

**ENNIS PUBLIC SCHOOLS**  
**\*\*\*\*\*TUESDAY, FEBRUARY 21, 2012\*\*\*\*\***

**SPECIAL BOARD MEETING**  
**FINAL AGENDA**  
**6:00 P.M. - ROOM #3**

**PLEDGE**

- I. VISITORS AND PATRONS**
- II. PUBLIC COMMENT**
- III. NEW BUSINESS**
  - A. MTSBA Superintendent Search**

**SCHOOL DISTRICT 52  
ENNIS, MADISON COUNTY, MONTANA  
TUESDAY, FEBRUARY 21, 2012**

***SPECIAL BOARD MEETING - 5:00 P.M.***

Marc Glines	Chairperson
Jim McNally	Vice-Chair
Gary Croy	Trustee
Mike McKittrick	Trustee
Lisa Frye	Trustee
John Sullivan	Principal
Brian Hilton	Principal
Ginger Martello	District Clerk
Joe Brott	Montana Schools Boards Association

Chairman Glines called the meeting to order. The pledge to the flag was recited.

**VISITORS**

Craig George	Community Member
Cindy McKittrick	Community Member
Maria Lake	Community Member
Josh Vujovich	Community Member
Shera Konen	Community Member

**Public Comment**

None

***NEW BUSINESS***

**Montana School Board Association Superintendent Search**

Joe Brott from MTSBA presented information to the board regarding the superintendent search. The process would take approximately ten weeks. The board discussed pros' and cons' in determining whether to open the position for five or six weeks. As there didn't seem to be any big differences between the two time frames the board felt it would be adequate to advertise for five weeks. Trustee McNally made a motion to advertise the position for five weeks. Trustee Croy seconded the motion. All present were in favor.

Mr. Brott explained the time line for the process. The board will screen the applicants April 3<sup>rd</sup> and possibly interview April 16th-20th. The screening will be done in open session and could take four to nine hours. The public can observe the process, but there is no public participation only the board has input. Normally, three to five applicants are chosen to interview with two alternates. MTSBA will contact the applicants and schedule the interviews.

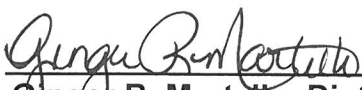
The next item to discuss was advertising the position and detailing the requirements for the application process. Mr. Brott presented salaries to the board from across the state. Class "C" salaries range from \$50,000 to \$92,150 with the average at \$73,400. The average number of years of experience is 12.3 and the average years in the district are 5.5. Discussion took place about the cost of living in Ennis, wanting a quality applicant and someone with experience. After taking in these factors into consideration, as well as others, the board felt a salary range of \$75,000 to \$85,000 was reasonable. Mr. Brott explained a contract is normally offered for two years. This gives the applicant more stability about moving to another district and allows them time to get their feet on the ground. Trustee McKittrick made a motion to advertise the position for a salary of \$75,000-\$85,000 DOE. Trustee Croy seconded the motion. All members were in approval. The board also decided to advertise the position nationally.

MTSBA will conduct a community wide survey and focus group meetings with students, all staff and the community. This information will address what people like in the district, would like to see improved and what they want to see in a new superintendent. The results will be compiled and given to the board prior to screening the applicants. The board will need to decide if or how much each applicant will receive for their expenses.

Interviews will be held in open session. Only the board will ask questions. When the board makes the recommendation to hire, the public will be allowed to make comment. There are guidelines when this process takes place that will be explained to the public. MTSBA will contact references. The board discussed having a background check done prior to interviews. This way if an applicant has anything questionable in their background check, the board can review the item before offering anyone the position. MTSBA presented a list of sample interview questions to the board for review. The board decided to review the questions and present their recommendations for a preliminary list at the regular meeting in March. The board thanked Mr. Brott for his time.

As there was no other business for the attention of the board, the meeting was adjourned at 8:00 p.m.

Attest



Ginger R. Martello, District Clerk



Marc W. Glines, Chairperson

3-13-12  
Date Approved