

School officials aim high in search for new chief

By Joanne Maliszewski
staff writer

Farmington school officials don't want a new superintendent to be perfect — but they want one who's pretty close, considering the preferred credentials and the \$100,000 minimum salary that go with the job.

"I was going to say, 'He doesn't have to walk on water,'" trustee Jack Gotton said at a school board study session Monday.

Board secretary Janice Roinek said she has no problem discouraging some candidates in the national search. "I have no problem knocking people out we're not going to be seriously looking at."

That means anyone who doesn't have experience working in a school district's central administrative office need not apply. And a doctorate is preferred.

The superintendent search began after former superintendent Graham Lewis resigned June 20. Upon Lewis' resignation, deputy superintendent Michael Flanagan was named acting superintendent. He will return to that post when a new school chief is hired.

SCHOOL OFFICIALS met Monday with consultant Karl Plath of Plath, Nielsen, Rodgers Associates, Northbrook, Ill., to complete and approve the preferred credentials and compensation package.

The information will be in a brochure to be mailed by Plath's consulting firm to contacts on a national network list.

Candidate screening will begin March 3 with selection in April. The new school chief will assume duties July 1.

The superintendent's negotiable minimum \$100,000 salary on a multi-year contract also prompted comment.

"I have trouble with six figures. I'm not arguing realities. I'm in the mid-90s. There are certain figures difficult to go past," trustee Jack Inch said.

Cotton agreed. But both acknowledged that the six-figure salary is a sign of the times.

Plath cautioned the board that when they select a new superintendent, "you can be looking at considerably more than that when you get your people before you."

IN A survey of six area districts,

Plath said, salaries ranged from \$91,000-\$125,000 with a median of \$111,000-\$112,000. In a national survey of 66 districts, salaries ranged from \$75,000-\$148,000 with a median \$99,000.

When Lewis resigned in June, he was earning \$100,000 annually plus benefits. Flanagan's salary was increased in September after he became acting superintendent. In 1989-90, he is earning \$93,720. In 1990-91, he will earn \$99,812.

Qualifications were developed with the help of comments from school district administrators, union officials and district employees, city council members, parent and civic groups, students and the public.

The 80-90 people interviewed by consultants in late October consistently mentioned the ability to communicate with people in the school district and the public as a key qualification a new superintendent should have, Plath said.

WHEN LEWIS resigned, questions were asked publicly about his perceived inability to communicate effectively with district officials, employees and the public.

Many interviewed also said they would like the new superintendent to "be a clone of Mike Flanagan," Plath said. Though that's not an endorsement of him as the new superintendent, the comments show Flanagan is "healing whatever needed to be healed based on what you've been through in the last few years," Plath said.

Some trustees complained about the number of the credentials pre-



Karl Plath
search consultant

ferred. But Plath said in comparison with other districts, the list is considered "mid-range."

"There's something to be said about putting down qualifications they can put their hands on rather than platitudes," said Helen Prutow, board president, in supporting the list.

Some trustees were uncertain about requiring a doctorate. Roinek insisted, but Plath suggested only preferring a doctorate.

Of the 10 superintendent finalists in 1988 when Lewis was selected, only two, including Lewis, did not have doctorates.


Board lists credentials for a new schools chief

The Farmington school board is seeking a new superintendent with these preferred credentials:

- integrity, strength, vision.
- excellent listening skills.
- demonstrated ability to work with the school board, staff, parents, students and the community.
- knowledge of and commitment to scholarship and excellent instructional program for all students.
- problem-solving and strategic-planning skills, and an open management style.

skill and commitment in working and negotiating with unions.

- commitment to staff development and evaluation.
- knowledge and commitment to sound fiscal management.
- ability to involve others and to appreciate diversity and conflict.
- skill in generating and using technical information.
- doctorate preferred.
- central office administrative experience.



COLLECTION SHOW

□ Saturday, November 11
10 to 4 p.m., Livonia

Choose from a stunning selection of bridal headpieces or create your own. Here to assist you, designer Gail Terenzia.

We show one from our collection...
an exquisite Alencon lace veil, \$190.

Jacobson's

We welcome Jacobson's Charge, MasterCard, VISA and American Express.
Shop until 9 p.m. on Thursday and Friday. Until 6 p.m. on Monday, Tuesday, Wednesday and Saturday.

Local news you can use

New Chapel Construction Save Now - Limited Availability



The Resurrection Chapel is scheduled to be completed in 1989-1990 on a lakefront setting at Oakland Hills Memorial Gardens.

Pre-Construction prices are now in effect. Interior faceted stained glass niches are now \$1590 for two. Exterior mausoleum crypts start at under \$2000 per person. Interior crypts start at under \$6,000 for two.

Prices are scheduled to increase as construction proceeds. Special terms are available for Senior Citizens. Complete cremation planning also available.

To assure your choice at today's prices, send in the coupon below or call Oakland Hills for additional information.

Oakland Hills Memorial Gardens

43300 12 Mile Road Novi, MI 48050

851-2335 349-2784

Please mail me additional information about:

- Cemetery Property Chapel Mausoleum Crypts
 Complete Cremation Planning Personal Family Mausoleums

Name _____
Address _____ Phone _____
City _____ Zip Code _____

This coupon entitles you to an additional discount on the purchase of 2 crypts.

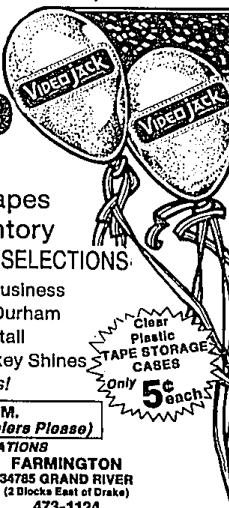


FREE LIFETIME MEMBERSHIP

MOVIES \$3.00 for 2 Nights
NIGHT DROP BEFORE TAPES AT YOUR CONVENIENCE
CONCERTS 2 FOR 3 NIGHTS
CHOOSE FROM OVER 20,000 TAPES

USED TAPE SALE

THURSDAY, NOV. 9th THRU SUNDAY, NOV. 12th

Only \$8.49

Gently Used Tapes From Our Inventory
THOUSANDS OF POPULAR SELECTIONS:

- Big
- Tucker
- Big Business
- Twins
- Coming to America
- Bull Durham
- Suspect
- A Fish Called Wanda
- Cocktail
- Die Hard
- Monkey Shines

And Many, Many More Films!

Clear Plastic TAPE STORAGE CASES Only 5¢ each

SALE BEGINS THURSDAY AT 9 A.M.
(No Prior Sales. ALL SALES FINAL - No Dealers Please)

AVAILABLE AT BOTH LOCATIONS

LIVONIA
36400 FIVE MILE AT LEVAN
(Across from St. Mary Hospital)
484-7733

FARMINGTON
34785 GRAND RIVER
(2 Blocks East of Drake)
473-1124

Bun.-Thurs. 10 a.m.-10 p.m.; Fri. & Sat. 10 a.m.-11 p.m. OPEN 7 DAYS A WEEK - 365 DAYS A YEAR!