

BEAR VALLEY UNIFIED SCHOOL DISTRICT  
MINUTES OF A SPECIAL BOARD MEETING  
HELD ON AUGUST 12, 2015, SCHOOL DISTRICT OFFICE

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

Absent:

Also Present: Mr. Ron Peavy  
Dr. John Niederkorn  
Mr. Frank Cosca

President Grabe called the meeting to order at 4:01 p.m. at the School District Office. Open Session

President Grabe called for a motion to adopt the agenda for the meeting. Adoption of  
Motion by Dr. Foulkes to adopt the agenda. Second by Mr. Goepf. Agenda  
President Grabe called for the vote. Said motion was approved by the following M15-16-013  
roll call vote:

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

All present participated in a Moment of Silence and the Pledge of Allegiance.

President Grabe called for Public Comment on Closed Session agenda items. Public  
Hearing no request to make public comment, President Grabe adjourned the Comment  
meeting to a Closed Session at 4:04 p.m.

Pursuant to Government Code 54957: Public Employee Discipline/Dismissal/ Closed  
Release Session

President Grabe called the meeting back into Open Session at 4:28 p.m. noting Open  
no action was taken during the closed session. Session

President Grabe opened the Hearing Section for Public Comment at 4:28 p.m. Hearing  
Hearing no request to make public comment, President Grabe closed the Hearing Section  
Section at 4:30 p.m. Section

Superintendent Search Firm

Admin. Report  
#15-16-002

Governing Board Members each expressed their opinions in regards to hiring a search firm to conduct the superintendent search. A consensus was reached with the Governing Board to hire a search firm.

Discussion continued in regards to the same search firm conducting the search for the Executive Director of Business Services and the timing of the Executive Director search.

Mr. Cosca of The Cosca Group explained how the superintendent and Executive Director searches could run concurrently with the Executive Director running a little slower than the superintendent. Because the data gathering is done for both positions at the same time, it is very intense. Billing will be only for work completed.

Dr. Niederkorn stated the Executive Director position is more challenging now than it ever has been. Extra effort needs to be taken to get the most effective superintendent as well as the Executive Director.

A consensus was reached by the Governing Board to start the process now with the CBO to follow it. At some time down the road we stop the Executive Director search, we will only be charged billable hours; termination clause.

Motion by Mr. Goepp to go forward with the selection of a search firm for both the Superintendent and Executive Director of Business Services searches with a termination clause included in the contract for the Executive Director and select Leadership Associates as the search firm. Second by Dr. Foulkes. Discussion followed: Dr. Foulkes stated both were excellent firms and it was very difficult to try to separate. M15-16-014

Mr. Goepp stated the only advantage was a potentially broader network; he wanted to ensure we have the broadest recruitment process.

Mr. Zamoyta stated both firms were so close; he had to defer to Dr. Niederkorn's previous experience with Leadership Associates.

Mrs. Herrick agrees with Mr. Zamoyta. It was difficult because the cost was about the same. Having someone with experience with Leadership Associates was good. Dr. Niederkorn commented he did not advocate for Leadership Associates.

President Grabe expressed appreciation to Mr. Cosca for being present at the meeting and also for the presentations. President Grabe noted she has changed her mind about having a firm.

President Grabe called for the vote. Said motion was approved by the following roll call vote:

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta

NOES: None

ABSTAIN: None

ABSENT: None

President Grabe adjourned the meeting at 4:55 p.m.

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Secretary

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Clerk of the Board