

**MINUTES OF THE SPECIAL MEETING
OF THE GOVERNING BOARD
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48**

May 6, 2008

A Special Meeting of the Governing Board of the Scottsdale Unified School District, #48, Maricopa County, was called to order at 3:00 PM, in the Lecture Hall, Room 132, Saguaro High School, 6250 N. 82nd Street, Scottsdale, Arizona.

Board Members in attendance were Karen Beckvar, President; Dr. Eric Meyer, Clerk; Jennifer Petersen; and Dieter Schaefer. Molly Holzer arrived at 3:09 PM. Superintendent John M. Baracy was also present. A quorum was present.

Ms. Beckvar presented Action Item II. A. Board Discussion on How to Proceed with Superintendent Search. Before beginning the discussion, Ms. Beckvar disclosed the fact that she is an employee of the Arizona School Boards Association (ASBA), in their Leadership Development Department. One of the functions of that department is to perform superintendent searches. Although she is a salaried employee of ASBA, and would not receive any monetary gain, she will recuse herself from any decision that is made on whether or not a search consultant will be hired. Ms. Beckvar will, however, discuss the options and the process involved in a search.

Action Item

•Superintendent Search

Recusal – Ms Beckvar

A decision needs to be made on whether to do the Superintendent Search in-house or to hire an outside search consultant. Typically, Boards will use the in-house procedure if there is a strong internal candidate. In hiring an outside search consultant, the Board will need to define what the scope of the services will be, issue an RFP, and receive bids. An existing contract may be used if that contract allows for executive searches. If a search is recommended by the Board at this time, Ms. Beckvar would recommend using a “short window,” a rather quick time from the time of the posting and receiving applications, to a review point and making a decision to either leave the posting open or to review the applications received at that point. It is possible to complete a search within six weeks; but that is really “pushing it.” Another option is to begin the search later and get into a more normal stream in the “search season.” This would mean appointing an interim superintendent from the time Dr. Baracy retires until a new superintendent is hired and can start; October 3, 2008 to June 30, 2009.

Discussion ensued regarding the different aspects of a superintendent search, including hiring a consultant, having an interim superintendent, as well as the cost of doing a search. Mrs. Petersen expressed concern regarding possible new Board Members elected in November (there are three seats that are up for re-election). She stated that she felt that the Board might very well need to appoint an interim, but had no issue with starting a search now. Mr. Schaefer stated that he would like to move ahead and suggested the District use ASBA or another outside search consultant. Mrs. Holzer was also in favor of hiring an interim superintendent until July 2009. Dr. Meyer stated that hiring an interim might lead to uncertainty in the District and that there might be some rationale for starting a search now. Mr. Schaefer added that just because a search is initiated now, it doesn't mean that the District has to hire a superintendent now. Dr. Meyer recapped the discussion thus far:

- There is no opposition to starting a search now
- The Board will investigate the possibility of hiring an interim superintendent once Dr. Baracy retires on October 3, 2008
- A second search can be done, if necessary

Recap

Mr. Schaefer added that an interim superintendent can stay in place until the Board hires a new superintendent for the start of the school year, July 2009. Also, the Board should look at using ASBA to do a search as well as another outside consultant through the RFP process.

The Board requested an Action Item on the May 20, 2008 Board Agenda to begin the Superintendent Search with issuing an RFP.

Action on 5/20/08-RFP for Superintendent Search

Mrs. Petersen moved to convene in Executive Session for:

Motion #105
Convene in Executive Session

- A. Discussion and consideration of the employment/promotion/salary of the Superintendent, including his evaluation and contract, and including discussion and consultation for legal advice with Board Attorneys on the same subjects, pursuant to A.R.S. §38-431.03(A)(1),(3), and (4). (The employee has been notified in writing in accordance with the statutory provision.)

Dr. Meyer seconded the motion.

The motion was approved with a vote of 5 – 0.

At 5:25 PM, the Special Meeting reconvened.

Special Meeting Reconvenes

Mrs. Holzer moved to adjourn the Executive Session and the Special Meeting. Dr. Meyer seconded the motion.

Motion #106
Adjourn Executive Session and Special Meeting

The motion was approved with a vote of 5 – 0.

Dated this 6th day of May 2008.

The Governing Board of the Scottsdale Unified School District #48

Karen Beckvar, President

Eric Meyer, Clerk

Molly Holzer

Jennifer Petersen

Dieter Schaefer