

The Grinnell-Newburg Board of Education met in a Work Session on November 23, 2015, at 6:00 p.m. at the Grinnell-Newburg Community High School in the Board Room, 1333 Sunset Street, Grinnell, Iowa 50112.

Members Present: Barbara Brown, Jeff Knobloch, Jonathan Nance, Helen Redmond, Dustin Smith, and Jeff Smith.

Members Absent: Meg Jones Bair.

Also in attendance at the table: Board Treasurer/Secretary Lisa Johnson.

Administrators Present: None.

1. Call to Order and Roll Call

President Brown called the work session to order at 6:00 p.m. Board Secretary Johnson called the roll. Six members were in attendance.

2. Board Discussion

A. Discuss proposals for Superintendent Search Organization

Brown stated there are three firms and two individuals who submitted proposals. She stated the goal is to determine who the board would like to come speak at the meeting on December 2nd. J. Smith noted a number of them had some very old references. Brown stated some community members have expressed concern over hiring a firm. Redmond didn't feel the McPherson documents and website were very professional, but Brown liked them the best of the firms. Smith asked if there was anyone they could quickly eliminate. Brown suggested Tryon, and others agreed. Brown stated she would like to hear from McPherson. Knobloch noted he liked them the best of the firms. Brown liked the openness of their process. D. Smith talked with someone at the recent IASB Convention who liked them.

Brown asked about Ray and Associates. Redmond liked them and their process. J. Smith stated he believes the District has used them in the past. D. Smith was curious about Grundmeyer and the contacts he had, having been a principal, and at Drake most recently.

The board decided to bring in Grundmeyer, McPherson & Jacobson, LLC, Herzberg, and Ray and Associates. They chose to remove G. Tryon and Associates from the running, citing older references.

B. Determine which search organization(s) to invite to present

Brown asked if a December 2nd meeting would still work for the board. She also asked for a secondary date. December 1st worked as a secondary date. The board chose to start the upcoming meeting at 5:00 p.m.

Brown asked Johnson to schedule 30 minutes for each. 15 minutes for a proposal and 15 minutes for questions. Brown asked if there were specifics the Board would want the presenters to address. Knobloch expressed a desire for presenters to address how community, staff and parents are involved in the process. Brown stated she has questions regarding how available candidate materials would be to the board prior to finalizing interviews. J. Smith noted in the last superintendent search the district was involved in, there were 20 or more candidates, which the firm narrowed down to 16. The board then narrowed it down to 6 based on paperwork, without knowing names.

Other questions included what the responsibilities would be to the candidate versus the district, what their role would be placing candidates versus finding the best candidate for the District, etc. Redmond stated she is concerned about openness within the community.

D. Smith asked if the board had interview questions prepared for the presentations next week. Brown stated the items she would like discussed are about the open process and quality candidates. D. Smith stated he would like to sense they have the District's best interests at heart and the District is not just a number. Redmond noted the larger firms may have more candidates to choose from, and that she would like to see more than just a couple of interviews. Knobloch stated the process should be about finding the right fit for the district as well. Brown stated she doesn't want to see 50 candidates, none of which seem to meet the District's needs.

J. Smith felt there would be a lot of questions and believes there would need to be a work session between the 2nd and the 9th. Redmond stated the 3rd or the 7th would be the only options. The board decided on the 7th.

3. Adjournment

Motion by Knobloch, seconded by D. Smith to adjourn the meeting. Motion carried 6-0. Meeting adjourned at 6:35 p.m.

Board Calendar:

Finance Committee Work Session	5:30 p.m., November 19, 2015
Facilities Committee Work Session	8:00 a.m., December 2, 2015
School Board Work Session	6:00 p.m., December 2, 2015
Policy Committee Work Session	5:00 p.m., December 9, 2015
Regular Board Meeting	6:00 p.m., December 9, 2015