

PERSONNEL/ATHLETICS AND CO-CURRICULAR ACTIVITIES COMMITTEE

October 23, 2023

6 P.M.

WARREN COUNTY SCHOOL DISTRICT CENTRAL OFFICE

COMMITTEE MEMBERS PRESENT:

Mr. Kevin Lindvay

Mr. Jeffery Dougherty

Ms. Mary Passinger

BOARD MEMBERS PRESENT:

Mr. Cody Brown

Mr. Paul Mangione

Mr. Arthur Stewart

Mr. Joseph Colosimo

Ms. Marcy Morgan

Ms. Donna Zariczny

OTHERS PRESENT:

Mr. Gary Weber

Dr. Patricia Mead

Ms. Lynn Shultz

Ms. Taylor Trisket

Mr. Rick Gignac

Mr. Brian Hagberg

Ms. Amy Ransom

Ms. Betsy Sobkowski

Ms. Heather Stover

Ms. Jennifer Hobbs

Mr. Joshua Vincent

Ms. Kendra Darr

Ms. Kylie Harris

Ms. Lisa Smith

Ms. Lynette Swab

Ms. Misty Weber

Ms. Nova Holeva

Mr. Shawn Bedow

Mr. James Grosch

Mr. Eric Mineweaser

Ms. Ruth Huck

Mr. Brian Ferry

Ms. Jennifer Dilks

Mr. Adam VanOrd

Ms. Amy Stimmell

Mr. Brian Reynolds

Mr. Jason Markiewicz

Mr. Jim Evers

Ms. Julia Murphy

Ms. Kim Yourchisin

Ms. Lisa Franklin

Ms. Liz Kent

Mr. Mike Cradduck

Ms. Natalie Black

Mr. Paul Crider

Ms. Shelly Wagner

Approximately 12 members of the public present, including presumptive board members Mr. John Wortman, Ms. Tammi Holden, Ms. Stephanie Snell, Mr. Dan Sullivan, Mr. Kris Hodak, and Ms. Savannah Cochran.

1.0 Opening Activities

1.1 Call to Order at 6:02 p.m. by Chairperson Kevin Lindvay

1.2 Public Comment - none

2.0 Old Business

2.1 Other - no old business to discuss.

3.0 New Business

3.1 Superintendent Search Presentations by IU5 and PSBA

Presentation by IU5 Executive Director Brad Whitman

Cost for Superintendent Search Service for large district (including WCSD) \$7,000

Estimated duration of search -- 90 to 120 days.

Board member questions:

Ms. Passinger: Is there a conflict with other districts IU5 is working with?

Mr. Whitman: The candidate pools are different. The districts are diverse. They "have their own draw of individuals."

Mr. Stewart: Would you be willing to facilitate a visit to where the candidates work and reside?

Mr. Whitman: We have not done that. We'll vet all of the candidates from the very beginning. We have not actually gone to the area which the individual is working... confidential. Some sitting superintendents may be applying for these positions. Talk to colleagues in other IUs. Willing to have those conversations.

Prospective member questions:

Mr. Wortman: How would you assist the district with an acting superintendent or an interim superintendent?

Mr. Whitman: We've done that. We're currently doing that. We will help guide through that process. If we made it to that point, we would work with the board to make sure we have governance in place. "Wait for great."

Presentation by PSBA Sr. Director of Board Services and Training Shane Pagnotti

Superintendents found with PSBA help average 4.4 years with district. Typical average is 3 years.

Four levels of service: comprehensive (\$15,000), support (\$5,000), application management (\$2,500), and Career Gateway posting (\$575).

Estimated duration of search - 90 days.

Board member questions:

Ms. Zariczny: Talk about the schedule of each of the services.

Mr. Pagnotti: It starts with a planning meeting. Whenever the board is ready to meet. We'll keep the posting open for four to six weeks. Three months for comprehensive. Support: about 45 days. Application management - we recruit and advertise, then hand the board documents. Career Gateway - we could post tonight.

Mr. Stewart: Lead us in a visit to the regional area where the prospective candidate works and resides?

Mr. Pagnotti: Interesting. We don't do that. Confidentiality. The confidentiality of your candidates is second to none. They may withdraw. We do not have any experience with that.

Mr. Colosimo: What does PSBA do in terms of helping after March 1 and before a new superintendent is hired?

Mr. Pagnotti: Paid PSBA superintendent search or not, we are there to assist with an interim. I connect the two parties, they take it from there.

Mr. Stewart: Will the full board be involved in the entire process?

Mr. Pagnotti: We work with the entire board. We believe that our search is successful because all are involved. Full board is what we suggest.

Presumptive member questions:

Ms. Holden: How often are you on-site?

Mr. Pagnotti: Planning meeting. Selection night. First-round interviews. Second-round interviews.

Mr. Wortman: How would PSBA assist the school board to ensure continuity of government?

Mr. Pagnotti: We have a list of over 80 attributes. After four to six weeks, we can open it back up. I would feel comfortable – 15 to 20 applicants for this position. We're ensuring the board is governing properly... not seeking applicants. If no successful hiring, "We go back to the drawing board."

Mr. Wortman: Why do your placements stay longer?

Mr. Pagnotti: The reference-checking process. We get to know candidates. We are "painting a picture" for the board. Finding the individual who is almost perfect for that district. We understand where individuals succeed.

3.2 Certificated Personnel Report

Discussion: no discussion

Action: The committee agreed to forward the Certificated Personnel Report to the Nov. 6 Regular Board Meeting.

Motion: That the Board of School Directors approves the Certificated Personnel Report as presented.

Attachments: Certificated Personnel Report

3.3 Support Personnel Report

Discussion: no discussion

Action: The committee agreed to forward the Support Personnel Report to the Oct. 9 Regular Board Meeting.

Motion: That the Board of School Directors approves the Support Personnel Report as presented.

Attachments: Support Personnel Report

3.4 Volunteer Report

Discussion: no discussion

Action: The committee agreed to forward the Volunteer Report to the Nov. 6 Regular Board Meeting.

Motion: That the Board of School Directors approves the Volunteer Report as presented.

Attachments: Volunteer Report

3.5 New Bus Drivers

Discussion: no discussion

Action: The committee agreed to forward the New Bus Drivers to the Nov. 6 Regular Board Meeting.

Motion: That the Board of School Directors approves the list of new bus drivers as presented.

Attachments: New Bus Drivers

3.6 Athletic Supplemental Contracts and Resignations

Discussion: no discussion

Action: The committee agreed to forward the Athletic Supplemental Contracts and Resignations to the Nov. 6 Regular Board Meeting

Motion: That the Board of School Directors approves the Athletic Supplemental Contracts and Resignations as presented.

Attachments: Athletic Supplemental Contracts and Resignations, 23.24 Coach List

3.7 Co-Curricular Supplemental Contracts and Resignations

Discussion: no discussion

Action: The committee agreed to forward the Co-Curricular Supplemental Contracts and Resignations to the Nov. 6 Regular Board Meeting

Motion: That the Board of School Directors approves the Co-Curricular Supplemental Contracts and Resignations as presented.

Attachments: Co-Curricular Instructional Supplemental Contracts and Resignations

3.8 Athletic Trainer Agreement and Rescission of the Athletic Trainer Employment Agreement approved Oct. 9 2023.

Discussion: no discussion

Action: The committee agreed to forward the Athletic Trainer Agreement and Rescission of the Athletic Trainer Employment Agreement to the Nov. 6 Regular Board Meeting

Motion: That the Board of School Directors approves the Athletic Trainer Employment Agreement dated November 6, 2023, and rescinds the Athletic Trainer Employment Agreement approved by the Board of School Directors on October 9, 2023.

Attachments: WUSD Athletic Trainer Contract

3.9 Other - no other business

4.0 Informational Items

4.1 Other – further discussion of Superintendent Search

5.0 Other

5.1 Other - further discussion of Superintendent Search.

Discussion: Committee, board, and presumptive board members in attendance agreed to begin superintendent search process as soon as possible and bring members-elect, PSBA representatives, and board together to discuss search details at the 6 p.m. Nov. 20 committee meetings.

Action: The committee created a recommended motion for the Nov. 6 board meeting.

Motion: That the Board of School Directors approves PSBA as the consultant for a Comprehensive Superintendent Search and that the attribute discussion be held with PSBA at the Monday, Nov. 20, committee meetings with the board members elect invited to participate in the discussion.

6.0 Closing Activities

6.1 Next Meeting Date – Monday November 20, 2023, following Finance Committee

6.3 Adjournment at 7:37 p.m.

Respectfully Submitted,

Brian Ferry, Human Resource Information Specialist
Personnel/Athletics and Co-Curricular Activities Committee