SANDWICH SCHOOL COMMITTEE MEETING
March 23, 2022
SANDWICH TOWN HALL

School Committee Members Present: Mr. DiGiacomo, Ms. Ames, Ms. Bader,
Dr. Miller (remote), Mr. Fisher, Mr. Sareault
Members Absent: Mr. Pell arrived at 5:44pm
Administration Present: Dr. Gould, Ms. Wiklund, Ms. Austin
Others: Charlie Holden, Liaison

1) CALL MEETING TO ORDER:
Mr. DiGiacomo called the meeting to order at 5:00pm and also stated that you may view the meeting by live stream at this time on Sandwich Community TV and that this is being recorded.

2) PLEDGE OF ALLEGIANCE

3) PUBLIC FORUM:
Agenda packets can be found here for review:
None

4) Warrants
Ms. Ames motions to accept the warrants as presented/Seconded by Ms. Bader
Passes 5-0-1

5) Final Interviews of the Superintendent Finalists:
Mr. DiGiacomo spoke about the procedure of the final interviews of the candidates for Superintendent. Each candidate has 1 hr 15 min with closing statements.
The discussions will take place after all the candidates have been interviewed. A vote will not be taken until after everyone has had time to speak. A candidate has to have a minimum of 5 votes.

Dr. Miller said thank you for allowing her to be virtual.
The first interview started at 5:15

Dr. Jennifer Curtis-
The school committee members introduced themselves. Dr. Curtis started with her opening statement. Explained her background
SC members started with their questions. Once questions were answered, Dr. Curtis presented her closing statement.

Dr. Joseph Maruszczak-
The school committee members introduced themselves. Dr. Maruszczak started with his opening statement. Explained his background
SC members started with their questions. Once questions were answered, Dr. Maruszczak presented his closing statement.

Dr. June Saba-Maguire-
The school committee members introduced themselves. Dr. Saba-Maguire started with her opening statement. Explained her background.
SC members started with their questions. Once questions were answered, Dr. Saba-Maguire started with her closing statement.

6) Deliberations regarding Superintendent Finalists:

Mr. DiGiacomo’s comments:

Felt all three candidates are certainly qualified. Dr. Saba-Maguire has great experience. He is concerned about her lack of experience presenting a budget and as a superintendent. The experience only having taken place in one district that is extremely different from Sandwich.

Dr. Curtis has had great progression in her career path. She does have the experience as a superintendent and presenting budgets. He liked that Dr. Curtis’ defining success is keeping kids in this district.

Dr. Maruszczak is similar to Dr. Curtis. He has had a proven record of success. He feels Dr. Maruszczak did a lot of research on what Sandwich has been doing. The district that he has come from is comparable to Sandwich in size and operation. The feedback from all three schools was glowing. He was approachable. Dr. Maruszczak stood out.

Ms. Ames says it’s difficult to make a decision in one hour.

Dr. Curtis was knowledgeable about collaboration which she liked. Didn’t really expand on her answers. Felt she was weak on the substance of the answer.

Dr. Maruszczak started his introduction with his professional background. Definitely did his research. He compared his district with Sandwich. When it comes to the budgets it’s not just about the parents, it’s about the seniors and the taxpayers involved in the process so that they see value in their tax dollars.

Dr. Saba-Maguire had well thought out answers. She was surprised how well she did considering she has never been a superintendent. She liked her answer regarding the Special Education program.

Mr. Sareault thinks that all three candidates are accomplished professionals. He thinks that Dr. Maruszczak stood out. He instilled more confidence in him. He spoke specifically about developing an entry plan. Is transparent. He specifically addressed the Portrait of a Graduate. Focused on higher outcomes. Experience with the Tribords. A lot of experience in secondary education and retention.

Mr. Pell liked the way Dr. Maruszczak presented himself well. Did a lot of research. Is concerned about how long he will stay for. Has experience with a regional district. He liked Dr. Saba-Maguire even though she doesn’t have superintendent experience. When she collaborated with the teachers and principals she also involved the parents. He’s not sure how well she would do transitioning into Sandwich from Brockton. Dr. Maruszczak stood out.

Mr. Fisher didn’t see any “wow” factor with any candidate. All candidates answered questions fairly decently. He was concerned about how Dr. Maruszczak left his position without a notice but he did tell people he was thinking of leaving ahead of time. They knew who they were going to hire. So he didn’t leave them high and dry.

Dr. Saba-Maguire spoke too much about “Burbaby”. If he has to pick one, Dr. Maruszczak is the one. He got to the point quicker than the other candidates.

Dr. Miller says that all three have focused background and experience. Dr. Curtis’ documents and references didn’t reflect what Dr. Miller heard and observed tonight. She’s got the stock answers because she’s done the Superintendent’s job for a number of years. She assumed a lot and her years in Weymouth, people knew her and had relationships with her. A lot of credibility. No confidence and detail that she was hoping to get.

Dr. Saba-Maguire is a dynamo and would expect her to excel in curriculum. With her going over the Sandwich budget with the Brockton CFO, Dr. Miller feels like she is not ready for Sandwich. Not at this time for her although she has some wonderful suggestions. Her
accomplishments obviously weren’t hers alone. On the fiscal side of the role, she is not ready for Sandwich.

Dr. Maruszczak has background and experience. He can share and leverage what he knows about Charters and help us get better at messaging public relations and exit interviews when families look into Charter schools. She believes Dr. Maruszczak is the right person for Sandwich right now and the feedback from the staff gives him credibility.

Ms. Bader says that interviewing for a job is not the same as doing the job. There is a lot more involved especially with Superintendency. Communication is one of the most important aspects that we are looking for in a leader. It’s the only real barometer to go by. With Dr. Curtis-liked her demeanor and a lot of her general approach. She didn’t demonstrate that she had the specific knowledge and skill set that she was looking for.

With Dr. Maruszczak- connected successfully both tonight and at the schools. Lots of positive feedback on him. He is a good communicator both socially and formally. He comes from a similar district. Especially with the budget. He checks all the boxes. He did a lot of research on our community.

Dr. Saba-Maguire was impressive tonight. Her personality came through tonight. A global perspective from her community would be nice but she’s not ready for Sandwich right now.

Mr. DiGiacomo confirmed that the average tenure of a Superintendent is 2.8 years.

Ms. Ames is torn between Dr. Saba-Maguire and Dr. Maruszczak. Dr. Gould was similar to Dr. Saba-Maguire’s experience.

Mr. Pell says that her references spoke about her work with Bridgewater State and parents were thrilled with the program she started. She has 8 schools in her district.

Mr. DiGiacomo believes that from 5 years ago things have gotten significantly harder. The learning curve will have to be a lot shorter now. It’s going to continue to get harder so he values the experience on that end of it.

Ms. Bader liked Dr. Saba-Maguire’s answer about providing compelling evidence of being able to diffuse a hard situation. That would be a good quality for Sandwich to have.

Dr. Miller says they are all talented people and it’s hard to compare them to one another because they are unique and they are leaders. Dr. Maruszczak asked people’s names when he was asked a question and made a connection. He can work a room. Joe is the best person for the position. At some point and some place, Dr. Saba-Maguire will make a great Superintendent.

Mr. DiGiacomo asked everyone if they are all comfortable with making a decision tonight. The opinions have been developed. No one objected to voting tonight. There will be a roll call with the name of the candidate they would like to see become the superintendent.

Roll Call Vote:
Mr. Sareault - Dr. Maruszczak
Mr. Pell - Dr. Maruszczak
Mr. Fisher - Dr. Maruszczak
Dr. Miller - Dr. Maruszczak
Ms. Bader - Dr. Maruszczak
Ms. Ames - Dr. Maruszczak
Mr. DiGiacomo - Dr. Maruszczak

Ms. Ames motions that after successful contract negotiations we offer the position of Superintendent of Sandwich Schools to Dr. Joseph Maruszczak/Seconded by Mr. Fisher.

Roll Call Vote:
Mr. Sareault -Aye
Mr. Pell - Aye
Mr. Fisher - Aye
Dr. Miller - Aye
Ms. Bader - Aye
Ms. Ames - Aye
Mr. DiGiacomo - Aye

7-0 pending successful contract negotiations between Dr. Maruszczak and the Sandwich Public Schools.

7) Other Topics Not Reasonable Anticipated by The Chair
   none
   Meeting will be canceled for tomorrow night.

8) Public Forum
   Charlie Holden/35 Lakeview Dr  Appreciates the conscientious efforts for coming to this decision and he agrees with it.

9) Announcements/Closing Remarks:
   Mr. Pell thanked the Search Subcommittee
   Mr. Sareault also thanked the Search Subcommittee for all their efforts. Congratulations to the SHS Hockey team

10) Adjournment
    Ms. Ames motioned to adjourn the meeting at 10:25 pm until the next scheduled meeting on April 6, 2022/Second by Mr. Sareault.
    Passes 7-0

Meeting is adjourned and the next Regular Business Meeting will be on Wednesday, April 6, 2022, at 6:00 pm at Sandwich Town Hall.

Respectfully submitted by,

Melissa Murphy
Melissa Murphy  
School Committee Recording Secretary

**DOCUMENTS USED AT MEETING:**

Resume for Dr. Jennifer Curtis
Resume for Dr. Joseph Maruszczak
Resume for Dr. June Saba-Maguire

[Stamp: Approved 4/6/23]