



**EAST OTERO SCHOOL DISTRICT R-1  
301 RATON AVENUE  
LA JUNTA, COLORADO 81050**



**BOARD WRAP-UP**

**Board of Education Meeting  
January 22, 2024**

- 
- 1. ROLL CALL** – Derbigny, Hines and Leyba. Directors A. Ayala and S. Ayala were absent.
  - 2. PLEDGE OF ALLEGIANCE**
  - 3. APPROVAL OF AGENDA – AGENDA APPROVED AS PRESENTED**

**4. PRESENTATIONS**

McPherson & Jacobson – Dr. Roman

Dr. Henry Roman with McPherson & Jacobson gave a presentation to the Board regarding the superintendent search and his company's services. He began by giving the Board a brief background on his history as an educator. He then explained there are five phases of the superintendent search process:

Phase I - Establish desired characteristics of superintendent  
Establish hiring timeline  
Determine how to advertise

Phase II - Hold meetings to get input from stakeholders  
Distribute applications and advertising  
Applicant recruitment and tracking

Phase III - Applicant evaluation and reference checks  
Interview questions developed

Phase IV - Candidate selection for interview  
Candidate interviews  
Candidate meets with stakeholders  
Superintendent selection

Phase V - Superintendent performance objectives established  
McPherson & Jacobson guarantee (2-year guarantee of hired superintendent)

Dr. Roman stressed transparency throughout the process.

Director Derbigny asked if the newly hired superintendent leaves in six months after being hired, is the district mandated to pay the remainder of the superintendent's contract. Dr. Roman said it is up to the district and how they have written the contract.

Director Hines asked when the guarantee begins. Dr. Roman said it will be this year and next year (school years).

Director Derbigny asked if there are negotiations on the benefits package. Dr. Roman said the Board makes the decisions and are in the driver's seat. She asked if most of the candidates have experience with alternative schools. Dr. Roman said not usually, but the Board needs to be specific in their qualification requests.

Director Leyba said if a good fit isn't found, could the Board choose an interim superintendent out of the candidates. Dr. Roman said yes. Director Hines asked if the interim option is used, will McPherson & Jacobson continue to search for a superintendent. Dr. Roman said yes.

## **BOARD WRAP UP – January 29, 2024**

**Page | 2**

The Board discussed days for a work session. Wednesday, February 7, 2024 at 5:30 p.m. to 7:00 p.m. the work session will be held at the Intermediate School in the auxiliary room. Dr. Roman suggested the Board sets dates at this work session for the hiring process. He recommended around one month for the application process. Director

Leyba shared she would like a variety of staff, parents and community members for the interview committees. Dr. Roman said a stakeholder meeting will be held a couple of weeks after this work session.

### **5. NEW BUSINESS**

- a. Approve Utilizing McPherson & Jacobson for the Superintendent Search. (Lovato) **APPROVED AS PRESENTED**

### **6. BOARD COMMENTS**

- ❖ Director Leyba shared she is excited to get going and thanked Dr. Roman for coming down to present on short notice.

### **7. ADJOURNMENT – MEETING ADJOURNED AT 7:10 p.m.**

#### **BOARD OF EDUCATION**

*DEE LEYBA, President*

*ANGELA AYALA, Vice President*

*DARLENE DERBIGNY, Secretary/Treasure*

*STACEY AYALA, Director*

*SARA HINES, Director*