

# Northeast College Prep

## Search Committee Minutes

November 30, 2021 4:00pm

Agenda	Discussion	Action Items
Identify minute taker		
Do we need a charter?	Documents in the folder we can consider are in the drive.	
Committee folder	This is created. Role of the board to make the hire.	
Timeline	Top candidates make decisions in January Beth has created a timeline and job descriptions. Locally we are not too late. National firms have different perspectives than local.	
Steps in the search process	Meeting with stakeholders to gather input: families, teachers, funders Scott is working with Erika and Carl for a job description. Search firm guides job description Job postings - search committee Applications for review Interviews	
Process vs Pool support	Differences in what support we receive Pool Support- how do we get that pool of support	
National vs Local and update on contacts made	Two national firms- said no. The pay is \$200k+ and fees \$65k→ Both firms made recommendations to use local. Lars Leifblad-focused on stakeholder input but can't work with us. Nate Eckland- education consultant but have not confirmed a meeting. Cohen Taylor- no Scott - is he open to acting as a search consultant? Could Nate own the proces but Scott inform the process?	Reach out to Scott and being the resident expert with NECP- separate contract/payment. Compliment Nate  Meet with Nate - determine his expertise and determine capacity.  Determine each of their hours-300 hours  Look at comparison data in salary for ED.

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	<p>Could Scott own the process?          Could we buy their candidate pool?          Salary discussion due to market and reach a greater pool.          Lars ability to put our job description to their network. He did say he would share the posting.          Could Scott be interested in the ED position?          Contract with Scott would exclude him from the candidate pool? potentially No-          Is there any value in reaching out to Hiawatha that have done a search?          The need for the job description to be finalized sooner rather than later.          There could be candidates with movement of school leaders          Salary needs to be determined or range.          Don't use founders salary as the basis for ED.          What can our budget sustain? 125-175k?</p>	
<p>Potential impact of Erika's interest</p>		
<ul style="list-style-type: none"> <li>◆ In Attendance: Erica Ahlgren, Bill Graves, JOanna Schneider, Ander Wenker, Jessica Waletski</li> <li>◆ Meeting adjourned at: 5:00pm</li> </ul>		