

Bastrop Independent School District

906 Farm Street

Bastrop, Texas 78602-3717

A Special Meeting of the Board of Trustees of the Bastrop Independent School District was held at 5:30 p.m. on Monday, July 20, 2009, at **the Bastrop ISD Service Center, 906 Farm Street, Bastrop, Texas.**

MEMBERS PRESENT:

John Eaton, President
Johnny Sanders, Vice-President
Sophia Williams, Secretary
James Allen
Jim Mills
Ty McDonald
Glenn Peterson

MEMBERS ABSENT:

None

ALSO PRESENT:

Roderick Emanuel, Superintendent
Betty Richardson, Asst. Superintendent for C & I
Barry Edwards, Asst. Superintendent for HR
Donald Williams, Ex. Director of Communications
Jennifer Womack, Director of Curr. & Assessment
Dr. Celina Estrada-Thomas, BHS Principal
Mark Willoughby, BHS Asst. Principal
Nancy Barrientos, Adm. Asst. to Superintendent
Reba King
Kara Brewerton
Ella Williams
Andrea Bohlig
Philip Bohlig

1. Meeting Called to Order

The meeting was called to order by President Eaton at 5:32 p.m. A quorum of Board members was present. The meeting was duly called and notice of this meeting was posted in accordance with the Texas Open Meetings Act.

2. Selection of a Search Firm to Assist in the Hiring of a New Superintendent

Assistant Superintendent for Human Resources Barry Edwards presented the Board with a packet that contained a proposed timeline for the Superintendent search and extensive information on eight firms that conduct Superintendent searches. Mr. Edwards explained that it is important to understand that selecting a Superintendent is at least a 4-6 month process. He went on to say that once the Board employs a firm, they will work with the board on their timeline. Mr. Edwards stressed that this is a Board driven process and a critical decision that the board will be making. He went on to say that the purpose of hiring a search firm is for that firm to be the board's agent adding that the firm should be very assertive and go out and recruit top candidates. Mr. Edwards stated that the Board would work with the firm in creating criteria.

Mr. Edwards stated that it is important for board members to individually go through the materials that he presented them with and review the information. He added that board members would be asked to pick their top 2-3 firms that they would like to make a presentation to the board. Mr. Edwards recommended that the board decide on a firm in July.

Mr. Edwards reviewed some criteria that board members should look for when making their picks. He said to look for a firm with broad based affiliations (how broadly the firm can post and advertise and how much exposure they can get); references; school district experience; size of district's that they have served; how many of the firms have been called back to conduct future searches; active recruiters; and the firms track record. Mr. Edwards stated that there are hundreds of search firms, and if the board desired, he would be glad to bring more information for the board to look at. Mr. Edwards told board members that there would be quite a few board meetings in the near future as the board works through the hiring process.

Board members reviewed their calendars and agreed to meet on Monday, July 27th at 12:00 to further review the information and give Mr. Edwards the names of the firms that they would like to invite to present to the board. They tentatively scheduled a second meeting on Friday, July 31st at 1:00 p.m. for the firms' presentations.

Mr. Edwards assured the board that the firm that they hire would take the board through an exercise on selecting a superintendent. He added that the firm would also help the board decide if community members should be involved in the process.

3. **ADJOURNMENT**

There being no other business, Glenn Peterson moved and Jim Mills seconded to adjourn the meeting at 6:00 p.m.

Board Secretary

Board President