

**BOARD OF EDUCATION
COMMUNITY CONSOLIDATED SCHOOL DISTRICT 64
Minutes of the Special Board of Education Meeting held at 6:00 p.m.
February 9, 2023
Jefferson School - Hendee Rooms
8200 W Greendale Ave, Niles, IL**

Board President Pearl called the special meeting to order at 6:03 p.m. Board members in attendance were Carol Sales, Phyllis Lubinski, Gareth Kennedy (by phone), and Larry Ryles. Board member Tom Sotos joined the meeting at 6:27 p.m. Also present were Assistant Superintendent for Human Resources Dr. Joel Martin, Communications Specialist Chris Lilly, and Administrative Assistant Natasha Nedeljkovic. Five members of the public were present.

Board of Education meetings are videotaped and may be viewed in their full length from the District's website at <http://www.d64.org>. The agenda and reports for this meeting are also available on the website or through the District 64 Educational Service Center, 164 S. Prospect Ave., Park Ridge, IL 60068.

PLEDGE OF ALLEGIANCE

Member Ryles led the pledge.

PUBLIC COMMENTS

No public comments were received from the members of the public present in the room; no public comment was submitted via email.

APPROVAL OF BWP CONTRACT FOR THE SUPERINTENDENT SEARCH

Board vice president Carol Sales stated that the contract was still under review by legal counsel and this item would be removed from tonight's agenda. The contract will be finalized and brought back for approval at the February 16 regular meeting.

EXECUTIVE SEARCH FIRM PRESENTATION TO THE BOARD & DISCUSSION OF OPTIONS FOR THE SUPERINTENDENT SEARCH

BWP representatives, Dr. Mark Friedman & Dr. Glenn Schlichting, introduced Dr. Leighangela Brady who was joining the meeting via phone for a short time. Dr. Brady is a seated superintendent in San Diego and would help with the search. The representatives went over important items to facilitate the start of the search. Board members had agreed that they would prefer to find a permanent superintendent and would only consider an interim if absolutely necessary. The discussion then moved on to the idea of closed, open, or hybrid search. The consensus was that a closed search was preferred to attract the largest pool of candidates and especially to attract seated superintendents. The members did not exclude a hybrid format toward the end of the process to allow for more involvement from Board election candidates or other stakeholders. BWP representatives noted that they were attending a national superintendent conference next

week; they would start recruiting potential candidates with the understanding that this would be a closed search process. Board vice president Sales will be the contact person for the search that BWP will communicate with, along with Dr. Martin. BWP also inquired if Board members would require candidates to have a doctorate. While a doctorate was not absolutely required, members expressed some concern about candidates who were in the process for a long time. BWP representatives suggested that a known graduation date could be a requirement in order to consider the candidate. In the end, candidates without a doctorate degree would be considered, with careful consideration of their process timeline toward that degree. The members discussed salary amounts and will receive data from both BWP and Dr. Martin to make an informed decision. BWP stressed this was important to know ahead of time to avoid losing anyone late in the process because of salary issues. With regards to the timeline, posting of the position and advertising would begin the week of February 13, with active recruiting between February 19 and March 15. The week of February 20 would see the start of community engagement with focus groups, and the survey shared with stakeholders with one week to respond. The candidate profile would then be prepared and shared with the Board. BWP suggested a March 15 deadline for applications but noted this would be a “rolling search”, with candidates considered as soon as their applications were submitted. Interviews would be starting the week of April 3, possibly after the April 4 elections to allow for election candidates to participate in the final stage of the search process. This would be narrowed down as the search progressed and the pool of candidates was better known. BWP noted this was an aggressive timeline but not unheard of. The goal was to complete the process by April. Member Ryles noted that he would prefer a special education background as a requirement for any candidate. President Pearl inquired about the one on one interviews between BWP and the Board members; Dr. Friedman said the firm would work with the administration to schedule the interviews. Vice president Sales asked if the salary study should be posted on the website; Dr. Schlichting said he would not advise this information to be posted.

ADJOURNMENT

At 7:15 pm. it was moved by Board member Sotos and seconded by Board member Lubinski to adjourn the special meeting. The motion was carried out by unanimous voice vote.

Signed Date: March 6, 2023.

President

Secretary