

Board of Education Special Meeting - Superintendent Search
Monday, November 25, 2019 7:00 PM Media Center of the Secondary Building

ROUTINE BUSINESS

Call to Order: The president called the board to order at 7:00 PM with 1 administrator and 2 visitors present. He noted the Nebraska Open Meeting Laws

Excused Absences: There were none.

Roll Call: Members present were Mike Bonacci, Mike Conrad, Jon Genoways, Kim Lukasiewicz, Amanda Schrum and Kelli Shaner:

Approval of Agenda: Moved that the agenda be approved as presented passed with a motion by Mike Conrad and a second by Amanda Schrum. Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea

President Genoways said this should be a brief meeting with the board deciding to take one of two paths. Either get a superintendent search service or begin with the internal candidates. An executive session may be necessary if any member would speak to a specific item/person if speaking in open session may hurt that person.

PRESENTATION - NASB Superintendent Search Service

Sheri Becker from NASB was present to give an overview of their superintendent search service. She will explain the process, how internal candidates have been handled before and will take questions. She gave handouts of their services. NASB offers 2 options: Option 1 is a full search, with Option 2 some things are not included. This will be explained as she continues. Option 1 is \$6,000 which includes all advertising with colleges, the *World Herald*, Teach in Nebraska, and the NASB website among others which gets plenty of people to look at it. A survey of board members about what they are looking for both good and challenges, and characteristics and attributes which NASB will compile to build a leadership profile of key pieces the superintendent should have. This document will guide the search, help with interview questions and act as an instrument for comparison of all candidates to the others. There will also be a goal planning session with the board and new superintendent to set forth how they should proceed. They will also engage the community, students, staff and other groups to meet and write these same characteristics and attributes with information to also be used in search---this is not included in Option 2. All information will be put into a spreadsheet which lists all candidates and their information.

NASB does not advocate for courtesy interviews, but that is a decision of the board and would not be included in the other interviews. The current superintendent could be part of this process in other capacities such as tours etc. if the board wishes. The application process is online. NASB will compile all the documents including closed character recommendations and make phone calls with all this being confidential. The internal candidates will go through all screening processes like everyone else and the board will get a copy of all applications submitted and with Fort Calhoun's location, there should be a higher number than other areas. There is a specific number that must be submitted but NASB submits all applications to the board. The board should not accept any correspondence or materials from candidates; all materials must go the NASB for them to handle. About 75% of contracted schools have had internal candidates and using NASB's service removes any personal feelings in the process. The person offered the position will be told in person and all others interviewed will receive a phone call from Sheri Becker. The board goal setting session will be conducted by Marcia Herring and her department of board governance. Exit interviews are conducted to make sure interviewed candidates are still interested in the position. Option 1 is \$6,000 and has a two year guarantee if the person decides its not a good fit and leaves. Option 2 is \$3,500 and does not include this guarantee.

Jon Genoways asked about the timeframe for all this to take place. A meeting can take place before Christmas to get things rolling and a District visit in January, presenting any applicants toward the end of January to interview in February. February 15th is the target date to have one chosen. She warned the board that all proceedings are confidential and anything that happens in closed session needs to stay there. Mike Bonacci asked if there was a number of requirements if you interview only internal candidates and there is not unless you also interview outside applicants and she also said interviewing internal candidates first could lessen the number of total applications received. Amanda Schrum asked what happens when a high number of applications are received. A lot of the screenings narrow the numbers down, some will rise to the top and the majority of the time will be spent with them. Sometimes it has come down to spelling and punctuation on the applications. Mike Conrad asked the board to be open and honest when completing the thoughts and attributes they want in the position. It is up to the board to decide who to interview. Sheri Becker will not be in the interviews nor will the current superintendent however they may act in unofficial capacities. Administrators are usually included unless they are part of the internal applicants. Sheri Becker concluded by saying Option 1 has goal planning and NASB thinks this is pretty critical. She thanked the board for their time and asked for a decision soon to stay within the timeframe. Jon Genoways asked her to stay as the board was going to discuss and act on the this tonight.

REGULAR AGENDA

Superintendent Search: Moved that the Fort Calhoun Board of Education hire NASB for their superintendent search service with a motion by Mike Conrad and a second by Kim Lukasiewicz. Amanda Schrum stated this process would encompass all aspects of a search and give the best due diligence for the District. Mike Bonacci agreed with a larger pool of candidates to see what that brings. Mike Conrad and Kelli Shaner concurred. Kim Lukasiewicz said this process was well organized so the board can make the right choice. Jon Genoways agreed. Mike Conrad proposed going with their Option 1 as the charge is surprisingly within means. Each member of the board agreed and Option 1 was decided upon by board consensus. The board then voted on the original motion of hiring NASB for their superintendent search service which passed. Mike Bonacci: Yea, Mike Conrad: Yea, Jon Genoways: Yea, Kim Lukasiewicz: Yea, Amanda Schrum: Yea, Kelli Shaner: Yea

EXECUTIVE SESSION

None was needed.

RETURN TO REGULAR AGENDA

There was discussion about the first meeting date and after discussion it was decided the first meeting would be a board work session on Monday December 16, 2019 at 4:00 PM in the high school conference room.

ADJOURNMENT

There being no further business the Board President declared the meeting adjourned at 7:37P M.