

**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
October 25, 2018, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

The following individuals were present:

Tom Oliver, Chair
Nick Brooks, Vice Chair
Tammy Schooling, Member
Richard Borden, Member
Mike Martin, Member

Bo Yates, Interim Superintendent
Jennifer Meckley, Director of Human Resources
and Community Relations
Kim Grousbeck, Director of Classified and Employee
Relations

The meeting minutes were recorded by Interim Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Chair Tom Oliver called the meeting to order at 6:00 PM.

2. CONSENT AGENDA

Hiring

There was no discussion regarding the hiring. Upon motion made by Borden and seconded by Martin, the Board voted unanimously to approve the hiring of Jessica VandenBos, Special Education Teacher, and William Lewis, Director of Business.

3. SUPERINTENDENT SEARCH CONSULTANTS

Oliver shared that a formal RFP process is not needed because of the dollar amount involved. There are three proposals before the Board. Oliver has had conversations with each firm that submitted a proposal and he feels they bring slightly different things to the process. Oliver has had the most conversations with Hank Harris from HYA. He felt he took the time to ask questions about the district and find out what our goals were. He indicated HYA might be the most comprehensive, with electronic polling, community forums, surveys and felt they had good tools for the process. The others also have the same capabilities one way or another. Hank Harris has done other searches in the area, including the current Albany search, and the recent one for the ESD. He has checked with the ESD Board chair and received positive feedback from them about the services they received and their outcome. Tom is leaning that way but feels any of the three consultants would do a good job.

Borden liked the HYA presentation and felt they asked insightful questions and were genuine.

Martin asked about the timeline. Oliver said he provided them with the framework that the ad hoc committee came up with. He mentioned that there was not a need to make a decision tonight, but if the Board wanted to do some follow-up, then there was time to do that between now and the November meeting, so that they can have them on board by the end of December and be able to start the community engagement process in January as we work through the qualities we would like to see in a candidate. A candidate wouldn't be expected to start until July 1.

Brooks mentioned that we do not want to get to where we are so late in the year that candidates are not available because they have taken other jobs.

Martin felt all the presentations were all respectful. The price varied but he didn't feel there was a big difference between the consultants. He felt all of them discussed transparency in the process, but he did not see one that stood out.

Brooks asked Oliver who he talked to from McPherson & Jacobson, LLC, and who the contact was. Oliver said he talked to Rob Clark. He indicated that he had extensive experience in Oregon, was fairly local and he asked good questions, and they had good conversations. Brooks mentioned that he knew they had worked with several districts in Washington that have similar districts to ours.

Oliver pointed out that we were hiring the firm that will help us through the process. We are not hiring the firm that will make the selection.

Brooks mentioned that Oliver was the one that will have the most contact with the consultants and asked if he was leaning one way. Oliver indicated he was leaning toward HYA.

Martin said his initial first selection was HYA. Borden leaned to HYA.

Schilling didn't have a preference. She mentioned she would defer to Oliver if he had a preference.

A discussion was held around the costs of the different services and what the different consultants offered.

Borden liked how HYA presented their communication clearly. He felt they would carry that through the process. Oliver indicated that was good to point out and he agreed that was reflected in their presentation.

Oliver indicated that there was a consensus and he would entertain the motion. Upon motion made by Borden, the Board voted unanimously to approve hiring Hazard Young Attea Associates (HYA) as the consultants for the Lebanon School District superintendent candidate search.

4. AUDIENCE COMMENTS

There were no comments from the audience members.

5. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 6:14 PM.



Tom Oliver, Chair



Bo Yates, Interim Superintendent