

**ARLINGTON HEIGHTS SCHOOL DISTRICT 25**

1200 S. Dunton Ave.  
Arlington Heights, Illinois 60005  
Special School Board Meeting Minutes  
**June 5, 2023**

Dr. Anisha I Jogee, President of the Arlington Heights School District 25 Board of Education, called the meeting to order at 5:30 p.m. on June 5, 2023. The meeting was held at the Dunton Administration Building, 1200 S. Dunton Avenue, Arlington Heights, IL. Roll call was noted and the Pledge of Allegiance said.

Board members present: Brian Cerniglia, Gina Faso, Dr. Anisha Jogee, Kevin Michael, Elizabeth Nierman, Rich Olejniczak, and Greg Scapillato

Board members excused: None

Others Present: Stacey Mallek, Assistant Superintendent for Business, CSBO; Diane Kaffka, Assistant Superintendent of Student Services; Adam Harris, Head of Communications and Storytelling; Brad Katz, Information Technology Specialist; and Lana O'Brien, Recording Secretary.

Gina Faso entered the meeting at 5:32 p.m.

Recognitions and Presentations

Presentation from McPherson & Jacobson, LLC

Dr. Judy Sclair-Stein and Dr. Walt Cooper presented information on the services provided by McPherson & Jacobson, LLC. They reviewed their professional experience; the benefits of using their company for a Superintendent search; the timeline and phases of a search; and costs.

Board members asked questions and there was discussion on how they objectively measure qualitative soft skills; how they gather information from the various stakeholder groups; and how they would communicate with the Board. Dr. Judy Sclair-Stein and Dr. Walt Cooper were thanked for the presentation.

Presentation from School Exec Connect

Dr. Tim Shimp presented information on the services provided by School Exec Connect. He noted that his colleague, Dr. Bhavna Sharma-Lewis, who would be a part of the Superintendent search team, was not able to attend the meeting. Dr. Shimp reviewed their professional experience; the benefits of using their company for a Superintendent search; the timeline and phases of a search; and costs.

Board members asked questions and there was discussion on how they objectively measure qualitative soft skills; the ideal number of focus groups with stakeholders; having an open or closed interview process; having an open forum for all members of

the community; the timeline of the stakeholder groups; professional development and coaching during the transition period; and a placement that was not a good fit, and lessons learned. Dr. Shimp was thanked for the presentation.

#### Presentation from Ray & Associates

Dr. Karen Hall presented information on the services provided by Ray & Associates. She noted that the team would also include Ms. Bridget Cheney and Kathy Schoenfelder. Dr. Hall reviewed their professional experience; the benefits of using their company for a Superintendent search; the timeline and phases of a search; and costs.

Board members asked questions and there was discussion on how they objectively measure qualitative soft skills; how many northwest suburban school districts that Ray & Associates have placed; their membership with AASA; a placement that was not a good fit, and lessons learned; how Dr. Hall defines a relational leader; if Dr. Hall would be the lead on the team; and the onboarding process that Ray & Associates provides after the Superintendent is chosen. Dr. Hall was thanked for the presentation.

Mr. Michael left the meeting at 7:26 p.m. and returned at 7:28 p.m.

Mr. Cerniglia left the meeting at 7:26 p.m. and returned at 7:28 p.m.

#### Presentation from BWP & Associates

Dr. Mark Friedman, Dr. Anne Noland, and Dr. Glenn Schlichting presented information on the services provided by BWP & Associates. They reviewed their professional experience; the benefits of using their company for a Superintendent search; the timeline and phases of a search; and costs.

Board members asked questions and there was discussion on stakeholder input; how they objectively measure qualitative soft skills; the firm's experience on working with diverse candidates; the internal BWP Superintendent research study; mentoring new Superintendents; and the BWP guarantee of not placing someone for six years. Dr. Mark Friedman, Dr. Anne Noland, and Dr. Glenn Schlichting were thanked for the presentation.

#### Community Input – None

Ms. Nierman left the meeting at 8:14 p.m. and returned at 8:16 p.m.

#### Personnel and Planning

##### Superintendent Search Process

After the presentations were completed and the Board asked questions, they opened a discussion with the intention of determining a preferred search firm. After a collaborative discussion, the Board determined their preferred search firm was School Exec Connect. The Board directed Ms. Mallek to pursue a contract with School Exec Connect with the intent that the contract would be ready for the Board's review and potential approval at the June 13, 2023 Board of Education meeting.

Dr. Jogee noted that the Board is grateful for the four firms that presented today. The Board has worked very hard to launch the process to get the best firm for District 25. She thanked the Board for their work, Ms. O'Brien for communicating with the firms, and Ms. Mallek for pursuing a contract with School Exec Connect.

**Motion:** R. Olejniczak moved and G. Faso seconded that the Board of Education adjourn the meeting.

Roll Call: B. Cerniglia, yes; G. Faso, yes; A. Jogee, yes; K. Michael, yes; E. Nierman, yes; R. Olejniczak, yes; G. Scapillato, yes. Motion carried 7/0.

The Board adjourned the regular meeting at 8:42 p.m.

Submitted,

Lana M. O'Brien  
Recording Secretary

Approved: July 11, 2023

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President  
Board of Education

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Secretary  
Board of Education

Date minutes available for public inspection: July 12, 2023

Date minutes posted on District website: July 13, 2023