

The Grinnell-Newburg Board of Education met in a Work Session on December 7, 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, Meg Jones Bair, Jeff Knobloch, Jonathan Nance, Helen Redmond, Dustin Smith, and Jeff Smith.

Members Absent: None.

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. Seven members were in attendance.

2. Board Discussion

A. Superintendent Search Assistance

Redmond is favoring a larger firm with a larger pool of candidates. She likes Ray & Associates structure the best both for the search and after an employee is in place. D. Smith agrees of the firms he would lean towards Ray & Associates. However, he also believes Herzberg has some good points too. He sees him as more of someone who will go out and find the good candidates versus collecting all the applications that come in.

Knobloch stated he is slightly biased due a relationship with Herzberg, but he is leaning towards Herzberg because he has worked with him in the past. He believes he would work well with the community. Jones Bair stated she believes it is very important about the pool and she believes the larger firms have that, specifically Ray & Associates. J. Smith stated he is between Ray & Associates and Herzberg. He believes the larger firms will be able to bring us a larger pool of candidates.

Brown asked about the how the board believes the associates they met last week will interact with the community. She also stated she didn't believe any of them currently had a good read of the district needs yet. Brown also asked about the firm's ability to meet our deadlines and schedules. D. Smith stated that could be a concern because a number of the people have other part time jobs. Nance believes

whoever ends up with this job will most likely be from Iowa. Despite the individuality of our community he does not believe this is a position that will draw much national attention. He does believe it will be sought after within the state and he believes Herzberg already has at least a short list already in mind. He stated an Iowa candidate would already have some knowledge of Iowa's laws and financial regulations.

Knobloch reiterated that statistically the new Superintendent will be from Iowa or coming back to Iowa. He has seen Herzberg run a meeting in stressful situations and win over the audience and he believes that is a good fit for our community. Redmond stated this person does not need to impress the community, but needs to bring in the best candidates. J. Smith stated the candidates the search brings back will most likely be very similar regardless who completes the search.

David Ford, community member, stated regardless of who the board chooses they need to be direct with who they choose as to what the board's expectations are. Brown asked if it is important how close to current issues are the people working with the board are. Redmond stated she believes all the options are currently relevant. Brown stated responsiveness is looking like the biggest turning point, for example to run a focus groups during the daytime. For that reason she is leaning towards Ray & Associates.

Jones Bair asked if there were gaps in the process used in the past? Brown stated the board needs to stay very involved in the process. J. Smith stated being more involved in the sub pool selection process. He wonders if some very good candidates were not brought to the table. J. Smith reiterated the board needs to be very direct with whomever they select about the process and what types of candidates the board is interested in. Redmond stated she believes Ray & Associate's process gets that information directly from the board members. She would feel more comfortable with them versus an individual.

Brown asked if anyone would not feel comfortable with Ray & Associates or Herzberg. No one stated any direct concerns about either option.

Brown asked Johnson to get a contract ready for Wednesday's meeting as well as possibly starting the process in the meeting on Wednesday as well.

J. Smith asked about getting a schedule of meetings out as soon as possible. Brown stated getting opinions needs to be a part of the plan. Knobloch also stated

to be thinking of representative people from those groups. Jones Bair wants to be clear that whatever is asked of people that the board is clear what the objective is. Brown stated the board needs to be clear this is finally their decision, but is happy to take community input.

3. Adjournment

Motion by Knobloch, seconded by J. Smith to adjourn the meeting. Motion carried 7-0. Meeting adjourned at 6:55 p.m.

Board Calendar:

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| Policy Committee Work Session | 5:00 p.m., December 9, 2015 |
| Regular Board Meeting | 6:00 p.m., December 9, 2015 |
| SIAC Work Session | 5:00 p.m., December 16, 2015 |
| Finance Committee Work Session | 6:30 p.m., December 16, 2015 |