

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION
Administration Building
360 Colborne Street

July 13, 2009

I. CALL TO ORDER

The meeting was called to order at 5:08 p.m.

II. ROLL CALL

PRESENT: Mr. Hardy, Ms. Kong-Thao, Mr. Brodrick, Ms. Street-Stewart
Mr. Goldstein joined the meeting at 5:25 p.m.

ABSENT: Ms. Carroll

III. AGENDA

- **INTERVIEW I: Hazard, Young, Attea & Associates, Ltd.**
Presenter: Dr. William J. Attea

- **INTERVIEW II: Ray & Associates, Inc.**
Presenters:
Mr. Gary Ray, President
Mr. Steve Triplett, Corporate Executive Director
Dr. Barbara Devlin, Regional Search Associates, MN
Dr. Carl Davis, Regional Search Director, GA

The representatives of the consulting firms, in separate 1-1/2 hour sessions, presented information on their firm, their methods and an overview of their conception of how the search process would roll out.

The Board asked specific questions of both consultants relative to their philosophy, their view of the process, timelines, candidate selection processes, etc. At the end of each session the consultant groups were thanked and the Board indicated a decision would be forthcoming within the next day or so.

IV. DEBRIEFING

The Chair stated the Board needed to be both realistic about the timeline yet ready to move forward expeditiously.

In general evaluation of the two consulting firms, the overall impressions were:

- Both have an extensive net of contacts nationwide
- Both would offer assistance in specific development of expectations, timelines, and the profile. It was noted this will require Board understandings and time commitments.
- Both firms expressed high expectations of Board's commitment to the process (ownership)
- It was noted the division of roles and responsibility between consultant and board would need to be firmly established (who should be in control)
- It was again stated the Board must have real ownership in the process
- There was some conversation on timelines.
- It was stated over the next couple weeks there will be a need for extra Board meetings to address various issues/necessities

- It was stressed the consultant was vital in that they offered an independent view of candidates and an evaluation process offering the same set of criteria for every candidate regardless of where they came from or who they are. It is vital to have consistency in the process and uniformity in treatment for all candidates in order to find the best candidate to meet the needs of the district.

The consensus, following debriefing/discussion, was the Board would choose to go with Hazard, Young, Attea & Associates, Ltd. The Chair indicated she would instruct the General Council to prepare a contract and she indicated she would contact other individuals who would be involved in an on-going manner in the search process. The Board was instructed to hold July 20 and 24 as possible further meeting dates. There was brief discussion on what would be brought forward to the July 14 special Board meeting.

MOTION: **Ms. Street-Stewart moved, seconded by Mr. Hardy, the recommendation for the July 14 Board meeting is that the Board approve Hazard, Young, Attea & Associates, Ltd. as the consultant for the superintendent search process and that the Board approve a contract based on the proposal.**

The motion passed with the following roll call vote:

Mr. Hardy	Yes
Ms. Kong-Thao	Yes
Mr. Goldstein	Yes
Mr. Brodrick	Yes
Ms. Street-Stewart	Yes

V. ADJOURNMENT

MOTION: **Ms. Street-Stewart moved the meeting adjourn. Motion seconded by Mr. Brodrick.**

The motion passed with the following roll call vote:

Mr. Hardy	Yes
Ms. Kong-Thao	Yes
Mr. Goldstein	Yes
Mr. Brodrick	Yes
Ms. Street-Stewart	Yes

The meeting adjourned at 9:16 p.m.

For clarity and to facilitate research, these minutes reflect the order of the Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by
Marilyn Polsfuss
Assistant Clerk, St. Paul Public Schools Board of Education