

MINUTES OF THE  
Special Meeting of the  
DOUGLAS COUNTY SCHOOL DISTRICT  
BOARD OF TRUSTEES  
Douglas High School  
May 17, 2010  
5:45 p.m.

*Minutes Approved  
July 13, 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: Mike Malloy, Attorney (via conference call)  
Jim Huge, Consultant

### 1. Call to Order

Ms. Trigg moved to adopt the agenda, seconded by Mrs. Chessell. Motion carried, 7/0. There was no public comment.

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

Ms. Jamin announced that Mr. Malloy would be available via conference call.

### Public Comment

At 5:50 p.m., Ms. Jamin called for public comment. There was none.

2. 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. In the event one of the candidates currently under consideration is not selected, the Board will discuss and may take action regarding continuing the search process, hiring an Interim Superintendent, or other action to fill the position.

(Discussion and Action)

Mr. Huge began by stating that either candidate being considered, Heather Henderson-Hill or Lisa Noonan, could fill the Superintendent position. David Jensen and Mary Bull were reported to have withdrawn from the race, in order to inform their current districts with regard to their status for the upcoming school year. Creative incentives would be needed in order to have Mr. Jensen or Ms. Bull return to the candidacy.

Ms. Jamin called for public comment with regard to the two most recent Superintendent interviews. There was none.

Board members expressed strengths and weaknesses they believed were inherent in the two candidates, as well as, the option of looking at other candidates. The consensus was additional time necessary to obtain other candidates would be undesirable this late in the year and due to Mr. Soderman's desire to complete his interim term by the end of June.

Mrs. Trigg moved to offer Lisa Noonan a contract as Superintendent for Douglas County, seconded by Mrs. Chessell.

Motion carried 6/1, Mr. Moore nay.

Mrs. Trigg and Mrs. Jamin commented regarding their desire to have a unanimous decision in support of Mrs. Noonan.

Mr. Moore moved that the Board back Lisa Noonan, collectively, 100%, seconded by Mrs. Trigg.

Motion carried, 7/0.

Mr. Huge discussed the next step, contract negotiations, that would need to be completed by the Board. The recent Superintendent contract would be used as a sample and starting point that Mr. Huge believed Mrs. Noonan would be amiable to considering. The recommendation to the Board was that the Board chair and two members meet with Mr. Malloy, attorney, to work out details that could then be brought forward for the entire Board's review. Mr. Huge stated he would have an initial conversation with Mrs. Noonan to arrive at broad terms.

The next Regular Meeting that might provide time to negotiate contract terms with Mrs. Noonan, in closed session, was scheduled for the following week. Mr. Malloy stated that he would need a little more time to prepare a draft contract. Also, the Board would need to discuss particular items within the contract that might be negotiated. Board suggestions made with regard to Mrs. Noonan's contract included:

- 1) Mr. Soderman's mentorship through the transition
- 2) Budget for allowance of mentorship
- 3) Removal of "me too" language
- 4) The timeframe for contract continuance changed from one year to six months.
- 5) Offer a three year contract initially
- 6) At the conclusion of the first year, it was suggested the contract not be voted on to add an additional year. The second year of employment was noted to show more direct data and overall leadership results. Mr. Huge offered that this might equate to buyout time.
- 7) Place a limit on the buyout.

Board members inquired whether or not Mr. Huge would be available for a workshop that would include the new Superintendent. Mr. Huge agreed to meet with the Board and Mrs. Noonan, upon her acceptance of the contract. The projected time for this workshop was the first week in July.

### 3. Adjournment

Mrs. Moore moved to adjourn at 6:56 p.m., seconded by Mrs. Trigg.

Motion carried, 7/0.

Submitted by,

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*Carolyn Moore*  
*Secretary to the Board of Trustees*

Approved:

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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.