

SCHOOL COMMITTEE  
Special Meeting – April 30, 2021

A Special Meeting of the Wayland School Committee was held remotely on Friday, April 30, 2021, at 9:00 am. broadcast by WayCAM in the Wayland Town Building.

*Present and participating remotely were:*

Jeanne Downs, Chair  
Ellen Grieco, Vice Chair  
Kim Reichelt  
Chris Ryan  
Kathie Steinberg

*Also participating remotely:*

Omar Easy, Incoming Superintendent  
Ellen Whittemore, Director of Finance and Operations Candidate  
Michael Hoyle, Director of Finance and Operations Candidate

Chair Jeanne Downs convened the open session at 10:01 am. WayCAM recorded the meeting and it was livestreamed via ZOOM. The meeting was conducted remotely due to the COVID-19 health pandemic and according to the revised open meeting law that allows remote participation. A roll call was taken:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	X	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

**1. Interview with Director of Business and Operations Candidate Finalist Ellen Whittemore:**

Jeanne welcomed Ms. Whittemore and reviewed the interview process. Ms. Whittemore talked about her background which includes her current position as Director of Finance and Operations in the Winchester Public Schools which has been a very fulfilling and rewarding experience. Some of the initiatives she has been involved in are the implementation of full day kindergarten, a change in school start times, a wrap-around care program, and most recently the all-in mode of schooling. Prior to Winchester, Ms. Whittemore held a similar position in Leicester which had a much different socioeconomic profile and was an underperforming district. In Leicester, Ms. Whittemore worked closely with the town administrator and learned a great deal about town management, town government and town finance.

Ms. Whittemore then answered questions from School Committee members. She discussed her reasons for wanting to come to Wayland which include working with Dr. Easy and being part of a team doing great things for kids. She spoke about her approach to short term and long term budgeting which includes ongoing conversations with administrators, a formal budget planning process and the establishment of a budget advisory committee. When asked about a particular challenge she had encountered, Ms. Whittemore noted the last fourteen months. She noted the importance of partnerships and relationships in working through challenges. Ms. Whittemore spoke about her work with capital projects, a five year capital plan and working with the facilities department. She also discussed the importance of open communication with the School Committee with regular updates and answering questions. Ms. Whittemore discussed her communication style noting the importance of regular meetings with stakeholders, connecting with building principals and daily communication with the business office staff.

Ms. Whittemore spoke about her work on full day kindergarten and wrap around care in Winchester noting the importance of the financial implications. She noted her role in convincing some School Committee members and the community that the change in school start times would be net neutral cost-wise. Ms. Whittemore also discussed how she would approach educating new members of the town's Finance Committee about the school budget. She spoke about her interest in education and how that impacts her work including her graduate work in education and the importance of understanding pedagogy as a business person.

Ms. Whittemore asked the School Committee what it sees as its relationship with the Director of Finance and Operations. A discussion ensued. Ms. Whittemore thanked the Committee.

*Ellen Whittemore left the meeting at 10:52 am.*

SCHOOL COMMITTEE  
Special Meeting – April 30, 2021

The School Committee discussed the debriefing process.

*Omar Easy and Chris Ryan left the meeting at 11:00 am.*

The School Committee read the pertinent documents for the next interview.

*Omar Easy rejoined the meeting at 1:00 pm.*

*Chris Ryan rejoined the meeting at 1:13 pm.*

**2. Interview with Director of Business and Operations Candidate Finalist Michael Hoyle:**

Jeanne welcomed Mr. Hoyle and reviewed the interview process. Mr. Hoyle began by noting his interest in the Wayland position that came from rethinking his career during the pandemic and wanting to get back into the public sector. The Wayland mission speaks to him and he feels his experience could be useful in the district.

Mr. Hoyle then answered questions from School Committee members. He discussed how he will make the transition from the private school setting to the public school setting noting that he began his career in state government and is a quick study. Mr. Hoyle discussed his approach to managing immediate needs within the current budget. He also spoke about the importance of and his experience in creating a multi-year financial model. Mr. Hoyle understands how stakeholders like to be communicated with noting his preferred method of face to face communication. He also spoke about handling difficult situations giving examples from his current position.

Mr. Hoyle spoke about facilities management, deferred maintenance and the importance of working with the town's Finance Committee to coordinate the financing. He also spoke about his current role and how he works with his department. Mr. Hoyle discussed how he would keep the School Committee informed of the district's finances noting the importance of transparency and ease of understanding. He then spoke about changes that were made to the BC High (his current employer) budget due to COVID. Mr. Hoyle spoke about his experience at an earlier position with La Salle in creating a team of faculty and staff to do a quantitative review of the programs. He also discussed the learning curve of the Wayland job and noted how he addressed similar learning curves in his previous jobs.

Mr. Hoyle then asked questions to the School Committee including the relationship with the Committee and what the Committee sees as its top challenges. A discussion ensued. Mr. Hoyle thanked the Committee.

*Michael Hoyle left the meeting at 2:10 pm.*

The Committee and Dr. Easy debriefed the two candidates agreeing that both candidates are strong with very different backgrounds and skill sets. A discussion ensued.

*Ellen Grieco left the meeting at 2:20 pm.*

The Committee and Dr. Easy discussed the process going forward including reference checks and Dr. Easy's recommendation of a candidate to the School Committee at its next meeting.

**3. Matters not Reasonably Anticipated:**

There were none.

**4. Adjournment:**

Upon a motion duly made by Jeanne Downs, seconded by Kathie Steinberg, the School Committee voted unanimously (4-0) to adjourn at 2:27 p.m. A roll call vote was taken as follows:

<u>Roll Call</u>	<u>Yes</u>	<u>No</u>
Jeanne Downs, Chair	X	
Ellen Grieco, Vice Chair	absent	
Kim Reichelt	X	
Chris Ryan	X	
Kathie Steinberg	X	

SCHOOL COMMITTEE  
Special Meeting – April 30, 2021

Respectfully submitted,

Jeanne Downs, Chair  
Wayland School Committee

***Corresponding Documentation:***

1. Agenda