

APPROVED BY COMMITTEE

**Board Governance Committee**

**April 14, 2008**

**6:00 p.m.**

**Conference Room 3A**

**MINUTES**

**Attendance:** Commissioner Elliott (Chair), Commissioners Campos and Brennan (Brennan arrived at 6:17 p.m.) and Board Staff H. Washington.

Chairwoman Elliott convened the meeting at 6:03 p.m.

**Approval of the February Minutes:**

**Motion** to approve minutes from February meeting was made by Commissioner Campos. Seconded by Commissioner Elliott. **Adopted 2-0.**

**Board Consultant Resolution**

The Committee reviewed the resolution to pay Scott Associates for work that was rendered to the Board. Commissioner Campos expressed a concern regarding the Board being billed by the consultant for coaching sessions. She pointed out the consultant should advise the Board on what services they have to offer and that Board should determine which services should be rendered. Commissioner Campos would like to use an RFP process to obtain a Board consultant who understands the District and suggested that the Board tap into national talent. Commissioner Elliott stated that Dr. Scott understands the District, knows Rochester, has served on City Council and has worked with other school Districts.

Commissioner Campos would like at least 5 Board members to be in agreement with regards to the Board consultant. Commissioner Elliott suggested that Commissioner Campos e-mail Dr. Scott with her concerns regarding Board reform and working with Board staff. Commissioner Brennan recommended an executive session to discuss working with Scott Associates and also noted that he thought that Board members outside of the Board Governance Committee had concerns. He also recommended that the Board allow the current contract to expire, because there is not a lot of time left on it, and to pick up another contract, if the Board is in agreement.

Commissioner Campos noted that Don McAdams has done school board reform and that he is at our disposal through the Superintendent's resources. Commissioner Elliott pointed out that the Board should drive the Superintendent, not the Superintendent drive the Board; that the Board needs to be separated from him to a certain extent in order to evaluate him. She also suggested that the Board needs an organizational expert to assist them. Commissioner Brennan also agreed that the Superintendent should not drive the Board's approach to issues or his evaluation.

Commissioner Campos suggested that a proposal be submitted by the consultant and that they meet with Board staff to do an assessment. She also recommended that the full Board meet with Dr. Scott, so that she can explain the services that she can offer.

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Commissioner Elliott suggested that the Board Governance Committee meet with Dr. Scott and then consider going into executive session with the Board. Commissioner Campos would like reformed governance and for the Board to work more effectively together and as a team. Commissioner Brennan suggested the Board needs to hold people to the same standard.

**Motion** to table the resolution until the Board Governance Committee can meet with the consultant and then meet as a full Board in Executive Session was made by Commissioner Brennan. Seconded by Commissioner Campos. **Adopted 3-0**

### **Board Retreat**

The Committee suggested that the Board hold a retreat in May to discuss Board goals, Superintendent's goals, Board staff salaries/merit increases and the Superintendent's evaluation. Commissioner Campos recommended that the Board have a retreat without a facilitator.

### **Board Staff Salaries**

Commissioner Campos noted that there is a pretty big gap between Board staff salaries and the Administration's salaries. Commissioner Elliott noted that she recognizes that there could be morale issues, but the salaries are already exorbitant.

### **Board Self-Evaluation**

The Committee briefly reviewed the Board self-evaluation. Commissioner Elliott noted that Board leadership, policy and governance seem to be problem areas; Board relations and operations are both below expectation. Commissioners Campos and Elliott both agreed that the Board needs to hire a professional consultant to discuss the evaluation. Commissioner Brennan noted that evaluation results sheds light on the areas that the Board has problems in. The Board will examine this area more once a consultant is in place.

### **Superintendent Evaluation**

Commissioner Elliott mentioned that she liked the Oregon School Board Association's evaluation tool. She thought that it was more comprehensive, a 3 prong approach, which includes performance evaluation, superintendent's goals and feedback from other sources. Commissioner Campos noted that Oregon and the Texas tools were similar.

### **Board Governance Committee of the Whole**

Commissioner Elliott would like to have a Board Governance committee of the whole meeting to discuss a contract with Dr. Scott; She is and also willing to discuss the matter in executive session.

### **RTA Gathering**

Commissioner Elliott does not want to lose the opportunity to keep working on developing a relationship with RTA and other unions. She believes that the District, Board and unions should work together to reduce the number of suspensions, recognizing

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that some incidences are teachable moments. She recommended that all of the entities should meet in August to discuss goals and expectations of each other. Commissioner Brennan suggested that we should work together to make schools safer for kids. Commissioner Campos recommended that the Chiefs be included in that discussion.

**Motion** to bring the Board, Superintendent, District Chiefs and Unions together in August for a gathering to discuss goals, expectations and safety was made by Commissioner Campos. Seconded by Commissioner Brennan. **Adopted 3-0**

### **Responsibilities of Board Governance Committee**

Commissioner Elliott expressed a concern regarding the meeting to discuss reconfiguring committees should be governed by the Board Governance Committee. Commissioner Brennan pointed out that bylaws changes have to go to Board Governance Committee and policy changes will have to go the Policy Committee. Commissioner Campos suggested the discussion should be transparent and that she recommended that an ad hoc committee address the issue. Commissioner Elliott pointed out the assessment of committee relevance needs to be tied back to the Board Governance duties and responsibilities. Commissioner Brennan suggested the responsibilities of each committee be reviewed and to take a look at board study sessions. Commissioner Campos noted that study sessions have been very effective and that it reduces the time spent in committee meetings and allows for using time more wisely.

### **Supervision of Board Staff**

Commissioner Elliott noted there needs to be clarification on whether President Evans or the Board Governance Committee should be supervising Board staff. She also noted that it is difficult to evaluate staff; if you are not here during the day and that there should be a fair effective process.

### **Action Items**

H. Washington will pull the resolution on Scott Associates (motion).

H. Washington will set-up another Board Governance meeting to discuss Scott Associates.

H. Washington will set-up full Board Executive Session on Scott Associates.

H. Washington will survey Board members for their availability for a retreat on May 17th or 31<sup>st</sup> to discuss Board goals, Superintendent's Evaluation Tool, Board Staff salaries and the Superintendent's goals.

H. Washington will contact Ruth regarding resume (list of clients, other districts, etc..) proposal and meeting date.

H. Washington will set-up gathering in August with Unions, Superintendent, Board & District Chiefs (motion).

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**Motion** to adjourn at 7:42 p.m. by Commissioner Campos. Seconded by Commissioner Brennan. **Adopted 3-0**

**Next meeting date is May 19<sup>th</sup> @ 6:00 p.m.**

Prepared by H. Washington