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Mission Statement

Together we are committed to graduating and preparing all children for success in college and careers.

**MINUTES**  
**SPECIAL BOARD OF EDUCATION MEETING**  
**April 14, 2009**  
**Central Administration – Board Room**

**1.00** President Bartha called the meeting to order at 6:35 p.m.  
Roll call was taken with the following members present: President Anna Bartha, Director Dave Martin, Director Mark Shook and Director Dave Stark. Director Kent Clawson will be late with prior notice.

**2.00** **Welcome and Pledge of Allegiance**  
President Bartha welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.

**3.00** **Approval of Agenda**  
President Bartha requested a motion to approve the agenda.

Director Martin moved to approve the agenda. Director Stark seconded the motion.  
Vote: Bartha, aye; Martin, aye; Shook, aye; Stark aye. Motion carried.

**4.00** **Open Forum**  
Norbert Pirri, community member, does not understand why this District has had five superintendents in such a short time. He does not believe that a masters degree is enough it should be a doctorate; and does not understand why arrangements are not made for overflow seating when the Board knows that there will not be enough time to change the meeting place. Why wasn't Sandy Collins given the opportunity to be the interim Superintendent? There has been no word given as to when the Collins will be approved as principals.

Director Martin stated that the Board will be working on the requirements of the next superintendent during this meeting. It is difficult to notify people of a change in location for a meeting along with the problems associated with moving sound equipment.

President Bartha commented that central office administrative staff members have filled in as acting superintendents when there were openings to cover duties while the Board was working on filling the superintendents position. Other central office administrative staff may be asked to step into this position for a short time.

Director Stark added that Board policy at this time states that BOE meetings will be held at the Central Office in the Board room. It is hard to move all of the equipment from place to place.

Kent Clawson came into the meeting at 6:48 p.m.

## **5.00 Action Items**

### **5.01 Establish Superintendent Job Search Goals**

President Bartha stated that the time lines need to be set.

Mr. Martin stated that he is willing to put together a timeline, but it might need to be changed depending on the quality of candidates that apply for the position. There are emails being circulated regarding meetings being held; he has had met with people that have contacted him in regards to this position; one gentlemen is from District 11.

President Bartha stated that she has also spoken to people that have contacted her; giving them information about the district. As soon as the position is posted there will be no communication with people.

Director Stark reviewed with the Board the posting from the last vacancy. He would like to start with the position start date and work backwards. He would propose a start date before the beginning of the school year which would be no later than July 15<sup>th</sup>. He would recommend July of 2009.

Mark McPherson, Executive Director of Human Resources, stated that superintendent's contracts normally end June 30<sup>th</sup> of each year. He would recommend July 09 (Date to be negotiated).

Dave Bond, Acting Superintendent, stated that he has not gone back and came back with a consensus opinion of what the administration would like. He would be willing to talk to other administrators and find out what they would like to see as a time to have the new superintendent in place.

Director Martin would like to see the Board look for local, Colorado, qualified candidates to fill this position first; if the Board does not find qualified candidates from the applicant pool he would recommend putting a interim superintendent in place until the new hiring cycle which would be in the fall with background checks and interviews starting in December or January.

The Board by consensus said Start Date July 09 (Date to be negotiated). The posting will be on the district web site along with being posted on both the Colorado Association of School Executives (CASE) and the Colorado Association of School Boards (CASB) web sites. There will also be a link to our Board Policy connected to the posting. Applicants will need to submit a letter of interest, resume and five letters of reference to Loretta Branham as the contact person for the Board.

The Board reviewed the posting from the last posting making updates. They also reviewed the timeline for hiring the superintendent and will review this timeline at each BOE meeting.

Mark McPherson is to check on having background checks done and a time line for having the background checks completed. He will bring back information to the Board regarding the community meetings on the 22<sup>nd</sup> of April.

By consensus the Board took a break at 8:25 p.m. coming back into session at 8:42 p.m.

Superintendent Posting proposal.

**Title:** Superintendent

**Category** Education

**School Population:** 13,600

**Grades:** K-12

**School Name:** Falcon School District 49

**Location:** Colorado Springs, CO, USA

**Qualifications/Job Description**

The Superintendent of School District #49 is a permanent and full-time position. Provide a link to the district web site policy CBA/CBC

**Education**

Master's Degree required, doctorate preferred and must have or be qualified to attain a Colorado Administrators License.

**Background/Introduction**

School District #49 is located in the Pike's Peak region of Colorado with access to numerous educational, recreational and performing arts opportunities. It is a dynamic area in terms of growth and diversity.

The District is among the fastest growing school districts in the state of Colorado and is the fastest among the Pike's Peak region's 16 school districts. Additionally in terms of size, at 133 square miles it is among the largest geographically. It is the primary growth outlet for the Colorado Springs area with a significant contribution of military families and concerns (e.g. deployed parents). The District consists of a partially urban demographic with a largely rural setting. Our future will be characterized primarily by this transition from a formerly rural to a vastly suburban environment.

The Board of Education has begun a formal search for an individual with senior level management experience in, but not limited to, educational environments. Desired experience includes an understanding of International Baccalaureate programs, integration of charter schools into the educational continuum, focused schools including Science, Technology, Engineering, and Math (STEM) and other future programs, understanding of core competencies and performance indicators (assessment tools).

**Experience**

The successful candidate for this position will have a demonstrated history of openness to innovative proven educational models, rigorous commitment to developing and maintaining a positive, effective relationship with the Board of Education, staff and community, the capacity to assume a position of leadership representing the Board of Education with the District's Leadership team, staff, parents and the community. Additional skills require a detailed knowledge of Colorado School Law and Finance. Infra-structure development and the ability to identify critical issues and creative solutions preferred.

**Application Notes**

Faxed and email materials will not be accepted

**Salary Info** Negotiable

**Web Site** [www.d49.org](http://www.d49.org)

**Position Start Date** July 2009 (date to be negotiated)

**Deadline:** 5/07/09

**Contact**

Loretta Branham

BOE Executive Assistant  
10850 E. Woodmen Road  
Falcon, CO. 80831

**Contact Phone**

719-495-1128 or 719-200-6220

**Contact Fax**

719-495-8900

**Contact Email**

[lbranham@d49.org](mailto:lbranham@d49.org)

**Proposed D-49 Superintendent Search Process**

**Prior to April 15** – Board of Education meets with the District Accountability Advisory Committee (DAAC), Employee Involvement Committee (EIC) and Administrative Council (ADCO) to gather preliminary feedback on key attributes of the ideal Superintendent

**April 15** – Post job listing online at [www.d49.org](http://www.d49.org), through local media, and through Colorado Association of School Boards (CASB) and Colorado Association of School Executives (CASE)

**May 7** – Deadline for applications at 9 a.m.; begin preliminary background checks; discuss and gather community feedback during special Board of Education meeting; review pool of applicants during executive session; confirm timeline/schedule

**May 14** – Determine finalists and release information to public; begin extensive background checks

**May 18-22** – Hold two community meetings (one in east, one in west); use similar format to Board candidate forums with finalists fielding questions from the community from a neutral, third-party moderator. Undergo community/staff interview process with four separate groups (two in east and two in west). Board of Education, along with a community member, conducts site visits

**May 28** – Review community/staff input at Board of Education meeting

**June 4** - Board of Education conducts interviews with finalists in executive session

**June 2009** – Name finalist on web site, through e-blast and media alerts

**July 2009** – Preferred start date

*\*Dates are subject to change as the timeline is reviewed at each Board of Education meeting. Please check the District's web site at [www.d49.org](http://www.d49.org) for any updates.*

President Bartha requested a motion to approve the superintendent job search goals.

Director Clawson moved to approve the established the superintendent job search goals as outlined. Director Stark seconded the motion.

Vote: Bartha, aye; Clawson, aye; Martin, aye; Shook aye; Stark aye. Motion carried

**6.00 Adjournment**

President Bartha requested a motion to adjourn.

Director Clawson moved to return to adjourn. Director Martin seconded the motion.

Vote: Bartha, aye; Clawson, aye; Martin, aye; Shook aye; Stark aye. Motion carried

The meeting was adjourned at 8:45 p.m.

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Anna Bartha, Board President

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Kent Clawson, Board Secretary