

EAST SIDE UNION HIGH SCHOOL DISTRICT
Special Meeting of the Board of Trustees
830 N. Capitol Avenue
San Jose, CA 95133

AGENDA
January 24, 2012

In compliance with the Americans with Disabilities Act, if you need special assistance, disability-related modifications or accommodations, including auxiliary aids or services, in order to participate in the public meeting of the Board of Trustees, please contact the office of the District Superintendent at (408) 347-5010. Notification 24 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with this meeting in appropriate alternative formats for persons with a disability.

Open Session will begin at 6:00 p.m.

The Special Board Meeting will begin at 6:00 p.m. in the Board Room of the District Office.

1. Call to Order/ Roll Call

1.01 Roll Call

2. Pledge of Allegiance

3. Welcome and Explanation to Audience

Information explaining Board Meeting Procedures and how citizens can address the Board will be read. Written information is located near the entrance to the Board Room.

4. Adoption of Agenda

5. Public Members Who Wish to Address the Board of Trustees

Members of the public may address the Board on any subject not on tonight's agenda; however, provisions of the Brown Act (Government Code section 54954.2(a) and .3) preclude any action. As an unagendized item, no response is required from the Board of District staff and no action can be taken; however, the Board may instruct the Superintendent to agendize the item for a future meeting. When your name is called, please come to the podium, state your name for the record, and limit your remarks to three (3) minutes.

Persons wishing to address the Board must fill out a gold request form, which is located at the entrance of the Board Room.

6. Operational Items/Board Discussion and/or Action

6.01 Discussion and/or Action regarding Superintendent Search – Frank Biehl, Board President

7. Adjournment

Listed below is a preliminary list of stakeholders to be contacted for providing input/advice regarding criteria for hiring the next Superintendent. As noted, the list is preliminary to which you may add additional stakeholders.

EAST SIDE UNION HIGH SCHOOL DISTRICT SUPERINTENDENT SEARCH

List of Stakeholders

Parent Representatives

- Latino Parent Coalition
- Latino Parent/Community Committee
- Migrant Education Committee
- African American Student Advocates
- African American Parent Coalition
- African American Community Working Together
- Vietnamese Parents Association
- Special Education Parents Committee
- District Advisory Committee/Bilingual District Advisory Committee (DAC/BDAC)
- School Site Council
- Parent/Teacher Association/Organization
- Booster Club
- Save our Sports

Student Representatives

- Associated Student Body (ASB) Presidents
- Student Representatives from Foothill and Small but Necessary Schools
- Californians for Justice

Union/Association Representatives

- East Side Teachers Association (ESTA)
- California School Employees Association (CSEA)
- American Federation of Teachers (AFT)
- East Side ACSA Charter ACES

Schools/Santa Clara County Office of Education

- Feeder Schools
- MetroED
- San Jose-Evergreen Community College District
- ESUSHD Cabinet

Listed below is a preliminary list of stakeholders to be contacted for providing input/advice regarding criteria for hiring the next Superintendent. As noted, the list is preliminary to which you may add additional stakeholders.

Organizations/Committees

- ESUHSD Board Audit Committee
- Measure G and Measure G Citizens' Bond Oversight Committee
- Community-Based Organizations
- S4CA & Career Advisory
- East Side Education Foundation
- Silicon Valley Education Foundation
- Silicon Valley – San Jose NAACP
- La Raza Roundtable
- Santa Clara & San Benito Counties Building & Construction Trades Council
- People Acting in Community Together (PACT)
- Goodwill of Santa Clara Valley
- Silicon Valley FACES

City/County Officials

- Santa Clara County Board of Supervisors
- San Jose Mayor and City Council

Individuals

- Frank Fiscalini, Former Superintendent
- Joe Coto, Former Superintendent



**Documents presented to
Board of Trustees
and public
at
Board Meeting
by
Ray and Associates, Inc.**

EAST SIDE UNION HIGH SCHOOL DISTRICT

SUPERINTENDENT SEARCH **SUGGESTED** PROCESS AND TIMELINE

Items highlighted in yellow indicate an in-person meeting with the consultant(s)

DATE

	DATE	
Stage 1 Board Input & Preparation	<u>1/24/12</u>	Consultant planning meeting with the board and individual board member interviews. <i>(Time: 6:00 p.m.)</i>
	<u>1/24/12</u>	Begin preparing information for the district promotional materials and application form with the district liaison representative(s).
	<u>1/25/12</u>	Notify all associates and other professional contacts of vacancy.
	<u>1/31/12</u>	Contact constituents and stakeholders for an input meeting on <u>02/15 & 16/12</u> .
Stage 2 Profile Development & Process	<u>02/15 & 16/12</u>	Meetings with constituent and stakeholder group representatives. (option to conduct online and utilize district's own facilitators for input meetings)
	<u>02/17/12</u>	8 a.m. deadline for survey/input from constituents, stakeholders and board members, including online survey.
	<u>02/22/12</u>	Promotional flyer draft due.
	<u>02/22/12</u>	Board to finalize superintendent profile for the promotional materials and application form. <i>(Time: TBD)</i> (option to conduct via Skype, conference call or gotomeetings.com)
Stage 3 Recruiting & Screening	<u>02/23/12</u>	Print promotional materials and application form. Forward to consultant.
	<u>02/24/12</u>	Mail promotional material and application form to interested candidates.
	<u>04/03/12</u>	Deadline for all application materials. <i>(*See note below.)</i>
Stage 4 Candidate Presentation	<u>04/18/12</u>	Consultant develops and finalizes interview questions and procedures with the board. Semi-finalists are presented to the board and consultant assists the board in selecting finalists for the interviews. If desired, consultant will meet with constituents and staff interview group(s) to discuss their roles. <i>(Time: TBD)</i>
	<u>Wk of 04/23/12</u>	Interview candidates (1 st round).
	<u>Wk of 04/23/12</u>	Meeting with consultant following the last interview. <i>(Time: TBD)</i>
Stage 5 Selection of Finalist & Future Planning	<u>Wk of 04/30/12</u>	Finalist interviews. (2 nd round).
	<u>Wk of 04/30/12</u>	Final meeting with consultant following the last interview. <i>(Time: TBD)</i>
	_____	Optional on-site visit of leading candidate(s) current district by board members.
	_____	Consultant will discuss contract terms with the finalist.
	_____	Offer the contract.
_____	Press release of new superintendent.	
_____	Board Self-Assessment Survey Results presented to the board.	

***All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors.**

(Actual dates to be determined in the first meeting with the Board of Education.)

EAST SIDE UNION SCHOOL DISTRICT SUPERINTENDENT SEARCH

TOPICS FOR DISCUSSION

Date: January 24, 2012

1. Establish a timeline for the superintendent search.
2. Determine the input process – who will be involved
 - in developing the profile?
 - in the interview process?
 - will “groups” be involved in the 1st round interviews, 2nd round or neither?
3. Finalize the procedures and services desired by the board.
4. Who will be the consultant’s in-house contact person? The board contact person?
5. What district employee will be in charge of the promotional materials (application and flyer)?
 - Discuss the procedures for developing and printing the promotional and application materials.
6. Approval of all advertisements.
7. Determine/discuss any certification/licensure or other legal requirements.
8. Discussion of the salary and benefits for the position.

Superintendent Salary Comparison

Prepared For: EAST SIDE UNION HIGH SCHOOL DISTRICT

2011-12 * 2012-2013

District	Enrollment	Base Salary	Estimated Salary
San Jose USD, CA	33,000	\$220,000	\$226,600
Fremont UHSD, CA	11,000	\$219,000	\$225,570
Glendale USD, CA	28,000	\$297,000	\$305,910
Oakland Unified School District, CA	38,000	\$265,000	\$272,950
Sacramento City USD, CA	46,000	\$245,000	\$252,350
Pasadena USD, CA	20,000	\$240,000	\$247,200
Kent School District, WA	26,800	\$240,000	\$247,200
Phoenix Union High School District, AZ	25,000	\$200,000	\$206,000
Scottsdale Unified School District, AZ	26,000	\$200,000	\$206,000
Colorado Springs School District #11, CO	28,000	\$180,000	\$185,400
Rockwood School District, MO	22,400	\$230,000	\$236,900
Shawnee Mission School District, KS	28,000	\$254,627	\$262,266
Paterson Public Schools, NJ	30,000	\$210,125	\$216,429
Galena Park ISD, TX	21,050	\$271,470	\$279,614
McKinney ISD, TX	24,445	\$220,000	\$226,600
Indian Prairie School District 204, IL	28,825	\$210,000	\$216,300
Lincoln Public Schools, NE	34,500	\$255,000	\$262,650
Total	471,020		\$4,075,939
Average	27,707		\$239,761

* 2012-13 salaries based on a 3% increase

EAST SIDE UNION SCHOOL DISTRICT

SUGGESTED SUPERINTENDENT SEARCH ADVERTISING

RECOMMENDED BY RAY & ASSOCIATES

AASA Job Bulletin & Website

\$474 – Job listing would run for 30 days.

\$674 – Job listing would run for 60 days.

\$920 – Job listing would run for 90 days.

Advertising with AASA Job Bulletin also includes a listing on their website.

Education Week Newspaper and Website

\$3,590 **estimated** total cost for job listing to run twice, print only, and twice on the website. (**approx.** \$1050 per job listing print only, and \$745 website posting for each 30 day run.) The website posting includes the following features - Showcases online job posting by highlighting it on Education Week's home page with a direct link to the listing and highlights the posting on weekly newsletters attracting the attention of an additional 2 million top quality, active and passive, job seeking educators.

Suggest running: 3/7, 3/14 and 3/28

Executives Only Website (A salary amount is required in order to place ad)

Free job listing. Runs continuous throughout the search.

LinkedIn Website

\$95.00 to post job listing for 30 days.

Ray and Associates, Inc.

Free job listing. Runs continuous throughout the search.

Education America Network Website

\$199.00 to post job listing for 30 days.

Ed Cal Job Board

Listing cost is \$65 for each listing (six-line maximum, or 5x1").

Association of California School Administrators

Single 30-day website posting - \$80.00.

Local Newspapers (*as instructed by the District*)

OTHER OPTIONAL ADVERTISING

ImDiversity.com Website

\$95 – Job listing would run for 30 days. \$150 – Job listing would run for 60 days

(NABSE) National Alliance of Black School Educators

\$250.00 to post job listing online for 30 days.

Association of Latino Administrators and Superintendents (ALAS)

Free online job listing for 6 weeks.

The Broad Center (Broad Talent Bridge)

Free online job listing.

Hispanic Outlook in Higher Education

\$440 for a 2.375"x2.375" ad ran in one issue plus 6 weeks online. (Issues are bi-monthly.)

or \$195.00 to post job listing online for 30 days

Women in Higher Education

\$558 per issue for 1/6th page

plus 30 days on website

The Chronicle of Higher Education Website

\$260 – Job listing would run for 30 days.