



# Glen Ellyn School District 41

A K-8 district serving parts of Carol Stream, Glendale Heights, Glen Ellyn, Lombard and Wheaton

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Dr. Ann K. Riebock, Superintendent

## MINUTES

### GLEN ELLYN SCHOOL DISTRICT 41

### BOARD OF EDUCATION SPECIAL MEETING

OCTOBER 29, 2012 - 6:00 PM

CENTRAL SERVICES OFFICES  
793 NORTH MAIN STREET, GLEN ELLYN, IL 60137

#### **Call to Order**

The Board of Education meeting was called to order at 6:05 p.m.

#### **Pledge of Allegiance**

Vice President Drew Ellis led in the recital of the Pledge of Allegiance.

#### **Roll Call**

Upon the roll being called, the following members answered present: John Kenwood, Steve Vondrak, Dan Smith, Jr., Terra Costa Howard, Sam Black, Drew Ellis and Erica Nelson

#### **Public Participation**

There was no public participation.

#### **Meeting Norms**

The Board identified the following meeting norms:

- Be respectful
- Listen with an open mind
- Be efficient in our conversation

#### **Superintendent's Search Firm**

Search Survey and Focus Group Results: Mary Fasbender of Ray and Associates presented a summary of the feedback gathered from the surveys, focus group meetings and a community forum that were conducted to assist in the development of the Leadership Profile that will guide the search for a superintendent who will replace Dr. Ann Riebock when she retires on June 30, 2013.

Board discussion focused on finalizing the leadership profile characteristics, determining a compensation range and finalizing the promotional flyer that will be used for recruiting and screening candidates.

The Board concurred with the characteristics identified in the survey data and discussed what might be an appropriate salary range to attract a good pool of candidates with experience and the ability to step into the role and continue with the implementation of the District's Long Range Plan.

Ms. Fasbender recommended a range higher than the \$236,000 that was identified as an average salary for superintendents in comparable districts. Board discussion ensued and a majority of the Board concurred on a range of \$220,000. The promotional flyer with the agreed upon revisions will be sent to Ray & Associates on October 30.

The Board also determined that the position should be advertised on the Linked-In network for 30 days at a cost of \$195.00.

**Adjourn to Closed Session**

*At 7:55 p.m., Board members Kenwood moved and Ellis seconded to closed session to discuss collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.*

*On a roll call vote answering "Aye": Ellis, Smith, Kenwood, Vondrak, Howard, Black and Nelson; answering "Nay": None. Motion carried*

**Return to Open Session**

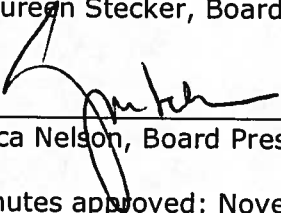
The Board returned to open session at 9:10 p.m.


**Adjournment**

*Board members John Kenwood moved and Drew Ellis seconded to adjourn the special meeting of the Board of Education at 9:10 p.m. Motion carried on a unanimous voice vote.*

Respectfully submitted,

Maureen Stecker, Board Recording Secretary

  
Erica Nelson, Board President

  
Terra Costa Howard, Board Secretary

Minutes approved: November 12, 2012