

SPECIAL MEETING MINUTES – BOARD OF EDUCATION  
 REDFORD UNION SCHOOLS, DISTRICT NO. 1  
 October 26, 2009

Regular Meeting  
 10/26/09  
 Call to Order

A special meeting of the Redford Union Board of Education was held October 26, 2009, at Redford Union High School, 17711 Kinloch, Redford Township, Michigan, 48240. President Gubachy called the meeting to order at 7:00 p.m.

Present: Brenner, Caloia, Calvert, Gubachy, Isabell, Wierimaa, Wujcik

Roll Call

**MOVED** by Isabell , seconded by Wierimaa , to approve the October 26, 2009 agenda as presented. Ayes: All. Motion Carried.

Adoption of Agenda

Cascade Consulting Group representative Lee Pasquarella thanked the Board for the opportunity to speak via phone. Pasquarella stated that the meat of the proposal is in the written proposal supplied to the Board prior to the meeting. Cascade consulting is a national search firm with 20 years of experience in conducting educational searches in Michigan and throughout the country. The firm has done several Michigan searches and is aware of the unique challenges, especially in these difficult times. The firm focuses on what the Board wants the new Superintendent to accomplish the goals set out rather than what you want the new Superintendent to do. That the new Superintendent fits the culture of the district. Research shows that searches that are based solely on interview alone are only 14% effective in hiring and maintaining newly acquired executive positions. Cascade consulting uses an independent assessment tool that provides objective information to how a candidate will perform in the workplace. Pasquarella stated that leadership can make the difference and he has done approximately 200 searches over the last 20 years. Cascade would work for the Board the entire time to accomplish a successful search. The first step would be to have focus groups to assess what the needs of the school district. Cascade also has the capabilities of doing online surveys. Ads are placed with educational organizations. An active recruitment through networks built over the years is done. Screening of applicants is done and candidates are submitted to the Board for review. Up until the interview with the Board Cascade drives the process of the candidate search. Cascade has a series of other services available to the selected Superintendent . The cost of the consulting fee is \$18,500 plus advertising and travel expenses.

Presentations  
 Cascade Consulting Group  
 – Lee Pasquarella

**MOVED** by Wierimaa, seconded by Isabell to take a recess until 7:30 p.m.. Ayes: All. Motion: Carried.

Michigan Leadership Institute regional president, Dr. Kathleen Booher, was present and stated it was an honor to be here tonight to speak to the Board about the Superintendent search. This is one of those challenges to the Board and it is both exciting and challenging. It becomes a team of eight to lead the district. Materials were distributed to the Board to help guide the conversation on the Superintendent search. Booher invited the Board to ask questions and interject at any time during her presentation. Booher spoke about the planning and preparation stage where search activities, budget and services to be performed are discussed. Develop an organizational and community profile to identify the

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unique attributes of the community and the district. During the implementation stage the search will be conducted by placing advertisements in state and national professional publications and online educational job posting sites. A online search brochure would be developed, the position would be announced to educational professionals and recruiting contacts. Michigan Leadership Institute will make personal contacts and calls to recruit top candidates. Applications will be screened, reference checks will be made and potential candidates will be identified to the Board for consideration. After a new Superintendent has been selected, Michigan Leadership Institute will communicate with the unsuccessful candidates, mediate employment agreement, facilitate an orientation workshop with the new leader and the Board and be on call to support and mentor the new Superintendent. The professional fee is \$4500 with expenses not to exceed \$500, for a total of \$5000.

**MOVED** by Caloia, seconded by Wujcik to select Michigan Leadership Institute to conduct the Superintendent search. Ayes: Caloia, Wujcik. Nays: Brenner, Calvert, Gubachy, Isabell, Wierimaa. Motion: Failed.

**MOVED** by Isabell, seconded by Wierimaa to select Michigan Association of School Boards to conduct the Superintendent search. Ayes: Calvert, Gubachy, Isabell, Wierimaa. Nays: Brenner, Caloia. Abstained: Wujcik. Motion: Carried

**MOVED** by Calvert , seconded by Isabell to adjourn the meeting at 8:09 p.m. Ayes: All. Motion: Carried.

Adjournment

Respectfully submitted,

Cozette Calvert, Secretary  
Redford Union Board of Education