

BEAR VALLEY UNIFIED SCHOOL DISTRICT  
MINUTES OF A SPECIAL BOARD MEETING  
HELD ON MAY 11, 2015, SCHOOL DISTRICT OFFICE

Present: Dr. Stephen Foulkes  
Mr. John Goepf  
Mrs. Beverly Grabe  
Mrs. Cathy Herrick  
Mr. Paul Zamoyta

Absent: None

Also Present: Mr. Kurt Madden  
Mr. Walter Con  
Mrs. Tina Fulmer  
Ms. Paulina Ugo  
Mr. Terry Planz  
Mrs. Bonnie South  
Mrs. Andy McLinn  
Dr. Lisa Waner  
Mrs. Syd Callaway  
Mr. Mike Chatham  
Dr. Kegham Tashjian  
Mr. Dick Bray

President Grabe called the meeting to order at 1:00 p.m. at the School District Office. Open Session

President Grabe called for a motion to adopt the agenda for the meeting. Motion by Dr. Foulkes to adopt the agenda for the meeting. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote: Adoption of Agenda M14-15-196

AYES: Foulkes/Goepf/Grabe/Herrick/Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

President Grabe opened the Hearing Section for Public Comment at 1:04 p.m. Hearing no request to make Public Comment, President Grabe closed the Hearing Section at 1:05 p.m. Public Comment

President Grabe acknowledged the resignation from the Superintendent of Schools, Mr. Kurt Madden, effective July 1, 2015. Resignations/Retirements

Mr. Madden introduced Dr. Kegham Tashjian, representative of the San Bernardino County Superintendent of Schools offices. Dr. Tashjian introduced Mr. Dick Bray. Mr. Bray is also a member of the team from the County who helps with superintendent searches. Dr. Tashjian reviewed Mr. Bray's experience in education. Dr. Tashjian presented timelines for a superintendent search and reviewed parameters. This presentation is primarily to provide the board a perspective of potential timelines. Dr. Tashjian reviewed the various sections presented in the timeline. The County will advertise in ACSA, EdCal (weekly and on website), EdJoin, and will send a letter from the County Superintendent of Schools to all superintendents and assistant superintendents in the County. These services from the County are free of charge. The average cost of utilizing the services of a search firm is \$20,000.00 to \$30,000.00. The County does not seek out applicants as search firms do. Dr. Tashjian explained this is not the best time to conduct a search; these sample dates are not the best dates as most superintendents have already signed a contract. Dr. Tashjian explained the average time, nationwide, for a superintendent to stay in one district is 2.0 to 2.5 years. It was noted the most favorable time to conduct a search is mid-winter. For example, the search process may start in February and by April, the district would have made the appointment. The County screening committee will review the files, rate the candidates, and conclude which candidates are at the top of the list and should be invited to interview. These are just recommendations and the board is not bound by them. The district will see all applicants; Ms. Black will be the custodian of records and board members will check the applications out to review and make notes. All information must remain at the District Office. This retains the integrity of the search process. The County will schedule interviews and conduct all reference checks. The County will prepare questions and the board selects and may add questions if they would like. Further reference checks are conducted on finalists. A community visit will be scheduled. If a majority of the board attends the visit, it will be posted according to the Brown Act. Dr. Tashjian recommends less than a quorum of the board should visit the community. A representative from the County will also attend the community visit. The goal is to have a superintendent start on July 1<sup>st</sup>. This allows them to prepare for the start of the school year.

Mr. Bray reviewed the parameters of a superintendent search. The board holds all the decision making power; the County is in the role of advisor. Candidates may try to contact board members; this will take them out as a candidate if they try to talk privately with board members. This is a confidential search. All files and notes will remain at the District Office. Salary would be discussed in closed session with data provided at a public meeting. Salaries from other districts, without names, will be included for the board to get an idea of what the average salary is. The County advised the salary at least be brought up to the average.

Mr. Zamoyta asked what percentage of superintendents are hired in the traditional timeframe. 80% traditional. Mr. Zamoyta then asked for a history of success of superintendents who are appointed by a board. Of the people you have appointed during what times of year, how long have they stayed. In the last four to five years, the shortest is three years; we have also had people who have stayed five to six years. Firms are retired superintendents as well but they go and pick people to bring in as candidates; they will have their pick in the mix. The County does not promote specific people; they remain neutral. Search firms will keep people they place in a pool and they will tap them if a position comes up.

When picking districts to compare salaries, it should be tied to the budget (excluding debt service).

We need an interim for a longer term. It is challenging for interims and retired superintendents because they are allowed to earn no more than \$40,000.00 in a school year. Exemptions are no longer available.

President Grabe called for comment on Closed Session Agenda Items. Hearing none, President Grabe adjourned the meeting to a Closed Session at 1:52 p.m.

Public  
Comment

Pursuant to Government Code 54957, Public Employee Employment - Title of Position: Interim Superintendent of Schools.

Closed  
Session

President Grabe called the meeting back to Open Session at 4:31 p.m. and reported no action was taken during the Closed Session.

Open  
Session

President Grabe adjourned the meeting at 4:32 p.m.

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Secretary

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Clerk of the Board