

The Board of Education of the Fairfield City School District in the County of Butler, Ohio, held a Special Session on the 13<sup>th</sup> of April 2016 in the Fairfield Administration Building Conference Room A.

The meeting was called to order by the President at 7:00 pm.

ROLL CALL – Present: Mr. Begley, Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter  
Absent: None

Also present: Mrs. Lane & Mr. Clemmons

A moment of silence was observed for the passing of Kyler Bradley.

#### 16-39 EXECUTIVE SESSION

MOTION – Moved by Mr. Kearns to recess to Executive Session at 7:03 pm to discuss the following:

The appointment, employment, dismissal, discipline, promotion, demotion, or compensation of public employees 121.22 (G) (1)

SECOND – Seconded by Mr. Begley

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter  
Nays: None  
Motion Carried: 5-0

The Board resumed the meeting at 7:54 pm.

#### PLEDGE OF ALLEGIANCE

#### PRESENTATIONS

##### A. Proposals for Superintendent Search

##### 1. 7:30PM – Ohio School Boards Association – Steve Horton

Steve Horton has facilitated four focus groups and he stated that the effective rate was 25%-30%.

He thinks the district would receive 20-30 quality candidates.

He would be our consultant if we contract with OSBA and he is involved in two other searches. The OSBA is involved in a total of five searches.

Anyone can apply for the position and the OSBA shows the Board all of the candidates.

2. 8:00PM – Hamilton County Educational Service Center – Bill Sears

For each search that they led last year, they had 20-30 candidates.

He is currently running a search for Lockland and just finished one for North College Hill.

They have done quick online surveys for community input on district websites.

The total cost would be \$5800; an internal search is around \$1000. Mentoring and four focus groups are included in the package.

He feels that we will get a number of viable candidates based on salary and benefits.

3. 8:30PM – K-12 Business Consulting – Dennis Leone

An internal search would cost between \$5000 and \$7500 due to intensive interviewing. The Bronze Level search is \$12,500.

He would interview administrators and certified and classified staff to ask for input on internal candidates.

He prefers that a salary range be part of the announcement for the position.

All applicants are placed on the list and no pre-screening is done on the list.

His firm does not administer any tests to the candidates.

He anticipates 20-25 candidates and 6 of them would be interviewed.

His firm actively recruits and stated that several districts have gone slightly over the salary range. They are performing three searches right now.

4. 9:00PM – Finding Leaders – Charlie Irish

Cost for an internal search is \$6500; full search is \$10,600.

Per Charlie, trust is the most important characteristic that a superintendent can have.

If his firm is chosen, he and one other staff member would be assigned to our district.

He thinks there will be many applicants, but only 7 or 8 experienced superintendents will apply.

He believes that it is important for the candidate to understand the culture of the

District.

His firm is not doing any other searches at this time.

The Board had a discussion after the presentations.

Mrs. Shorter thinks that the Board needs to be aggressive in the search for a new Superintendent. She liked the approach by K-12. She liked that the Hamilton County ESC is a local guy and understands the culture of Fairfield City School District.

Mr. Berding stated that the type of search will influence his decision on the best firm.

Mr. Begley noted that 3 of the choices will solicit candidates. He reminded everyone that the aggressive approach was what cost us our current superintendent.

Mr. Kearns heard three of the firms say that the Board is basically in control. The K-12 firm did not make it clear who he was working for – the Board or the candidate. He further stated that we need to be accountable to the community. The first two firms would be his choices.

Mr. Begley liked OSBA's online profile that they use for applicants.

Mr. Hare listed some things that he looked at when making Hamilton County ESC his first choice:

He liked the use of the Achiever.

He liked the mentoring aspect of the plan.

They are local.

He would feel most comfortable with interviewing our internal candidates.

Mrs. Shorter liked the Hamilton County ESC for an internal search. She liked the K-12 aggressive approach and would like to adopt that for the external search with Hamilton County ESC.

Mr. Hare stated that he could see focus groups including District Office administrators, building administrators, community members, and certified and classified staff.

Mr. Hare then asked the Board to pick their top choice.

Mrs. Shorter – Hamilton County ESC

Mr. Begley – 1) OSBA or 2) Hamilton County ESC

Mr. Berding – 1) Hamilton County ESC, 2) OSBA

Mr. Kearns – 1) Hamilton County ESC, 2) OSBA

Mr. Hare - Hamilton County ESC

Mr. Begley then asked the Board if they wanted to have an internal or external search. It was unanimous that all Board members would like to have an internal search at this time.

Any questions about Hamilton County ESC will be directed to Dan Hare or Nancy Lane.

At the April 21<sup>st</sup> Board Meeting, the Board will recommend approval for the Fairfield Board of Education to enter into an agreement with Hamilton County ESC for the purposes of conducting an Internal Search for the Superintendent for the Fairfield City School District.

#### ANNOUNCEMENTS

April 21, 2016 – Regular Board Meeting, 6:30PM, Catherine D. Milligan Community Room  
April 21, 2016 – “Big Fish” 7:30PM, FHS Performing Arts Center

#### BOARD MEMBER COMMENTS

Mr. Begley

He appreciates the process that the Board went through tonight.  
He stated that his thoughts and prayers are with the Bradley family.

Mrs. Shorter

She echoes Mr. Begley’s comments.  
She offered her condolences to the Bradley family.  
She asked everyone to support each other!

Mr. Berding

He stated that Mrs. Shorter summed up his feelings for the Bradley family.  
He appreciated the four firms that presented tonight and stated that it is a difficult process.

Mr. Kearns

He offered his condolences to the Bradley family.

#### 16-40 ADJOURNMENT

MOTION – Moved by Mr. Kearns to adjourn the meeting.

SECOND – Seconded by Mrs. Shorter

ROLL CALL – Ayes: Mr. Begley, Mr. Berding, Mr. Hare, Mr. Kearns & Mrs. Shorter

Nays: None

Motion Carried: 5-0

The meeting was adjourned at 10:42 pm by the President, Mr. Hare.

\_\_\_\_\_  
President

Attest: \_\_\_\_\_

Treasurer