

1. **CALL TO ORDER:** The February 6, 2012, special school board meeting was called to order by Board Chair Amy Johnson at 6:02 p.m. at Delano City Hall.
ROLL CALL: Present: Carolyn Milano, Amy Johnson, Sarah Baker, Lisa Seguin, Randy Durick and Peter Brasket. Absent: Erika Frake.
2. **Discuss Federal Jobs Bill Stimulus that funds several positions:** Dr. Sweet presented a handout to Board outlining how the Ed Jobs Stimulus funds were used and explained that the funds were to be used "...to retain existing employees and to hire new employees..." The district used the dollars to fill some much needed positions for two years, and \$94,545 has been used to offset cost of some current staff in the General Fund in the 2011-2012 school year. Darren Schuler provided a handout outlining Corey Lahr's duties as Assistant Principal at the Elementary School. D Schuler stated that with additional state and federal mandates, he doesn't know how to get everything done if there would only be one administrator in the building. He feels the Assistant Principal position has been invaluable. With the Assistant Principal position in place this year, there has been a district representative at all IEP meetings; in the past, Schuler was not able to attend all meetings that were held. The Elementary School has put a new process in place to help decrease the number of unexcused tardies and absences; C Lahr has been the administrator in charge of the new process and has cut the unexcused tardies and absences in half when compared to prior years. All other funded positions are Middle School teaching staff. The Elementary School currently has 810 students, 55 certified staff, 25 paraprofessionals, and 2 administrative assistants. Next year's 6th Grade class of 173 students, if only have 6 sections, would be an average of 28 students in each classroom; there are currently 7 sections for an average of 25 students per classroom. Next year, 5th and 6th Grades would have class sizes of 28; those classes currently have music every day, but next year, Music and Phy Ed would be alternating days, there would be no Art classes and less Media Center time. 7th and 8th Grades currently have Choir every day, but that would go to every other day next year. The Board chose to defer any decision regarding continuation or discontinuation of any of the positions until late March or early April.
3. **Set date to interview applicants for open board position:** February 14, 2012, at 5 p.m., was the date and time chosen to begin board applicant interviews.
4. **Closed meeting to discuss employee contract negotiations:** At 6:41 p.m., P Brasket moved, R Durick seconded to close the meeting to discuss employee contract negotiations. Motion passed 6-0.
5. **City Hall Council Chambers – Hear input on qualities desired in new superintendent:**
At 7:00 p.m., A Johnson declared the closed session was done and the Board moved the meeting to the Delano City Hall Council Chambers to hear input from staff and community members on the qualities desired in a new superintendent. The position was posted January 10th and applications will be accepted through February 24th; interviews will start on February 27th; anticipating approving the contract of the new hire at the March Board meeting. There will be transition time for the new superintendent with Dr. Sweet during the summer.
A brochure describing the job description and role of a superintendent was passed out to those in attendance at the meeting. The Board sees the superintendent as the CEO of the district – responsible for the fiscal health of the district, responsible for staffing, responsible for ensuring district adheres to goals and educational excellence, must demonstrate community leadership, able to deal with public – taxpayers, parents, and stakeholders – since district is one of the largest employers in the community; and handles most Human Resource functions – needs to understand PELRA, Federal and State mandates.
Val Connor asked that the new superintendent have people leadership skills, which are needed to develop teachers and staff. She asked how the Board will draw that out of the candidates during the interview process. The Board responded that one of the areas that will be addressed during the interview will be the question of how the candidate motivates their staff during these tough economic

times. The candidates will also be questioned on their vision for technology. The district did not hire a superintendent search firm; the interview committee will be made up parents, administrators, Board, staff from other employee groups. The Board is also planning to make site visits to the communities where the finalists are currently employed.

Ryan Gueningsman, the 2012 Chair of the Chamber of Commerce, stated that Dr. Sweet has built a great relationship and presence in the community. He also stated that he is willing to help coordinate site visits and meetings with potential candidates.

Peter Brasket stated that last time a superintendent was hired, there was a lack of candidates that excited the Board. So the Board opted to use co-superintendents (duties shared by the Middle School and High School principals) in order to cast a wider net to get a better candidate. If the right candidate is not found this time, then the Board would continue the search and not just settle.

Darren Schuler asked about the timeline for the interview process. Amy Johnson stated that the interviews are scheduled to start on February 27th, and the Board is starting to go through applications as they are being submitted in order to stay within that timeline. A list has been started of who wants to be on the interview committee. P Brasket said that the interviewing and hiring timeline is tight, so a special meeting may need to be called if the March 19th deadline for the contract approval cannot be met.

Meredith Huikko commented that as an educator, would like someone who has Q Comp experience, experience with All Day Kindergarten, and feels that it would be great if our district could fund All Day Kindergarten.

Renee Klinkner stated that she has worked for 7 different superintendents in her career and is reminded weekly of how unique Delano is; she reflects often on the district's mission of "educational excellence." She feels a superintendent has to be a super hero; needs to understand finance and how buildings and grounds impact the learning environment; and needs to be an instructional leader. If she had to prioritize what was needed to meet educational excellence, the order would be 1) Financial fortitude – able to make tough budget decisions and 2) instructional leadership.

Darren Schuler stated that he has worked for 5 different superintendents, and commented that Dr. Sweet has been fabulous. Dr. Sweet really lets him do his job and does not micromanage. Dr. Sweet has a succinct line of command, which is really appreciated, and he is very supportive. He would also like to see All Day Kindergarten funded; feels that the district is falling behind as surrounding districts are going to fully funded All Day K. Also feels it is important that the new superintendent can market the district – the test scores stand on their own, but more can be done. Also feels that it is important that new superintendent be an educational leader – would take time to stop in classrooms to see what is needed. He commented that Delano has a very young and active population and that the new superintendent needs to be connected.

Sarah Baker stated that a superintendent has to have financial fortitude, ability to anticipate future needs, able to engage staff and parents, needs to have a lot of guts (which are needed to run a district), and have a strong send of purpose. The Board is keenly aware of Delano and it school and what characteristics are needed. She would also like the new superintendent to have a connection to the legislative process.

Meredith Huikko stated that she would like to have someone who plans to stay with the district and not use it as a stepping stone.

Peter Brasket commented that they won't find someone who is adept in all areas; there needs to be an excellent support staff to back that person.

6. ADJOURNMENT: L Seguin moved, P Brasket seconded to adjourn the meeting at 7:47 p.m.

Motion passed 6-0.

RECORDER _____
Mary Reeder

BOARD CLERK _____
Carolyn Milano