

**New Milford Board of Education
Special Meeting Minutes
December 11, 2018
Lillis Administration Building – Board Room**

Present:	Mr. David A. Lawson, Chairman Mrs. Angela C. Chastain Mr. Bill Dahl Mr. Joseph Failla Mrs. Wendy Faulenbach Mr. Brian McCauley Mrs. Tammy McInerney (arrived at 5:50 p.m.) Mr. J.T. Schemm
Absent:	Mrs. Eileen P. Monaghan

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NEW MILFORD, CT

Also Present:	Dr. Stephen Tracy, Interim Superintendent of Schools Ms. Ellamae Baldelli, Director of Human Resources Mr. Anthony Giovannone, Director of Operations and Fiscal Services
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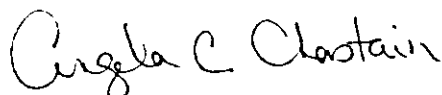
1.	Call to Order A. Pledge of Allegiance The special meeting of the New Milford Board of Education was called to order at 5:00 p.m. The Pledge of Allegiance and a moment of silence immediately followed the call to order.	Call to Order A. Pledge of Allegiance
2.	Items for Discussion A. A presentation by Hazard, Young, Attea and Associates (HYA) regarding superintendent search consulting services followed by a question and answer period B. A presentation by New England School Development Council (NESDEC) regarding superintendent search consulting services followed by a question and answer period C. A presentation by Cooperative Educational Services (CES) regarding superintendent search consulting services followed by a question and answer period Mr. Lawson said the Board would hear three presentations this evening, each with a question	Items for Discussion A. A presentation by Hazard, Young, Attea and Associates (HYA) regarding superintendent search consulting services followed by a question and answer period B. A presentation by New England School Development Council (NESDEC) regarding superintendent search consulting services followed by a question and answer period C. A presentation by Cooperative Educational Services (CES) regarding superintendent search consulting services

	and answer period, followed by discussion and possible action regarding the choice of a firm. • Mr. Don Macrino presented information about the superintendent search services of Hazard, Young, Attea and Associates (HYA). • Mr. Dahl asked about the electronic survey of the community. Mr. Macrino said it is done concurrently with the focus groups to include the input of a broader group and is anonymous. It enables the consultants to sharpen the desires of the community when they are preparing the profile. He said the profile provides a layer of protection for the Board in that it will clearly represent the voice of the community regarding search characteristics. • Mr. Dahl asked if the portal will contain all search documents and information. Mr. Macrino said it will and all Board members will have access. • Mr. Dahl asked for confirmation regarding the guarantee that if the new superintendent leaves within two years, the next search is free of charge. Mr. Macrino said that is correct, provided there has not been a majority change to the Board during that time. • Mr. James Connelly and Mr. Arthur Bettencourt presented information about the superintendent search services of the New England School Development Council (NESDEC). • Mrs. Faulenbach asked for clarification on NESDEC's vetting process. Mr. Connelly said they will vet candidates and provide that material to the Board. He also encouraged the Board to reach out to contacts directly, such as the candidate's supervisor or Board Chair, for additional information. • Mrs. Faulenbach asked for confirmation that the search warranty covered any reason except retirement and Mr. Connelly said that is correct.	followed by a question and answer period consulting services followed by a question and answer period
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	• Mr. Tom Jokubaitis presented information about the superintendent search services of Cooperative Educational Services (CES). • Mr. Dahl asked for clarification regarding the background check. Mr. Jokubaitis said they reach out to contacts directly for information. He said if the Board wants a more thorough investigation, they recommend a firm for an additional \$500 fee. The firm then reports to the Board's attorney and the attorney will report any issues. This protects confidentiality. • Mr. Dahl asked how CES handles out of state certification issues. Mr. Jokubaitis said they will work with the CSDE and the candidate to review transcripts and additional courses that may be required. • Mrs. McInerney asked if the Board will see every application. Mr. Jokubaitis said yes and that CES will make recommendations but that the Board is free to see whomever they wish. • Mr. Schemm asked of the 33 searches between 2013-18, how many were unique placements. Mr. Jokubaitis said that not a lot were the same.	
3.	Public Comment • There was none.	Public Comment
4.	Discussion and Possible Action A. Retention of superintendent search firm • Mr. Lawson opened discussion regarding retention of a superintendent search firm. • Mrs. Faulenbach mentioned the financial piece. She said the Board would be looking to utilize the \$20,000 designated for strategic planning. • Mr. Lawson suggested that, first, the firms should be considered separate from financing. He said he was impressed with the first firm, HYA, and their extensive services. He found their advertising, portal and investigations piece superior. While more expensive than the other firms, he said it's the old saying, "you get what you pay for".	Discussion and Possible Action A. Retention of superintendent search firm

	• Mrs. Chastain said she agreed with Mr. Lawson. She liked HYA's broader base of options. • Mr. Lawson said he was glad the firm has an associate in state to help cut down on travel costs. • Mr. Dahl said he found HYA very prepared and liked their portal feature. • Mr. Failla said HYA is much more expensive than the other two firms are. He liked CES and they were much cheaper. • Mr. Schemm said he sees some recycling of candidates in CES's approach. Hiring a superintendent is an investment. He said he appreciated HYA's emphasis on matching with community desires and protecting the Board at the same time. Motion made by Mrs. Chastain to authorize the Board Chair and Legal Counsel to negotiate the terms of the agreement with Hazard, Young, Attea and Associates to provide consulting services for the superintendent search and to further authorize the Board Chair to sign the agreement pending legal review. Motion seconded by Mr. McCauley. Motion passed unanimously.	Motion made and passed unanimously to authorize the Board Chair and Legal Counsel to negotiate the terms of the agreement with Hazard, Young, Attea and Associates to provide consulting services for the superintendent search and to further authorize the Board Chair to sign the agreement pending legal review.
5.	Adjourn Mrs. Chastain moved to adjourn the meeting at 6:35 p.m., seconded by Mr. Dahl and passed unanimously.	Adjourn Motion made and passed unanimously to adjourn the meeting at 6:35 p.m.

Respectfully submitted:



Angela C. Chastain
Secretary
New Milford Board of Education