ENGLAND SEARCHES CONDUCTED BY NESDEC

ACTON-BOXBOROUGH RSD, MA – SUPERINTENDENT

16 Charter Road 978-264-4700
Acton, MA 01720
Diane Baum, School Committee and Chair of Screening Committee

BOURNE, MA – SUPERINTENDENT

36 Lynn Road 508-759-0660
Bourne, MA 02532
Chris Hyldburg, Chair, School Committee

DEDHAM, MA – SUPERINTENDENT

100 Whiting Avenue 781-310-1000
Dedham, MA 02026
Mayanne Briggs, School Committee 617-969-6200 x251

DIGHTON-REHOBOTH REGIONAL SCHOOL DISTRICT, MA – SUPERINTENDENT

2700 Regional Road 508-252-5000
North Dighton, MA 02764
Aaron Morse, School Committee 508-238-6147

ESSEX WESTFORD SCHOOL DISTRICT, VT – HIGH SCHOOL PRINCIPAL

58 Founders Road 802-878-8168
Essex Junction, VT 05452
Beth Cobb, Superintendent

GRANBY, CT – SUPERINTENDENT

15-B North Granby Road 860-844-5250
Granby, CT 06035
Melissa Migliaccio, Board of Education

HAMPDEN-WILBRAHAM REGIONAL SCHOOL DISTRICT – SUPERINTENDENT

621 Main Street 413-596-3884
Wilbraham, MA 01095
Michal Boudreau, Chair, School Committee

HEBRON, CT – SUPERINTENDENT

580 Gilead Street 860-228-2577
Hebron, CT 06248
Heather Petit, Chair, Board of Education

HINGHAM, MA – SUPERINTENDENT

220 Central Street 781-741-1500
Hingham, MA 02043
Michelle Ayer (Chair), Liza O'Reilly, & Kerry Ni, School Committee

HUDSON, MA – SUPERINTENDENT

155 Apsley Street 978-567-6100
Hudson, MA 01749
Steven Smith, Chair, School Committee

MADISON, CT – SUPERINTENDENT

10 Campus Drive 203-245-6300
Madison, CT 06443
Katie Stein, Board of Education

MARBLEHEAD, MA – SUPERINTENDENT

9 Widger Road 781-639-3140
Marblehead, MA 01945
Sarah Gold (Chair), Sarah Fox, & Jennifer Schaeffner, School Committee

MAYNARD, MA – SUPERINTENDENT

3-R Tiger Drive 978-897-2222
Maynard, MA 01754
Mary Brannelly & Lydia Clancy, School Committee

MSAD #51/RSU #51, ME – SUPERINTENDENT

357 Tuttle Road 207-829-5555
Cumberland Center, ME 04021
Karen Campbell, Chair, Board of Directors

NEWBURYPORT, MA – SUPERINTENDENT

70 Low Street 978-465-4456
Newburyport, MA 01950
Mayor Donna Holaday (Chair) & Cheryl Sweeney, School Committee

NEWINGTON, CT – SUPERINTENDENT

131 Cedar Street 860-667-2000
Newington, CT 06111
Joshua C. Shulman, Board Chairperson

NORTH KINGSTOWN, RI – SUPERINTENDENT OF SCHOOLS

100 Romano Vineyard Way, Ste 120 401-268-6403
North Kingstown, RI 02852
Dr. Erin Earle, Chair, School Committee

NORTH MIDDLESEX RSD, MA – SUPERINTENDENT

45 Main Street 978-597-8713
Pepperell, MA 01463
Ranee Rusch, Chair, School Committee

NORWICH, CT – SUPERINTENDENT

90 Town Street 860-823-6284
Norwich, CT 06360
Dr. Yvette Jacaruso, Chair, Board of Education

PUTNAM, CT – SUPERINTENDENT

152 Woodstock Avenue 860-963-6900
Putnam CT 06260
Michael Morrill, Chair, Board of Education

REGION #19, CT – SUPERINTENDENT

Edwin O. Smith High School, 1235 Storrs Road 860-487-0877
Storrs-Mansfield, CT 06268
Jim Mark, Chair, Board of Education

SAUGUS, MA – SUPERINTENDENT

23 Main Street 781-231-5000
Saugus, MA 01906
Peter Manoogian, School Committee 781-820-5690

SAU #39, AMHERST, MONT VERNON, SOUHEGAN, NH – SUPERINTENDENT

1 School Street 603-673-2690
Amherst, NH 03031
Stephen O'Keefe, Chair, School Board

SCARBOROUGH, ME – SUPERINTENDENT

259 US Route 1 207-730-4100
Scarborough, ME 04074
Ms. Donna Beeley, Chair, Board of Education

SHARON, MA – SUPERINTENDENT

75 Mountain Street 781-784-1570
Sharon, MA 02067
Veronica Wiseman, School Committee

SHREWSBURY, MA – ASSISTANT SUPERINTENDENT OF FINANCE & OPERATIONS

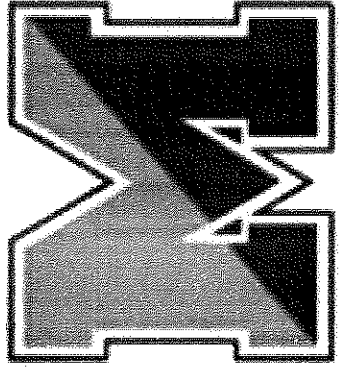
100 Maple Avenue 508-841-8400
Shrewsbury, MA 01545
Dr. Joseph Sawyer, Superintendent 401-233-0727

SUFFIELD, CT – SUPERINTENDENT

350 Mountain Road 860-668-3800
Suffield, CT 06078
Susan Mercik Davis, Chair, Board of Education

TRUMBULL, CT – SUPERINTENDENT

6254 Main Street 203-452-4300
Trumbull, CT 06611
Lucinda Timpanelli, Chair, Board of Education



Marblehead Public Schools

FY25 Budget Update

School Committee Meeting

January 18, 2024

FY25 Budgets Being Prepared

1. Level Services Budget - No new changes
 - Estimated = \$47,000,000
 - No new initiates or return of previously eliminated staffing positions
 - Includes minimal COLA for all bargaining units, which have contracts expiring 6/30/2024
2. Needs Based Budget - Level services plus specially identified needs
 - Needs include additional support staffing for students, permanent substitute teachers, and computer hardware replacement
3. Reduced Services Budget - Close or equal to the current funding level
 - Current FY24 Budget = \$44,837,273
 - Will require cuts of approximately \$2.2 million on current service levels
 - Last year eliminated 33 staffing positions for a reduction of \$1.5 million

FY25 Budget Drivers

- **Staffing (COLA and steps):**
 - Steps and 2% COLA: \$1,285,000;
 - Union contracts all expiring June 30th, negotiations beginning soon
 - Some hourly pay rates for paraprofessionals and cafeteria workers are *less* than minimum wage
- **Out of District Tuition: \$700k increase**
 - OSD* rate increase 4.69%
- **Out of District Transportation: TBD**
- **Utility Costs: \$150k increase**

*The Operational Services Division (OSD) is responsible for setting tuition prices for more than 200 approved special education programs

FY25 Budget ~ Next Steps

- Budget Books will be ready for distribution next week
- Identify School Committee Budget Workshop Dates
- Leadership team to collaborate on February 5, 8, and 13 to determine recommended cuts to arrive at Level Funded Budget
 - Cuts will be significant
 - Cuts will impact classrooms
 - Cuts will include significant number of staff positions
 - The School Department budget is 84% salaries/wages and 16% other expenses (utilities, tuitions, transportation, etc.)

Questions??