

# **BIG SPRING SCHOOL DISTRICT**

**Newville, Pennsylvania**

## **COMMITTEE OF THE WHOLE OF THE BOARD MEETING MINUTES**

**MONDAY, MARCH 20, 2017**

*The Big Spring School District is an equal opportunity education institution and will not discriminate on the basis of race, color, national origin, sex, age, religion, and disability in its activities, programs, or employment practices as required by Title VI, Title IX, and Section 504. For information regarding civil rights or grievance procedures, or for information regarding services, activities, and facilities that are accessible to and usable by handicapped persons, contact the Superintendent of Schools, Title IX and Section 504 Coordinator, 45 Mt. Rock Road, Newville, PA 17241, at (717) 776-2412.*

### **I. CALL TO ORDER**

The Committee of the Whole of the Board of School Directors for the Big Spring School District met in the Big Spring High School Large Group Room, Room 140, at 7:00 P.M. with President Wilbur Wolf, Jr. presiding. Eight (8) directors present: Wilbur Wolf, Jr, President; William Swanson, Vice-President; David Gutshall, Treasurer; William Piper; Richard Roush; Todd Deihl; Kingsley Blasco; and Bob Kanc.

Bob Kanc arrived at 7:02 pm.

Kingsley Blasco arrived at 7:05 pm.

Absent: Robert Barrick

Others in attendance: Richard W. Fry, Superintendent; Kevin Roberts, Assistant Superintendent; Richard Kerr, Business Manager; Robyn Euker, Director of Curriculum & Instruction; and Carol Frace, Board Minutes.

### **II. PRESENTATION**

**A. Hiring Practices/Dispositional Hiring** – Dr. Kevin Roberts, Assistant Superintendent presented to the Board of School Directors information on the hiring practices and dispositional hiring at Big Spring School District.

[Presentation attached.](#)

## General Questions:

1. Mr. Wolf asked if this information is physically enumerated on sheets.
2. Dr. Fry informed the Board of School Directors that we are the only district in PA that is moving in this direction. We have had communications with Mechanicsburg. They will probably come aboard as well. We got this from Northern Kentucky. We think it is a real game changer when it comes to finding the right people or the right fit in a decreasing market.
3. Mr. Wolf inquired who took part in the training on February 16<sup>th</sup>.
4. Mr. Wolf questioned the interview process. Do you include staff in the interview process?
5. Dr. Fry reminded the Board of School Directors that even when a member of the Board is part of the interview process we queue them in prior to the interview.
6. Mr. Wolf inquired if applicants were comfortable with these kind of questions.
7. Mr. Swanson stated that dispositional hiring is about passion.
8. Dr. Fry informed the Board of School Directors that our interview process was already unique. We are not doing ordinary kinds of things now. We changed our screening process. Remember that 25% of the interview will be dispositional questions. Seventy-five percent of the interview process is still our traditional questions.
9. Mr. Kanc inquired if the essay question was their response to the dispositional questions.
10. Mr. Piper asked if the process is unique to our District. Who developed these questions?
11. Mr. Piper questioned the Talent Ed process. Is this in the colleges and universities?
12. Mr. Wolf inquired the percentage of districts in PA who are using Talent Ed or some kind of software system.
13. Dr. Roberts replied around 75 percent of school districts are using some kind of computer software for the interview process.

14. Mr. Wolf inquired if the application is not complete it never gets to the administration.

15. Mr. Wolf questioned the cost of Talent Ed.

16. Dr. Fry informed the Board of School Directors we will get you the actual figures for the Talent Ed program at a later time.

### **III. PREVIEW OF THE AGENDA**

President Wolf requested that the Board address NEW BUSINESS, PERSONNEL CONCERNS, Items A-1 through A-7 as a single action item. Also, NEW BUSINESS Items C and D as a single action item.

### **IV. BUILDING & PROPERTY COMMITTEE**

No discussion.

### **V. FINANCE COMMITTEE**

No discussion.

### **VI. DISTRICT IMPROVEMENT COMMITTEE**

No discussion.

### **VII. BOARD POLICY**

No discussion.

### **VIII. ITEMS FROM FLOOR**

No discussion.

## **IX. ADJOURNMENT**

Motion by Swanson to adjourn, seconded by Blasco to adjourn the meeting for personnel and legal issues. Roll call vote: Voting Yes: Wolf, Swanson, Piper, Gutshall, Deihl, Kanc, Roush, and Blasco. Motion carried unanimously. 8 – 0.

The meeting was adjourned at 7:34 PM

---

Robert Lee Barrick, Secretary