HARTLAND CONSOLIDATED SCHOOLS
SUPERINTENDENT SEARCH COMMITTEE MEETING ~ MINUTES
Hartland Educational Support Service Center, Boardroom
November 6, 2026

Present: K. Coleman, G. Gogoleski, G. Keller

Mr. Keller called the meeting to order at 1:00 p.m. The Pledge of Allegiance was recited.

Approval of Minutes: 10/6/26 Superintendent Search Committee Meeting
The committee approved the October 6 committee meeting minutes.

Call to the Public
No community members participated in call to the public.

Discussion Items
Search Committee Discussion and Recommendations

- Posting salary range
    - The committee will recommend that the board opt not to include a salary range in the public posting for the permanent superintendent position. Instead an agreed-upon salary range will be provided to HYA to be shared as they see fit with potential candidates.
    - The committee will invite CFO Rachel Bois to join our next meeting to determine that agreed-upon salary range prior to the job posting going live on January 4.
- Advertising in other states
    - The committee agreed to recommend the following plan to the board regarding advertising:
        - With input from HYA in advance of the job posting, determine a maximum dollar amount for out-of-state advertising and a defined plan for where/how it will be spent.
        - Invite HYA to attend the next committee meeting to participate in the discussion to establish an agreed upon advertising plan to be executed 2-3 weeks after the job is posted, pending the number of Tier 1 candidates.
- Survey type (Google or HYA)
    - The committee will recommend that the board utilize the Google survey throughout the search process, noting that this option is included in HYA's base fees.
- Search timeline
    - The committee agreed to recommend the following dates for the interim search timeline:
        - Nov 23 interviews, if needed (to be determined at the Nov 16 regular board meeting)
        - Nov 30 interim appointment decision

- The committee agreed to recommend that the board move the date for the permanent position interviews to Saturday, Feb 20, and the presentation of the slate candidates to Tuesday, Feb 16, pending availability of board members.
    - The committee will revisit this in January, as needed.
- The committee recommends keeping the Day in the District (Mar 9) and final interviews (Mar 10) as scheduled, per the discussion in the board's special meeting on Monday, Nov 2.

Adjournment
The meeting was adjourned at 2:25 p.m.

Next Meeting
The next meeting will likely be Friday, Nov 13, time TBD, pending availability of HYA representatives and Rachel Bois for discussions re: out-of-state advertising and superintendent salary range, respectively.