School Board lists superintendent qualities, pay

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Advocatę staff writer

School Board members on Saturday produced a rough sketch of what the new superintendent could look like. During a three-hour discussion, board members talked about the kind of superintendent they want, job experience required and even decided on a salary range. Now, members from the Superintendent Search Committee will ask the board Thursday to approve a mail-out brochure containing that information.

The action came after a presentation by three representatives from Harold Webb Associates, the search firm hired to find a superintendent. The firm presented board members with material highlighting what the community wants from a new superintendent.

Roger Moser, School Board member

"The new board has a new vision ... we've got a certain amount of time to turn this thing (school system) around. We've got to go for the gold."

Estes said parents want less emphasis placed on gifted and talented programs and the Magnet School system, and more attention directed to children in the regular classes. Some of the perceptions by the public about the school system is a lack of trust, a deteriorating public system, failure to abide by the desegregation court order, taxes, deplorable school facilities and a vacuum in leadership.

Other community groups said finding a candidate who is sensitive and who has dealt with racism and desegregation are equally as important. Several groups interviewed listed the new School Board's openness to work together as a strength for the school system, Estes said.

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Ultimately, board members said they are looking at the superintendent as a chief executive in a complex organization.

Tentative dates regarding the superintendent search timeline are:

• May 25, the board will select finalists.
• May 30 through June 6, the board will conduct interviews with candidates and visit them on June 7 through 9.
• June 22, announcement of appointment.

Figures from a 1994 Educational Research Service survey showed that the East Baton Rouge Parish superintendent's job pays the least of the 202 school districts nationwide that have student populations over 25,000, said Nolan Estes of Webb Associates.

Superintendent Bernard Weiss, who has accepted a position as an assistant superintendent in Fort Worth, Texas, receives $78,000 here. The median superintendent salary for school districts with a population of more than 25,000 is about $108,000 and the highest salary is $170,000, Estes said.

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| Board members finally agreed to a salary range from $110,000 to $130,000 and to make it open for negotiations.

"I think this is moving well," said committee member Press Robinson. "What impressed me is that the employees are agreeable about salary on the higher end."

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And one message was loud and clear: teachers and principals said