

DOLORES SCHOOL DISTRICT RE-4A
BOARD OF EDUCATION MINUTES
DOLORES COMMUNITY CENTER
Wednesday, October 9, 2019
Special Board Meeting – 5:00 p.m.

- I. **CALL TO ORDER** – The Dolores School Board special meeting was called to order at 5:05 p.m. on October 9, 2019.

- II. **ROLL CALL** – Members present were: Casey McClellan, Vangi McCoy, Kay Phelps, and Deanna Truelsen. **QUORUM** was present. Also in attendance: Several Community Members and Superintendent, Lis Richard. Lenetta Schull was available via phone.

- III. **COMMUNITY CONVERSATION** – This was a guided and open format to provide opportunity for the school board and leadership to hear from the community. Brad Miller: School Attorney, Mediator for tonight.

Hiring and Interview processes with Superintendent, Principals, and the Dean of Students.

Question: Is there a current policy with regards to hiring of principals? Is there a system in place that is board policy?

Answer: There is a general policy for hiring personnel, but it doesn't outline numbers on committee, how committees are selected, the board has requested that there are students, parents, direct employees that would be under that person, and an administrator make up that committee. We follow that practice but it is not spelled out in our current policies it is very general.

Question: Can you go over who actually get selected? Does it go out to all the parents, students, and then from there get chosen?

Answer: Superintendent went to policy it was very vague, so asked about practice, explained that about send 25 people email and usually get 8 or 9 to make up committee. She sent 22 people emails and got 14 people that responded, 2 had scheduling conflicts, and opened up to secondary staff and got 2 more, so total committee is 14 people.

Question: Do you have a timeframe for how long the process will take to hire the Secondary Principal?

Answer: Position opened up, advertised in seven different places, four viable candidates, one withdrew, and one did to want to make the interview. Two interviewed on October 8, 2019, the committee asked one individual to come in for a second interview that will take place October 10,

2019. There are several options that are available, the committee could recommend the hire, they could table and use an interim principal, they could use the superintendent until at a later date. The board will discuss in Executive Session at the Regular Board Meeting on October 10, 2019.

Question: How did you select the parents that were a part of the committee?

Answer: There was no method, some names heard around community and superintendent got information off of powerschool and emailed them an invitation to be a part of the committee.

Question: What is the best practice? What do your other districts do?

Answer: 360 perspective, teachers, administrative staff and superintendent, director of academics. Others have used nine individuals would be optimum.

Question: Would you recommend that parents be on the committee?

Answer: Limited quantities of active parents. Needs to be consistent process across the board.

Question: Do you do exit interviews with people that leave?

Answer: Leslie Dibsee has attempted. Most have just gone to Cortez about 75% of students. We want the employees that leave to fill out an exit survey to find why people are leaving.

Question: Can you expand on the discretionary contract that was given to Mr. Schmidt? Is there a trigger that will cause termination of Mr. Schmidt that's not discretionary?

Answer: It is of public record that the district is protected that if something comes out of the hearings in California if there is wrong doing the district can terminate employment. If he is guilty of the charges.

Question: Comment, as a parent she has always felt the district is open and willing to call if she was willing to be on the committee that she could have picked up the phone and called and said so.

Question: If we proceed with an interim principal at the Secondary School, how will that process work in determining who would fill that position?

Answer: Superintendent would work with the board; there will be options available to the board for them to make a decision tomorrow night.

Question: Conflict of interest with family members on the Board of Directors and an employee in administration within the district?

Answer: It is not a illegal, it is a best practice and not recommended to have a board member vote on a direct conflict with a spouse or relative. If you are a board member and you have a conflict, and you have the ability to recues yourself as a board member.

Question: How can we make a balance with the Leadership that has left and the teachers that were on the old track with the former Superintendent and former Principal at the Elementary?

Answer: We want to bring both sides back together to stay on track and we will continue to align. Leadership change is tough and we want everyone to give us some time. Leadership change is tough and we want to be together. Superintendent has asked for 5 to 10 teachers and employees to come and speak to her about what they need, what they want, and what they have concerns about.

Question: Why do we have more administration, when our district enrollment is declining?

Answer: Because the state has required more requirements and recording, forms have to be turn in. There are 55 new laws that public schools have to comply with in the last session.

Question: How would the community member without children in the district know about the interviews that happened yesterday?

Answer: The district has a website, a monthly newsletter, and an app.

Question: the administrative positions and recording of documents. Couldn't we combine the districts, Cortez, Mancos and Dolores? There is a lot of spending that is being wasted in a lot of administration.

Answer: We have had this discussion, and it was in a meeting that was packed because parents didn't want to combine schools.

IV. ADJOURNMENT – The meeting ended at 6:21 p.m.

 11/18/19

Board President

Date

 11-18-19

Board Secretary

Date