



**EAST ALLEN COUNTY SCHOOLS
REGULAR MEETING OF THE
BOARD OF SCHOOL TRUSTEES
MINUTES**

April 23, 2013 - 6:30 p.m.

**Administration Building – Board Room
1240 State Road 930 East
New Haven, IN 46774**

CALL TO ORDER President Neil Reynolds called the meeting to order at 6:30 p.m.

ROLL CALL

Board Neil S. Reynolds, President
Christopher T. Baker, Vice President
Stephen L. Terry, Sr., Secretary
William D. Hartman
Arden L. Hoffman
Terry Jo Lightfoot
Robert L. Nelson, Jr.

Staff

Mr. Kirby Stahly, Asst. Supt. for Admin. Services
Mr. Chris Hissong, Exec. Dir. of School Management
Dr. Michael B. Shaffer, Asst. Supt. of Instruction
Mr. William Diehl, Director of Accountability
Mrs. Marilyn Hissong, Director of Curriculum
Ms. Amanda Ricketts, Director of Human Resources
Mrs. Tamyra Kelly, Public Relations Liaison
Mrs. Connie Brown, Interim Dir. of Special Services

Dr. Neal Brown III, Principal, Leo Jr./Sr. High
Mrs. Alicia Gatewood, Principal, Meadowbrook Elem.
Ms. Thelma Green, Principal, Prince Chapman Academy
Mrs. Teresa Gremaux, Principal, Paul Harding Jr. High
Mrs. Teresa Knoblauch, Principal, Highland Terrace
Mr. Keith Edmonds, Asst. Principal, New Haven High
Mrs. Terri Lortie, President, EACS Custodial Assn.

ADOPTION OF AGENDA

The agenda for April 23, 2013 was adopted as presented with the following changes – add Recognitions. Mr. Hoffman requested that the Superintendent Search discussion move to an open format so that audience members may participate.

RECOGNITIONS

Name

Bill Hartman

Topic

Thanked and recognized Chris Baker, Arden Hoffman & Bob Nelson for their commitment to examining the findings contained in the Yost report; thanked and recognized the Central Office Team.

BOARD DISCUSSION

A) Superintendent Search

1. Survey Results – Establish DARS Process and Develop Criteria

Mr. Terry and Mr. Hoffman, along with the help of Mr. Ron Crosby, have collected, compiled and sorted 167 responses from 10 different sources into three categories – “Strengths”, “Challenges”, and “Essentials”. They have identified 30 themes, and listed the Top 10 most important attributes from the data collected: Trustworthy, Honest, Healer, Fair/Caring, Community, Good Listener, Diversity, Leadership, Forward Thinker, and Respect Identity/Staff.

Board discussion followed.

2. Role of the University Search Team

President Reynolds initiated conversation as to what role the Board wanted the University Search Team to play in the Superintendent search process. After discussion by all, Mr. Baker made the following motion:

3. Process to Review Resumes/Set Interviews

Motion: That the Board of School Trustees would use the University Search Team only to collect, categorize, and deliver the resumes – each with a cover sheet with background information of the candidate attached to each resume, and to answer the Board’s questions regarding the search process.

Motion: Baker

Second: Hoffman

Vote: Aye: 7-0

Discussion: Mrs. Lightfoot would like the Team to share with the Board how other districts handle their Superintendent Searches, and how they ran their interviews. Mr. Reynolds relayed that the Board will meet in Executive Session on May 14, 2013.

Motion: That the Board of School Trustees would meet in Executive Session on May 14, 2013, with the University Search Team arriving 10:00 a.m., and Board members will set aside the rest of the day for screening the resumes, etc.

Motion: Lightfoot

Second: Terry

Vote: Aye: 7-0

4. Establish Interview Process

Discussion: Mr. Nelson would like to see three groups interview the candidates – 1) Staff, 2) Community Members, and 3) the Board. Mr. Reynolds and others asked about anonymity and confidentiality for the candidates. Mr. Hartman said the University Search Team and/or legal counsel could probably offer tips on how to do this. Mr. Terry suggested that the staff and community could help come up with interview questions. Mr. Baker and Mr. Hoffman feel strongly that staff and the community needs to be involved in the process.

Motion: That the Board of School Trustees will include staff and community members, in addition to the Board, on the interview process for Superintendent.

Motion: Nelson

Second: Hoffman

Vote: Aye: 7-0

5. Contract/Compensation Committee

After further discussion it was Board consensus that the Board Officers will meet with Attorney Tuck Hopkins to develop a draft compensation package and contract. They will also ask for advice on how to make up the interview groupings, sample questions, etc.

B) Principal Postings

1. Process to Move Forward

Mr. Reynolds did instruct Mr. Stahly to move ahead with the principal postings. An inside person has requested a transfer back to a building (LEEL)

Motion: That the Board of School Trustees would appoint a certain staff member as Leo Elementary School's principal, and move forward with the process for hiring a principal for Heritage Jr./Sr. High School.

Motion: Terry Second: Hartman Vote: Aye: 7-0

Discussion: Mr. Nelson is okay with the internal staff member being appointed to fill the Leo Elementary School principal position, but believes that the new Superintendent should fill the Heritage High School principalship. Mr. Reynolds and Mr. Terry believe that since a new Superintendent will not take office until July 1, the pool of candidates will dwindle, and therefore the process needs to continue now. Mr. Hoffman believes that the filling of the HEHS position should be held off so that the Superintendent can have the greatest amount of flexibility in revamping his Cabinet. Mr. Hartman pointed out that the new HEHS principal will be contracted to EACS and not necessarily to HEHS.

Amended Motion: That the Board of School Trustees would under two separate votes to approve the appointment of a certain staff member as Leo Elementary School's principal, and to move forward with the process for hiring a principal for Heritage Jr./Sr. High School.

Motion: Baker Second: Nelson Vote: Aye: 7-0

Motion: That the Board of School Trustees would appoint Mr. William Diehl as principal of Leo Elementary School.

Motion: Baker Second: Nelson Vote: Aye: 7-0

Mrs. Lightfoot and Mr. Reynolds were adamant that this appointment was an exception and that this is not to set a precedent for having the Board hire people other than the Superintendent. Mr. Baker thanked Mr. Diehl for his work as a Cabinet member. Mr. Hartman thanked him as well and stated that he hoped people would not see this as an end to the iPads. Mr. Hoffman offered that he hoped his recent writings hadn't contributed to this and apologized if they had.

Motion: That the Board of School Trustees move forward with the process for hiring a principal for Heritage Jr./Sr. High School.

Motion: Hartman Second: Terry Vote: Aye: 6-1
Against: Hoffman

2. Establish Interview Committees

After Board discussion, Mr. Stahly assured the Board that the interview committee will be set up as outlined in Board policy.

C) Director of Special Education

1. Request to Post for This Position

Motion: That the Board of School Trustees move forward with the process of hiring a Director of Special Services.

Motion: Lightfoot

Second: Hartman

Discussion: Board discussion centered around if now is the time to post for this non-Cabinet position or not. In academia, now is the time to post for this position; if we wait to post until after the new Superintendent is on board, the window has pretty much closed on finding qualified applicants. Mr. Terry, Mr. Hoffman, Mr. Baker, and Mr. Nelson want to wait until the new Superintendent is seated; Mr. Hartman and Mrs. Lightfoot want to proceed now. It was decided that the Board Officers will meet with the Cabinet tomorrow morning to listen to compelling arguments regarding posting for this position now versus later.

Motion: That the Board of School Trustees would table the motion to move forward with the process of hiring a Director of Special Services until the Board Officers have met with the Cabinet.

Motion: Lightfoot

Second: Hartman

Vote: Aye: 5-2

Against: Baker, Hoffman

Meeting set for tomorrow, Wednesday, April 24 at 9:00 a.m. for the Board Officers to meet with the Cabinet.

PUBLIC EXPRESSIONS

Speaker

Doug Geller

Subject(s)

Suggested that the Board have the University Search Team assign a point ratio to each Superintendent applicant to help narrow the pool; reminded the Board that they ultimately are the ones who will be hiring the next Superintendent.

ADJOURNMENT

There being no further business, the meeting was adjourned at 8:28 p.m.

MINUTES

These minutes were taken by Mrs. Julie Labie.

NEXT MEETING

The next regular meeting of the Board of School Trustees is scheduled for Tuesday, May 7, 2013 at 6:30 p.m. at the EACS Administration Building, 1240 State Road 930 East, New Haven, IN.

These minutes were approved and adopted by the East Allen County Schools Board of School Trustees on May 7, 2013.

**EAST ALLEN COUNTY SCHOOLS
BOARD OF SCHOOL TRUSTEES**

Secretary

