

Mr. Perrino, Mr. Miller and Ms. McCoy indicated that they did not wish to use BOCES' services, since many districts in the area are in the process of using them for their superintendent searches. All agreed that the Board should be involved in every step of the selection process. A list of search firms would be requested from BOCES and the Board will determine which firms to use. The Board also wanted to look into the possibility of finding a non-traditional candidate. Board counsel is looking into whether the Commissioner will allow the District to do so. Mr. D'Alessandro believed that a non-traditional candidate would be the way to go, if the law allowed it. It was agreed that the Board would specify the credentials that they would want the new superintendent to have – whether it be traditional or non-traditional. They would ask the search firm what the pool of candidates are like that have already interviewed from throughout the State. Minimum qualifications are set by the State and the Board has the authority to set additional qualifications to suit District needs. The compensation package will need to be set taking into consideration salaries and benefits within the area. The last superintendent search had candidates withdraw at the last minute due to high-end housing costs in Westchester County. Search firms must be upfront to provide that information to potential candidates.

A timeline for the search was discussed, including a recommendation that the new superintendent be appointed at the May Business Meeting, which will allow some overlap time spent with Dr. Bruno.

If the process is unsuccessful, the Board will consider hiring an interim superintendent.

It was agreed that a candidate should have New York experience as a superintendent or a very experienced assistant superintendent and should match the culture of the school district.

The search firm will interview all of the stakeholder groups to get input on what they perceive to be the qualifications of a superintendent for our District. The community needs to be a part of the process and the Board should listen to what they have to say. However, it is the job of the Board to determine who would be best suited to Yorktown. Having a stakeholder participate in the search firms meetings with all stakeholder groups will allow the Board to receive two separate reports on what transpires during those meetings.

Once a search firm is hired, it will meet with the interested stakeholders to determine the characteristics and experience wanted in the candidates. The search firm will advertise and review the resumes, along with the search committee to narrow them down to whatever number the Board decides. The Board will then interview a minimum of 3-5 candidates. The search committee should consist of a member of the YCT leadership, Y.A.A.S., and possibly a District PTSA person. The Board decided that there should be no representation on the committee from the administration/business office “since it would be inappropriate for them to have the ability to select their own boss.”

Ms. McCoy stated that she would contact BOCES to get the list of search firms; give the list to all Board members; contact the search firms to see if they would be available to be interviewed the weekend of December 9 & 10; arrange to have someone from the YCT and Y.A.A.S. available; and contact the District's attorney regarding the possibility of a non-traditional candidate.

There was a ten minute break at 9:00 p.m.

Infrastructure/Facilities Items for Inclusion in Bond

Ms. McCoy stated that the Board needed to discuss and decide how the bond should be packaged. The initial proposition included all of the health and safety items, and another proposition to include all of the items to make this District into what we want it to be. The first is absolutely essential, the second we could do without. The Board must be sensitive to the community as a whole. If the community does not approve the bond, we will have the most serious crisis that the District has faced in a very long time.

Discussion followed as to the necessity of each of the health and safety items on the list. An example was cited regarding whether all of the water faucets, whether working or not, should be replaced. All of the boilers were earmarked for replacement and the question was asked if that was really necessary or could some of them be refurbished. Items noted as important for all buildings were boilers, PA systems, lighting and clocks that work. The Board will decide the items that must be included in the bond.

Public Comment

Jackie Carbone, parent, had questions regarding the minimum requirements of a school superintendent and the search brochure; and the parking lots at Mohansic and Crompond doubling as playgrounds. Ms. Carbone also asked for a breakdown of the cost of the bond and the what the tax increase would mean to the community.

Motion by Ms. Faigle, seconded by Mr. Perrino, to adjourn the meeting.

6 Aye, 0 Nay, Motion Carried

The meeting was adjourned at 10:15 p.m.

Respectfully submitted,

Board Secretary