

THE SCHOOL BOARD OF ALACHUA COUNTY, FLORIDA  
APPROVED MINUTES OF BOARD WORKSHOP  
Superintendent Selection Process  
May 1, 2014

The School Board of Alachua County, Florida, met in special session duly called at 2 p.m. in the Boardroom, 620 East University Avenue, Gainesville, Florida. Present were: Gunnar Paulson, Chairman; Leanetta McNealy, Vice-Chairman; April Griffin, and Eileen Roy, members; Hershel Lyons, Interim Superintendent; and Board Attorney David Delaney. Board member Carol Oyenarte was absent.

The meeting was called to order by Chairman Paulson, followed by the Pledge of Allegiance to the Flag.

**COSTS ASSOCIATED  
WITH  
SUPERINTENDENT  
SEARCH**

Mr. Lyons reported that Mr. Alex Rella, Director, Budget, will be conducting this portion of the workshop, in the absence of Assistant Superintendent Scott Ward.

Mr. Rella provided an update on the cost of the Superintendent Search, which is estimated at a total of \$29,000. At Mr. Rella's assurance that it is permissible to use the General Fund for these costs, the Board was agreeable.

**PROCESS FOR SELECTING  
A SUPERINTENDENT**

Mrs. Griffin shared with Board members some tips from the Washington School Superintendent Search Handbook.

The finalist who will be offered the position of Superintendent is scheduled to be selected at the Board meeting of Tuesday, June 3.

PIO Jackie Johnson led the Board through discussion on potential procedures for the selection process. The following process was decided upon:

The DAC Subcommittee Chair, Janine Plavac, will present to the Board the Subcommittee's reports on each finalist at the June 3 School Board meeting.

Following Ms. Plavac's presentation, School Board members will fill out a straw ballot, which Mrs. Johnson will prepare. Board members will select their top three choices in rank order--#1 for their first choice, #2 for their second choice, and #3 for their third choice.

Board members will then submit their ballots to Mrs. Johnson to be tallied. She will display the tally on the screen in the Boardroom, with the results by Board member clearly indicated. Points will be assigned to each vote—5 points for a 1<sup>st</sup> place vote, 3 for a 2<sup>nd</sup> place vote, and 1 for a 3<sup>rd</sup> place vote. Those point totals will also be displayed. As agreed to by the Board, however, the tally will be used only as a basis for discussion, not as an actual vote.

At this point the Board chair will open the floor for public input, then Board discussion. Ultimately there will have to be a motion, a second and a vote, to determine which finalist will be offered the position.

There was discussion on the how the questions would be handled at the Community Reception. Board members wanted everyone to have the opportunity to ask their questions, while keeping within the 6 to 7:30 p.m. timeframe.

At a question from Ms. Roy, Mr. Delaney expressed no concerns about the proposed process. He felt the straw poll would give Board members a sense of the position of other members, while keeping all business in the sunshine.

The format for the group interview was also discussed, with a rotation system decided upon.

Mrs. Griffin suggested an exit survey document be available to allow the public the opportunity to comment after the community reception.

Dr. Paulson gave a reminder that Performance-Based Pay will be discussed at an upcoming May 20 Budget workshop.

For individual Board member information, it was noted that legislative review sessions are upcoming.

#### ADJOURNMENT

The meeting was adjourned at 2:55 p.m.