

Minutes for EIAA Board Meeting May 3rd, 2011

Board Present:

Brenna Malone
Pat Sheehan
Denise Edwards
Ed O' Donnell

Board not present:

Maria Harris

Staff present:

Rama Paris
Debby Elvin
Mark Paris
Karen Ash

Public present:

Ginni Mariluch
Allen Mariluch

Board present via conference call:

Mary Glaser
Jacque Sloan

Meeting called to order: 5:34p.m.

New Business

Contract with Ray and Associates Inc

Brenna reviewed the fact that Rama, Mark, Brenna and Debby had a conference call with Ray and Associates Inc in inquiring about helping us with the search for the administrative position. She discussed that we also have 7 applicants for the position right now and that only one has principal experience. The person selected would be required to stay for a period of two years. One of the people that would be assigned to us through the company is out of Utah. Ed stated that he feels that \$9000 in expenses as a base pay is a lot to be spending. He also feels that we are going to be slowing down our process and that it could possibly been a rush of judgment. Also feels that to spend this type of money we would need to take longer to find a candidate. Denise asks how this fits in to fitting our policies and procedures. Brenna states that we will still have three candidates come and have our public interview. Debby said Ray and Assoc. have a larger pool of possible applicants. Ed questioned if we have other proposals for this type of service. Mark stated that the company is currently doing a search in Nevada for a superintendent for Pahrump. Brenna stated that we have not had a lot of luck in finding applicants. She also said at the Board Retreat that Carrie Allard shared that one of the biggest struggles for charter schools is the finding of an administrative person that will stay on. Jacque asked if the company had a guarantee of how many applicants they would bring to us. Rama said that they first said seven and that it had been discussed that we really only need three. Ed had two main questions. 1) How are we going to have the money? 2) What are we going to tell parents in regards to the filling of this position? Denise stated that her concerns are that we are going to spend much more than the \$9000 in this endeavor and the fact that we are looking at a 5% pay cut to our teachers and how is this possible when what we have heard all year long that our budget is in danger and that we have no money. Mark stated that he feels that if we do not go forward with this that the school will close down and the teachers 5% pay cut will be a 100% pay cut. Brenna stated that possibly we will get a different level of professionals to look from. She stated that the company has only had to go back one time in their history to find a second candidate so they have a good track record. Rama stated that she can't express how valuable and important it is to get someone in here that has experience. She stated that this is much more than just a "principal's" job. She stated you deal with much more at this school than just the students and parents and academics. She stated that she feels that experience is going to be a vital thing for this school. Ed stated that we would have to require that the people Ray and Assoc find has to be guaranteed to have experience. Brenna reiterated what Rama said in regards to this being much more than just a principal position. Ed questioned what our rate of pay is for the position and is it the same as district or more? Denise stated that with Debby on board our applicant coming on board will have a better chance at succeeding because of what Debby has learned and can offer to the person filling the position. Mark stated that we didn't necessarily pursue finding a person to fill this position when we knew Daryl Kuiper was leaving. Ed stated his concern is still the fact that our budget is so unstable at this point. Allen Mariluch asked if vice principal experience would be acceptable in the candidate pool. Allen also asked if any of the candidates from the previous selection committee were still in the pool of candidates. Lucy Downer asked what the guarantee would be if the person selected doesn't stay for two years? Mark stated that Ray and Assoc would then go back and search out another candidate for the position without the \$9000 fee however we

would still incur other charges for example postage, long distance phone, etc. Mark said there are some things we can do to try to save some money. We can try to renegotiate our lease on the building. We can look at the teachers' pay and benefits. Mary stated that she feels if we don't do this then we going to be in trouble and that we really need to allow this to happen. Jacque stated that she agreed and that if we don't have a person in this position then that the school will not be operational next year. She stated that we have to have someone that has the experience. Pat stated that she agrees with Jacque and Mary. Ed stated that we need to be sure that we have stipulations as to what we expect the candidates to have as far as experience.

Mary motioned that we enter into a contract with Ray and Associates with the stipulation that we seek out someone with principal or vice principal experience.

Jacque seconded

Denise opposed

Ed, Pat and Brenna in favor

Motion passed

Meeting adjourned 6:14 p.m.