

LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54
BOARD OF EDUCATION
Special Board Meeting (HS)
LAUREL-CONCORD-COLERIDGE BOARD INTERVIEW MEETING
Monday, March 12, 2018
Boardroom @ LCC School, Laurel, NE

Attendance taken at 5:45 p.m.

Robert Colwell: Present (arrived at 5:46 p.m.)

Carol Erwin: Present

Jay Hall: Present

Betty Jo Leapley: Present

Samuel Recob: Present

Steve Schutte: Present

Tyler Specht: Present

Dustin Thompson: Present

John Wolfgram: Present

Present: 9, Absent: 0.

A. President calls meeting to order

President Schutte called the special meeting to order at 5:45 p.m. in the high school boardroom at Laurel-Concord-Coleridge School, Laurel, Nebraska. The meeting notice was published in the March 7, 2018 issue of the Coleridge Blade and the Laurel Advocate, posted at the LCC Elementary/High School-Laurel, LCC Middle School-Coleridge, the Security Bank Lobbies-Laurel and Coleridge, Citizens State Bank-Laurel, the United States Post Office Lobbies- Laurel and Coleridge, and posted on the school web site. Said notice stated the purpose of the meeting is to conduct the superintendent interviews and to consider, discuss, and take all necessary action on the superintendent position. The meeting was open to the public. An agenda for such meetings, kept continuously current, is available at the Office of the Superintendent. Board members were emailed notice. Everyone joined in the pledge of allegiance to the Flag of the United States of America. Attention was directed to a current copy of the Nebraska Open Meeting Act posted in the room.

In addition to board members the following were present: Nebraska Rural Community Schools Association (NRCSA) consultant Alan Harms, Middle School Principal Jay Vance, and Elementary Principal Paige Parsons.

President Schutte read the Executive Session notice: "The Board may need to take action to enter Executive Session to review the background checks of one or more applicants in order to prevent needless injury to the reputation of the applicants, for contract bargaining strategies, and other reasons allowed by law."

Motion to approve the agenda as provided passed with a motion by Dustin Thompson and a second by John Wolfgram.

Robert Colwell: Absent, Carol Erwin: Yea, Jay Hall: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 8, Nay: 0, Absent: 1.

B. Board review of candidate background checks

Robert Colwell arrived at 5:46 p.m.

Motion to move into executive session for the protection of the applicants while discussing the background checks of the applicants passed with a motion by Betty Jo Leapley and a second by Jay Hall.

Robert Colwell: Yea, Carol Erwin: Yea, Jay Hall: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 9, Nay: 0.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing background checks of the applicants.
Executive session began at 5:47 p.m. The Board reconvened in public session at 5:51 p.m.

C. Pre-interview items

Consultant Alan Harms reviewed the following items with the Board:

1. Review interview schedule
2. Review of interview question packets and selection rubric
3. Interview procedures (room arrangement, questioning procedures).
4. Faculty/Staff Committee, and Community Committee, reporting procedures (Committees will select 2 or 3 representatives to report to the Board).
5. Reminder of NRCSA transition meeting (if desired) after new Superintendent is selected. Part of basic fee.
--The LCC Board agreed to a special meeting in the summer for this purpose.
6. NRCSA Evaluation form to Board President w/envelope. Return to Jon Habben.
7. At end of interviews, keep one full set of candidates' application materials for district records. Return rest to secretary for shredding.
NRCSA will send electronic file for new Superintendent personnel file.
Board members can return the application materials for shredding or shred the materials themselves.

D. Light meal and informal discussion with candidates

Everyone moved to the small gym to meet the candidates and have a light meal. Following the meal the meeting returned to the boardroom.

E. Conduct interviews

Board interviews were conducted in public session.

President Schutte welcomed applicant Jeremy Christiansen to our meeting. Board members asked questions of Mr. Christiansen and he was given the opportunity to ask questions of the Board.

President Schutte welcomed applicant Michael Halley to our meeting. Board members asked questions of Mr. Halley and he was given the opportunity to ask questions of the Board.

Each candidate was thanked for applying for the position of superintendent at LCC and for interviewing.

F. Receive feedback from: Faculty/Staff and Community Representatives, the Principals, and the Bookkeepers

In public session, staff members Sue Koch and Laura Nordby shared the feedback from the school staff committee interviews with Mr. Christiansen and Mr. Halley.

Motion to move into executive session for the protection of the applicants while discussing staff concerns of the applicants passed with a motion by Dustin Thompson and a second by Jay Hall.

Robert Colwell: Yea, Carol Erwin: Yea, Jay Hall: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 9, Nay: 0.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing staff concerns of the applicants. Executive session began at 9:18 p.m. The Board reconvened in public session at 9:22 p.m.

In public session, bookkeepers Sheri Krei, Megan Greiner, and Lois Urwiler shared the feedback from the bookkeeper committee interviews with Mr. Christiansen and Mr. Halley.

Motion to move into executive session for the protection of the applicants while discussing bookkeepers' concerns of the applicants passed with a motion by Betty Jo Leapley and a second by John Wolfgram.

Robert Colwell: Yea, Carol Erwin: Yea, Jay Hall: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 9, Nay: 0.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing bookkeepers' concerns of the applicants. Executive session began at 9:29 p.m. The Board reconvened in public session at 9:34 p.m.

In public session, principals Paige Parsons and Jay Vance shared their feedback from their interviews with Mr. Christiansen and Mr. Halley.

Motion to move into executive session for the protection of the applicants while discussing principals' concerns of the applicants passed with a motion by Robert Colwell and a second by Samuel Recob.

Robert Colwell: Yea, Carol Erwin: Yea, Jay Hall: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 9, Nay: 0.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing principals' concerns of the applicants. Executive session began at 9:40 p.m. The Board reconvened in public session at 9:47 p.m.

In public session, community members Les Owen and Mark Patefield shared the feedback from the community committee interviews with Mr. Christiansen and Mr. Halley.

Motion to move into executive session for the protection of the applicants while discussing community committee concerns of the applicants passed with a motion by Dustin Thompson and a second by Robert Colwell.

Robert Colwell: Yea, Carol Erwin: Yea, Jay Hall: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 9, Nay: 0.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing community committee concerns of the applicants. Executive session began at 9:53 p.m. The Board reconvened in public session at 9:59 p.m.

G. Recess until Tuesday, March 13, 2018

President Schutte stated the meeting would recess until Tuesday, March 13, 2018 at 6:00 p.m. to continue the interview schedule.

H. Reconvene Tuesday, March 13, 2018 (6:00 p.m.)

Attendance taken at 6:00 p.m.

Jay Hall: Absent

Robert Colwell: Present

Carol Erwin: Present

Betty Jo Leapley: Present

Samuel Recob: Present

Steve Schutte: Present

Tyler Specht: Present

Dustin Thompson: Present
John Wolfgram: Present
Present: 8, Absent: 1.

President Schutte reconvened the meeting in public session at 6:00 p.m. In addition to board members the following were present: Nebraska Rural Community Schools Association (NRCSA) consultant Jim Havelka, Middle School Principal Jay Vance, and Elementary Principal Paige Parsons.

I. Light meal and informal discussion with candidates

Everyone moved to the small gym to meet the candidates and have a light meal. Following the meal the meeting returned to the boardroom.

J. Conduct interviews

Board interviews were conducted in public session.

President Schutte welcomed applicant Kyle Finke to our meeting. Board members asked questions of Mr. Finke and he was given the opportunity to ask questions of the Board.

President Schutte welcomed applicant Brad Hoelsing to our meeting. Board members asked questions of Mr. Hoelsing and he was given the opportunity to ask questions of the Board.

Each candidate was thanked for applying for the position of superintendent at LCC and for interviewing.

K. Receive feedback from: Faculty/Staff and Community Representatives, the Principals and, the Bookkeepers

In public session, staff members Sue Koch and Laura Nordby shared the feedback from the school staff committee interviews with Mr. Finke and Mr. Hoelsing.

Motion to move into executive session for the protection of the applicants while discussing staff concerns of the applicants passed with a motion by John Wolfgram and a second by Carol Erwin.

Jay Hall: Absent, Robert Colwell: Yea, Carol Erwin: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 8, Nay: 0, Absent: 1.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing staff concerns of the applicants. Executive session began at 9:29 p.m. The Board reconvened in public session at 9:33 p.m.

In public session, bookkeepers Sheri Krei, Megan Greiner, and Lois Urwiler shared the feedback from the bookkeeper committee interviews with Mr. Finke and Mr. Hoelsing.

Motion to move into executive session for the protection of the applicants while discussing bookkeepers' concerns of the applicants passed with a motion by Robert Colwell and a second by Betty Jo Leapley.

Jay Hall: Absent, Robert Colwell: Yea, Carol Erwin: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 8, Nay: 0, Absent: 1.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing bookkeepers' concerns of the applicants. Executive session began at 9:39 p.m. The Board reconvened in public session at 9:43 p.m.

In public session, principals Paige Parsons and Jay Vance shared their feedback from their interviews with Mr. Finke and Mr. Hoelsing.

Motion to move into executive session for the protection of the applicants while discussing principals' concerns of the applicants passed with a motion by Robert Colwell and a second by Samuel Recob.

Jay Hall: Absent, Robert Colwell: Yea, Carol Erwin: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 8, Nay: 0, Absent: 1.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing principals' concerns of the applicants. Executive session began at 9:47 p.m. The Board reconvened in public session at 9:56 p.m.

In public session, community members Les Owen and Mark Patefield shared the feedback from the community committee interviews with Mr. Finke and Mr. Hoelsing.

Motion to move into executive session for the protection of the applicants while discussing community committee concerns of the applicants passed with a motion by Robert Colwell and a second by John Wolfgram.

Jay Hall: Absent, Robert Colwell: Yea, Carol Erwin: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea,
Yea: 8, Nay: 0, Absent: 1.

President Schutte stated the board would enter executive session for the protection of the applicants while discussing community committee concerns of the applicants. Executive session began at 10:02 p.m. The Board reconvened in public session at 10:08 p.m.

L. Action item: Offer a contract to one of the finalists with exact contract details to be determined at a later date

In public session, board members discussed what each candidate's attributes.

The Board took a straw poll to remove two candidates from the selection process. Michael Halley and Kyle Finke were eliminated by a consensus of the Board.

Discussion continued on the attributes of Jeremy Christiansen and Brad Hoelsing.

Motion to offer a superintendent contract to Brad Hoelsing passed with a motion by Carol Erwin and a second by Dustin Thompson.

Jay Hall: Absent, Robert Colwell: Yea, Carol Erwin: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea, Steve Schutte: Nay
Yea: 7, Nay: 1, Absent: 1.

Board President Schutte and Vice President Erwin left the meeting room to place a call to Mr. Hoelsing to inform him of the Board's decision to offer him a contract.

Motion to move into executive session for the protection of the public interest while discussing bargaining strategies related to the superintendent's contract passed with a motion by Samuel Recob and a second by Tyler Specht.

Jay Hall: Absent, Robert Colwell: Yea, Carol Erwin: Yea, Betty Jo Leapley: Yea, Samuel Recob: Yea, Steve Schutte: Yea, Tyler Specht: Yea, Dustin Thompson: Yea, John Wolfgram: Yea
Yea: 8, Nay: 0, Absent: 1.

President Schutte stated the board would enter executive session for the protection of the public interest while discussing bargaining strategies related to the superintendent's contract. Executive session began at 11:40 p.m. The Board reconvened in public session at 12:13 a.m.

M. Adjourn

Meeting adjourned at 12:16 a.m., March 14, 2018

Cedar County School District #54

Submitted by:

Betty Jo Leapley
Secretary of the Board