

To be approved at the Board of Education meeting December 11, 2012.

MINUTES OF THE NOVEMBER 19, 2012 SPECIAL BOARD OF EDUCATION MEETING.

The Shaker Heights Board of Education met in special session on Monday, November 19, 2012 at 6:00 p.m. at the Shaker Heights Board of Education Administration Building, 15600 Parkland Drive, Shaker Heights, Ohio 44120.

Members present: Mr. Norman A. Bliss, Mr. William L. Clawson II, Mrs. Amy H. Fulford, Mr. Reuben Harris, Jr. and Ms. Annette Tucker Sutherland.

President Sutherland presided.

At this time President Sutherland welcomed everyone in attendance and explained normally there is not a vote taken at special meetings but due to the time constraints of the superintendent search there will be one tonight. President Sutherland invited the audience to ask questions or make comments pertaining to agenda items. There being none, the meeting continued.

STATUS UPDATE ON SUPERINTENDENT SEARCH

At this time, President Sutherland gave an update on the superintendent search process. The Board has requested, received, and reviewed proposals from various search firms. Additionally, the Board interviewed several firms and has tentatively selected Hazard, Young, Attea & Associates, as the search firm to assist the Board in this significant process.

AUTHORIZING A RESOLUTION TO RETAIN HAZARD, YOUNG, ATTEA & ASSOCIATES, EXECUTIVE SEARCH CONSULTANT

Upon the recommendation of President Sutherland, Mrs. Fulford moved, seconded by Mr. Clawson that the Board approve the following resolution:

Whereas, the Board of Education has interviewed and evaluated several executive search consulting firms to identify one firm to assist the Board in selecting candidates for the superintendent search; NOW, THEREFORE,

BE IT RESOLVED, that the Executive Search Consulting firm Hazard, Young, Attea & Associates (HYA) be retained to assist the Board of Education in conducting the superintendent search process for the District, and BE IT FURTHER

RESOLVED, that the Board President be hereby authorized to enter into a Letter of Agreement with HYA in accordance with terms as negotiated between HYA & the Board of Education.

Roll Call: Ayes: Mr. Bliss, Mr. Clawson, Mrs. Fulford, Mr. Harris, and Ms. Sutherland.
The motion carried.

12-11-127

INTRODUCTION OF HYA SEARCH CONSULTANT, DR. MARVIN EDWARDS

President Sutherland introduced the search consultant who will lead the HYA team, Dr. Marvin Edwards. Dr. Edwards provided a general background of the firm highlighting its long-standing history and numerous successful searches. He presented a general outline and suggested timeline that would be used in conducting the search. Dr. Edwards explained that the process would start with a planning session (tonight's meeting), soon to be followed with focus-group meetings with community and other groups, including some "town hall" style meetings. Part of this process incorporates the use of an online survey to solicit comments from those unable to attend one of the meetings. From these meetings a leadership profile will be developed and presented to the Board (tentatively scheduled to be presented at the January 8th Board meeting). After making any needed changes to the leadership profile, HYA will advertise in various industry periodicals and other locations, from which HYA will develop and narrow down a slate of candidates to present to the Board. From this slate the Board will review and select about five candidates to

schedule first interviews. Based upon those interviews, the Board will then select candidates who will be invited back for a second interview. Once a final candidate has been identified, the Board will visit the home district of the candidate. Dr. Edwards also indicated that HYA can present certain optional workshops that may be useful to the Board and the newly selected superintendent. Dr. Edwards summed up the process by stating that from tonight to finish, the process typically takes about four to four and one-half months.

After Dr. Edwards concluded his presentation, President Sutherland again inquired of the audience as to whether there were questions or public comment. There being none, the meeting continued.

EXECUTIVE SESSION

At 6:28 p.m. upon the recommendation of President Sutherland, Mr. Clawson moved, seconded by Mrs. Fulford that the Board of Education recess to executive session to discuss personnel matters pertaining to the hiring of a new superintendent (Ohio Revised Code Section 121.22(G)(1)).

Roll Call: Ayes: Mr. Bliss, Mr. Clawson, Mrs. Fulford, Mr. Harris, and Ms. Sutherland.
The motion carried.

12-11-128

After a short break, the executive session convened at 6:33 p.m. with Dr. Edwards conducting the planning session with the Board.

At 11:20 p.m. President Sutherland declared the end of executive session, at which time the public session was reconvened. There being no further business to come before the Board, Mrs. Fulford moved, seconded by Mr. Clawson that the meeting be adjourned.

Roll Call: Ayes: Mr. Bliss, Mr. Clawson, Mrs. Fulford, Mr. Harris, and Ms. Sutherland.
The motion carried.

12-11-129

The special meeting of the Shaker Heights Board of Education adjourned at 11:21 p.m.

Annette Tucker Sutherland, President

Bryan C. Christman, Treasurer