

MINUTES OF THE
Special Meeting of the
DOUGLAS COUNTY SCHOOL DISTRICT
BOARD OF TRUSTEES
Douglas High School
April 26, 2010
9:00 a.m.

***Minutes Approved
May 19, 2010***

Present:

Trustees:

Teri Jamin	President
Thomas Moore	Vice President
Keith Roman	Clerk
Karen Chessell	Member
Randy Green	Member
Sharla Hales	Member
Cynthia Trigg	Member

Personnel: John Soderman, Interim Superintendent

Others Present: Jim Huge, Consultant

Staff Representatives:	Cindy Schnaare	Rommy Cronin
	Michele Baugh	Keith Lewis
	Cade Baligad	Teri Jamin
	Bob Been	Eric Ristine
	Brenda Chapman	Lyn Gorrindo
	Marty Swisher	Brandon Swain

1. Call To Order

Ms. Jamin called the meeting to order at 9:04 a.m. and led the Pledge of Allegiance.

Mrs. Trigg arrived at 9:10 a.m.

Ms. Jamin welcomed Dr. Mary Bull, Superintendent candidate, and staff participants to the Superintendent interviews. Many questions were reported to have been submitted by staff for today. Upon review by Ms. Jamin, Mr. Alexander, and Mr. Soderman, it was determined not all questions would be included due to the number that had been received. Ms. Jamin stated the process in which the meeting would flow. There were fifteen questions for each of the candidates to respond to. Ten minutes was allowed for each question, including follow up questions, in order that the interview could conclude in three hours. A thirty minute administrative coaching exercise would be conducted half way through the interview. Ms. Jamin asked that participants introduce themselves.

Public Comment

At 9:18 a.m., Ms. Jamin called for public comment on non-agenda items.

Kathy Hudson, retired Douglas County teacher, expressed a concern of lack of fairness shown by current administration to staff, with the exception of Mr. Soderman. Her hope was to have consistency and stability in order to restore balance within the District.

2. The Board of Trustees and staff representatives will interview candidate number one, one of the final two Superintendent candidates determined at the Special Meeting of April 21, 2010
(Information and Discussion)

Mr. Moore disclosed that his wife is the Secretary to the Board and Superintendent. The full disclosure statement is available upon request.

Staff representatives asked Dr. Mary Bull prepared questions and received responses for consideration of hiring her for the Superintendent position.

At the start of the coaching exercise, Mr. Soderman explained that this session was created in order that the Superintendent candidate could be observed in a coaching scenario with a site administrator.

Candidate Mary Bull, coached Mr. Lewis, Principal, Pau-Wa-Lu Middle School, around the School Improvement Plan in order to identify successes, needs, made suggestions and become familiar with activities and data within the school.

Following the coaching exercise, staff representatives asked the remainder of the questions and completed that interview process as described.

3. Informal Board/Candidate lunch with meeting still in session

Both Superintendent interviewees, Dr. Mary Bull and Dr. Dave Jensen, were present to share information with those who wished to participate in an informal time provided for Board members and the public. Lunch was provided for the Board and staff representatives.

4. Recess

Ms. Jamin announced the Board would recess from 2:00 - 3:00 p.m.

5. The Board of Trustees and staff representatives will interview candidate number two, one of the final two Superintendent candidates determined at the Special Meeting of April 21, 2010.
(Information and Discussion)

The Board reconvened to hold Dr. David Jensen's interview at 3:05 p.m. Ms. Jamin asked that participants introduce themselves.

During public comment earlier in the day, a retired teacher had spoken to those present. Ms. Jamin read a statement on this same teacher's behalf, Ms. Kathy Hudson, following a conversation they had during the break. Ms. Hudson's statement reflected a concern over the lack of respect shown to staff by current administration, with the exception of John Soderman. Her hope was that stability within the District would be restored.

As a reminder, Mr. Moore disclosed that his wife is the Secretary to the Board and Superintendent. The full disclosure statement is available upon request.

Staff representatives asked Dr. David Jensen prepared questions and received responses for consideration of hiring him into the Superintendent position.

Ms. Jamin explained that the interview would contain a coaching session in order that Dr. Jensen, as a Superintendent candidate, could be observed in a coaching scenario with a site administrator.

A break was taken at 4:06 p.m., prior to the coaching exercise. The interview, including the coaching activity, was completed at 5:45 p.m.

Another break was taken from 5:50 – 6:03 p.m.

6. Discussion and possible action regarding additional steps or procedures to be implemented in the final selection process and the Contract terms to be offered in negotiating an employment contract for the candidate who is ultimately selected as Superintendent.
(Discussion and Action)

Ms. Jamin informed the Board she had spoken with Mr. Malloy, attorney, regarding the ability for Trustees to participate in an open meeting and vote via a phone conference. This method of participation was reported to be viable as long as a quality system was used for all participants to be well heard.

Next, the Board discussed whether or they would like to decide on a particular candidate at this time.

Ms. Jamin invited Nicolle Larson to speak, as she was not able to during public comment earlier in the day. Ms. Larson stated she believed Superintendent

Candidate, Mary Bull, was not favorable for hire due to background information that she shared. Her desire was to hire a candidate with best stability.

Mr. Moore moved to defer the selection or conversation pertaining to the new Superintendent to Monday, at 5:00 p.m., seconded by Mr. Green.

Ms. Jamin called for public input. There was none.

A vote was taken. Motion carried, 6/1, Mrs. Chessell, nay.

Response forms provided to the panel were requested in order that the Board could receive input from all participants regarding the two interviews.

Mr. Soderman thanked the panel for their work and participation throughout the day.

7. Adjournment

Mrs. Hales moved to adjourn at 6:34 p.m., seconded by Mrs. Trigg.

Motion carried, 7/0.

Submitted by,

Carolyn Moore
Secretary to the Board of Trustees

Approved:

Clerk of the Board

Note: Upon approval by the Board of Trustees in a public meeting, these minutes become the official minutes of the meeting held on the above date. Board minutes are kept on a permanent basis and are available for public review in the office of the Superintendent.