

March 25, 2013

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 6:00 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, Joyce Coil 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: Danielle Templeton, Podma Templeton, Sarah Eastman, Diane Hamlin, Alison Gowans, Rachel Brannigan, Tim Godfrey, Emily Christensen, Dawn AskMartin, Trent Hill, Bill Bradford, Troy Becker, Michael Steen, Anthony Gaylor, Nikki Wilson, Kim Abbas, Carol Lilly, Christiana Junge, Kris Plagge, Brent Banp, Mark Miller and Paula Barnes

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 – ICAT Presentation

Superintendent Wells introduced Kent Pilcher from Estes Construction. Mr. Pilcher reviewed the responsibility matrix describing the timeline for working toward a bond vote for a construction project. The matrix included identifying and developing a process, determine schedule to accompanying the process and decision points and assist in determining and selecting team members. A question and answer session was held between the Board and Estes Construction concerning their assistance and potential future bond vote. It was noted that cost for services from ICAT/Estes Construction was estimated to be \$9,500. Board members and representatives from Estes Construction discussed potential time frame for development.

Item No. 2 – Discussion of Superintendent Search

President Senchina introduced Dr. Richard Sundblad, Dr. Tom Jacobson and Dr. Wayne Rand from McPherson & Jacobson, L.L.C. of Omaha, Nebraska. The representatives from McPherson & Jacobson discussed the possibility of an interim superintendent if a preferred candidate was not found, reviewed the process to receive input from stakeholders, advertising, review of candidates interview process/schedule and working the first year with the Board of Education on the transition of the new superintendent with performance objectives. Timelines, stakeholder meeting schedule, adverting and press release were also reviewed. Board members then described the skills, qualities and characteristics they would like to see in a new superintendent. A total of 40 characteristics were mentioned. After combining similar characteristics Board members individually rated the remaining characteristics and individually selected their top five characteristics. From these individually selected characteristics the final five characteristics for the superintendent search were determined. Board members took time to discuss additional assistance provided by McPherson and Jacobson during the first year after the new superintendent is hired, including evaluation and review of the superintendent. Board members agreed the six standards of the Iowa Association of School Boards used to evaluate the superintendent may not necessarily be a part of this review.

Item No. 3 - Adjournment

Director Williams moved and Director Brown seconded the motion to adjourn. Directors voting in favor of the motion: Brown, Kenyon, Senchina, Williams, Coil, Lantz and Leeper. Those voting "no" none. Motion carried. The meeting adjourned at 9:25p.m.

Secretary

President