

BOARD OF EDUCATION

Avoca Schools

March 1, 2010

The Board of Education held a Committee of the Whole meeting on March 1, 2010, at 4:35 p.m. in the Marie Murphy School Library, 2921 Illinois Road, Wilmette, Illinois. President Greengoss called the meeting to order and asked the Board Recorder to call the roll. The following members were present:

William Bazianos (Joined the meeting at 5:35 p.m.)
Jeffrey Greengoss, President
Henry Kingwill
Rosanne Ullman, Vice President
Sherry Wallingford
Rick Zelinsky

Absent: Michael Knippen

Also Present: Beth Dever, Business Manager (Joined closed session only at 5:45 p.m.)
Kat Cetrone, Video Operator
Madeleine McCloskey, Board Recorder
Dr. Joseph Porto, Superintendent/Board Secretary

Visitors:
Dr. Bruce Brown, B.W.P. & Associates Rep.
Dr. Howard J. Bultinck, Hazard, Young, Attea & Associates Rep.
Dr. Mark Friedman, B.W.P. & Associates Rep.
Dr. Sam Mikaelian, Hazard, Young, Attea & Associates Rep.
Dr. Roger Prorise, B.W.P. & Associates Rep.

SUPERINTENDENT SEARCH FIRM PRESENTATIONS

B.W.P. and Associates, LLC Presentation

Three representatives from B.W.P. and Associates, LLC were on hand to present their superintendent search model to the Board. A fourth member assigned to the team, Dr. Deborah Hill, was unable to attend the meeting. Each member of the B.W.P. team introduced himself and gave a brief summary of his experience in the field of education and in the executive search business. This was followed by a PowerPoint presentation delivered in hard copy, which covered the following points: History of B.W.P. and Associates, LLC; organization of the firm and its various locations; mission and belief statements; search, recruiting and screening processes; Board training; consultant fees and potential additional costs; free mentoring services for the selected candidate; and guarantees about the search process. Following the presentation, Board members posed several questions for clarification purposes. Regarding the topic of fees, it was indicated the firm was flexible and could work around a cap on fees. The firm could also offer a lower cost search option referred to as a Focus Search. Mr. Bazianos joined the meeting at this point. The B.W.P. representatives were thanked by the Board for their presentation and exited the meeting. The Board prepared to move into closed session following a short break.

CLOSED SESSION

Ms. Ullman moved that

THE BOARD MOVE INTO CLOSED SESSION FOR THE PURPOSE OF DISCUSSING
COLLECTIVE BARGAINING ISSUES.

Mr. Kingwill seconded the motion. Upon roll call, members voted as follows: Ms. Ullman, aye; Mr. Bazianos, aye; Mr. Zelinsky, aye; Ms. Wallingford, aye; Mr. Kingwill, aye; and Mr. Greengoss, aye. The Board moved into closed session at 5:45 p.m. and reconvened in open session at 6:35 p.m.

SUPERINTENDENT SEARCH FIRM PRESENTATIONS CONTINUED

Hazard, Young, Attea & Associates, Ltd. Presentation

Two representatives from Hazard, Young, Attea and Associates, Ltd. (HYA) were on hand to give their presentation on the superintendent search process. The Board was provided with professional resumes of the two gentlemen along with a search planning meeting agenda, their firm’s superintendent search flow chart, a leadership profile assessment form, and a search calendar. It was disclosed that both of the gentlemen were former school district administrators in New Trier Township elementary schools, with a combined total of 50 years of service. They emphasized the idea that this past township connection with Avoca District 37 could prove beneficial in finding good superintendent candidates who matched District 37’s needs. It was pointed out that their search team preferred to use the recruitment approach for conducting a superintendent search rather than relying on the application process. Following the presentation, Board members posed some questions about HYA’s consultant fees and their candidate interview process, which solely involves Board members. The two representatives were thanked for their presentation and exited the meeting at this time.

Review of Search Firm Presentations

The Board members discussed their impressions of the three search firms’ presentations. Since Mr. Knippen was unable to attend that night’s meeting, it was the consensus of the Board to postpone selecting a firm until the March 18 Board meeting so that all seven Board members could discuss the final decision together. President Greengoss indicated he would contact Mr. Knippen and give him a verbal summary of the last two presentations.

Mr. Kingwill moved that the meeting adjourn, and Mr. Zelinsky seconded the motion. Upon a voice vote, with all members voting aye, the motion was carried. The Committee of the Whole meeting adjourned at 7:55 p.m.

President

Secretary