

GROTON-DUNSTABLE REGIONAL SCHOOL COMMITTEE  
Personnel & Negotiations Committee Meeting Minutes  
Prescott School  
September 21, 2009 – 7:00 PM  
(Approved 10/7/09)

J. Sjoberg called the meeting to order at 7:00pm.

Present: P. Funch, E. Dichter, J. Sjoberg, Dr. Genovese, Chuck McKinney, Ellen Barkhuff, Berta Erickson, Cindy Barrett

**Superintendent Search Planning with 2005 Participants**

- Critical that the process is transparent and the SC is not perceived as manipulative.
- All constituencies must be represented in focus groups and screening committee.
- Allow constituent groups to 'self-select' for screening committee where possible.
- Although there were tensions in the community, there were not in the SC.
- SC had a 'liaison' on the screening committee (C. Barrett), who did not vote and did not try to control the meetings/interviews (which worked well).
- C. Barrett will share printed flyers/documents from 2005 search with J. Sjoberg.
- Resumes were sorted into 'A' and 'B' piles by NESDEC, based on criteria from focus groups and brochures, although screening committee had access to both piles for consideration.
- Screening committee members ranked candidates by 'spending a dollar' (i.e. distributing 100 points among the candidates however they saw fit).
- Between and after interviews, screening committee deliberated, not so much to sway opinions, but rather to make sure everyone had all the information.
- 100% Attendance is mandatory for all screening committee members, so meeting/interview schedule must be determined as early as possible.
- Two of five finalists dropped out just as SC was announcing finalists, and SC determined that it could proceed with only three finalists. SC needs to incorporate such a possibility (and the consequences) into the public process.
- At time to deliberate on finalist, one SC member "advocated" for each finalist. Made sure the process did not prematurely converge on the first candidate mentioned and gave opportunity for different sides to be prepared to speak

Next meeting is scheduled for Sep 28, at which time we will meet with NESDEC.

Dichter made a **MOTION** to adjourn at 8:05 PM, and Funch **SECONDED** that motion.  
**MOTION passes 3:0:0**

Respectfully Submitted,  
Erik Dichter