

The Board of Directors of the Cedar Falls Community School District in the County of Black Hawk, State of Iowa, met in special work session pursuant to the laws and rules of said Board at the James L. Robinson Administrative Center, 1002 West First Street, Cedar Falls, Iowa, at 5:00 p.m. The meeting was called to order by the President and the roll being called there were present Deon Senchina in the chair, and the following named Directors: Jim Brown, James Kenyon, Susan Lantz, Jenny Leeper and David Williams. Others in attendance were: Mike Wells, Superintendent, Douglas Nefzger, Director of Business Affairs, Dan Conrad, Director of Secondary Education, Pam Zeigler, Director of Elementary Education and Dr. Adrian Talbot, Director of Human Resources. Also in attendance: Holly Hudson, Duane Hamilton, Sarah Eastman and Alison Gowans.


President Senchina called the meeting to order and reported that the business and action to be taken at tonight's meeting will be focused on student achievement.

Item No. 1 – Approve Change to 2012-2013 School Calendar

Superintendent Wells presented a change to the current school year calendar. The change requested is to move the professional development day originally scheduled for April 12, 2013 to June 3, 2013 and make April 12, 2013 a student attendance day. Director Lantz moved and Director Kenyon seconded the motion that the Board of Directors of the Cedar Falls Community School District approve the calendar change for the 2012-2013 school year. Directors voting in favor of the motion: Leeper, Brown, Williams, Kenyon, Lantz and Senchina. Those voting "no" none. Motion carried.

Cedar Falls Community Schools

2012-2013 Calendar



<p style="text-align: center;">July 2012</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </table> <p style="text-align: center;">August</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </table> <p style="text-align: center;">September</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table> <p style="text-align: center;">October</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </table> <p style="text-align: center;">November</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </table> <p style="text-align: center;">December</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30							S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30		S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p>Aug. 6, 9, & 10 New Teacher Orientation</p> <p>Aug. 13 & 15 Teacher Workshop</p> <p>Aug. 14 Professional Development</p> <p>Aug. 16 First Day of School</p> <p>Sept. 3 Labor Day: No School</p> <p>Sept. 14 Professional Development</p> <p>Oct. 19 End 1st Quarter - 45 days</p> <p>Oct. 23 7-12 Evening P/T Conf</p> <p>Oct. 25 7-12 Evening P/T Conf</p> <p>Oct. 26 7-12 No School</p> <p>Nov. 2 Professional Development</p> <p>Nov. 13 PK-6 Evening P/T Conf</p> <p>Nov. 15 PK-6 No School - P/T Conf</p> <p>Nov. 16 PK-6 No School</p> <p>Nov. 21-23 Thanksgiving: No School</p> <p>Dec. 7 Professional Development</p> <p>Dec. 24-Jan 1 Winter break: No School</p> <p>Jan. 2 School Reconvenes</p> <p>Jan. 10 End 2nd Quarter - 47 days</p> <p>Jan. 11 7-12 No School - Tchr Wkday</p> <p>Jan. 14 Begin 2nd Semester</p> <p>Jan. 21 MLK Jr. Day: No School</p> <p>Feb. 15 Professional Development</p> <p>Feb. 18 Snow Make-up Day</p> <p>Feb. 26 PK-6 Evening P/T Conf</p> <p>Feb. 28 PK-6 No School - P/T Conf</p> <p>March 1 PK-6 No School</p> <p>March 15 End 3rd Quarter - 43 days</p> <p>March 18-22 Spring Break: No School</p> <p>March 26 7-12 Evening P/T Conf</p> <p>March 28 7-12 Evening P/T Conf</p> <p>March 29 7-12 No School</p> <p>April 12 Snow Make-up Day</p> <p>April 26 Snow Make-up Day</p> <p>May 22 PK-6 Noon Dismiss/Conf Writing</p> <p>May 26 Commencement</p> <p>May 27 Memorial Day: No School</p> <p>May 31 End 4th 9 weeks - 45 days</p> <p>June 3 Teacher Workday</p> <p>June 4 Professional Development</p> <p>*****</p> <p style="text-align: center;">□ Vacation</p> <p style="text-align: center;">○ Holidays</p> <p style="text-align: center;">○ Professional Development / No school for students</p> <p style="text-align: center;">◊ Workshop/Workday</p> <p style="text-align: center;">X School Cancelled</p> <p>*****</p> <p>February 18 and April 26 are designated snow make-up days. Additional make-up days, if necessary, will be scheduled on subsequent week days at the end of the school year.</p>	<p style="text-align: center;">January 2013</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </table> <p style="text-align: center;">February</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> </table> <p style="text-align: center;">March</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table> <p style="text-align: center;">April</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table> <p style="text-align: center;">May</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table> <p style="text-align: center;">June</p> <table style="width: 100%; text-align: center; border-collapse: collapse;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31						S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30							S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
1	2	3	4	5	6	7																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
8	9	10	11	12	13	14																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
15	16	17	18	19	20	21																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
22	23	24	25	26	27	28																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
			1	2	3	4																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
5	6	7	8	9	10	11																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
12	13	14	15	16	17	18																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
19	20	21	22	23	24	25																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
26	27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
				1	2	3																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
4	5	6	7	8	9	10																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
11	12	13	14	15	16	17																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
18	19	20	21	22	23	24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
25	26	27	28	29	30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
		1	2	3	4	5																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
6	7	8	9	10	11	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
13	14	15	16	17	18	19																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
20	21	22	23	24	25	26																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
27	28	29	30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
30	31																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
S	M	T	W	T	F	S																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
						1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
2	3	4	5	6	7	8																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
9	10	11	12	13	14	15																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
16	17	18	19	20	21	22																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
23	24	25	26	27	28	29																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
30																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				

Item No. 2 – Discussion of Superintendent Search

President Senchina introduced Dr. Richard Sundblad and Dr. Tom Jacobson from McPherson & Jacobson, LLC, Omaha, Nebraska. Dr. Sundblad and Dr. Jacobson reviewed the history of McPherson & Jacobson and reported that they are a national search firm. Dr. Sundblad and Dr. Jacobson then reviewed the decision making model the firm uses for superintendent search process and a timeline. The firm emphasis a transparent process and they describe the following processes they provide school districts in the search for a new superintendent:

- Input from stake holders
- Profile development
- Application
- Reference check
- Interviewing
- Assistance on the onsite visits
- First year performance objectives

The fee for McPherson and Jacobson's services is \$11,500 plus expenses.

President Senchina introduced Dick Christie and Don Kossmaul from Ray and Associates, Cedar Rapids, Iowa. Ray and Associates is a national search firm. Mr. Christie and Mr. Kossmaul reviewed the history of Ray and Associates, the overall search process and timelines. Mr. Christie and Mr. Kossmaul reported they visit with individual school board members and complete a survey. The gentlemen then described the overall search process including:

- Stakeholder input
- Profile development
- Application screening and process
- Reference checking
- Final candidate selection
- Superintendent transition period

The fee for Ray and Associates is \$9,000 plus all reimbursable expenses and media advertising costs.

President Senchina introduced Dr. Craig Larson from School Exec Connect, Highland Park, Illinois. Dr. Larson reviewed the history of School Exec Connect. School Exec Connect is a search firm that specializes in high achieving school districts in the Midwest part of the United States. Dr Larson discussed the search process including:

- Stakeholder involvement
- Profile development
- Application process
- Assistance during the interview process
- Final candidate selection
- Superintendent mentoring

The fee for School Exec Connect is \$15,500 plus expenses not to exceed \$3,500 with additional for advertising.

Item No. 3 – Approval of Superintendent Search Firm

The Board discussed presentations with all three firms and compared the differences and process between all three firms. After a considerable discussion it was agreed that due to the lack of involvement in searches within the state of Iowa that School Exec Connect would not be a firm the Board would want to work with.

The Board then continued to compare and discuss McPherson & Jacobson and Ray and Associates. The Board reviewed and compared the following:

- Recruitment application process
- Development of finalist list
- Interview process
- Input process for stake holders and Board members
- How the firm would represent the Board during the interview process
- Timeline
- Additional stake holder input

All Board members shared their thoughts and concerns. After considerable amount of discussion, Director Lantz moved and Director Kenyon seconded to approve the hiring of McPherson & Jacobson, L.L.C. of Omaha, Nebraska to assist the school district in the superintendent search. Directors voting in favor of the motion: Brown, Kenyon, Senchina, Williams, Lantz and Leeper. Those voting "no" none. Motion carried.

Item No. 4 - Adjournment

Director Kenyon moved and Director Lantz seconded the motion to adjourn. Directors voting in favor of the motion: Brown, Kenyon, Senchina, Williams, Lantz and Leeper. Those voting "no" none. Motion carried. The meeting adjourned at 9:58p.m.

Secretary

President