



## ETIWANDA SCHOOL DISTRICT

Etiwanda Education Center Board Room  
6061 East Avenue, Etiwanda, CA 91739

**BOARD OF TRUSTEES:** Brynna Cadman, Robert Garcia, Dayna Karsch, David W. Long, and Mondie M. Taylor

### BOARD OF TRUSTEES SPECIAL MEETING

## Minutes

Wednesday, January 12, 2022, at 7:00 p.m.

<b>Members Present in Person:</b>	Ms. Cadman, Mr. Garcia, Ms. Karsch, Mr. Long, and Ms. Taylor
<b>Others Present:</b>	Ms. Sprague

1. **Call to Order**

President Taylor called the meeting to order at 7:00 p.m. President Taylor announced that all open sessions of the board meeting are video and audio recorded and may capture sounds and images of those participating in the meeting. President Taylor asked those participating in the meeting to join in the Pledge of Allegiance.

2. **Public Comment on Agenda Items**

A. Comments on agenda items.

- Sarah Hamill commented regarding parent and teacher union participation concerning Superintendent search process.
- Janal Barkley commented regarding parent and teacher union participation concerning Superintendent search process.
- Anonymous person commented regarding teacher union participation concerning Superintendent search process.

3. **Review / Adopt Agenda**

A.\* The Board of Trustees adopted the agenda as amended to add the agenda section, "Reconvene to Open Session," that was not included on the agenda, due to a clerical error, on a motion by Member Karsch, seconded by Member Long and carried by unanimous vote, with all members present voting yes.

4. **Business and Legal**

A. Dr. Kent Bechler and Dr. Dennis Smith, Co-Lead Consultants with Leadership Associates, discussed the following regarding the Superintendent Search Process:

- Overview of search process.
  - President Taylor indicated she would be the Board's liaison and spokesperson for the group.
  - President Taylor asked if the stakeholder/community names are held in confidence? Dr. Smith confirmed that they try to keep names confidential as they tend to get a better response.
- Board/search firm protocols during the search.
  - Board Members discussed the following Stakeholder/Community/Example Groups to invite for input: School Board, Superintendent, Cabinet, Leadership team, Principals, Classified district Staff, Confidential Employees, Classified Staff, Certificated Staff, Teachers Association Executive Boards, Students and Student Representatives, School Site Council, Parent Organization Groups, DLAC/ELAC/APEAC, City Council Members, Police Chiefs, PTA/PTSA/PTO, E3 Foundation, and Community Forums.
  - Member Taylor asked what method do you use to reach the broadest range of groups. Dr. Smith shared we use personal invites, surveys and individual. The online survey reaches the broadest range of people.
  - Member Taylor asked what if the online survey is not enough? Dr. Smith shared we will have individual conversations with them if requested whether by email or phone call.

4. **Business and Legal (continued)**

- Member Taylor asked if there was a way to reach out to community members whose children have aged out of the district. Dr. Smith shared they will have the information in local papers, place on school marquees and the front page of the website.
- Discussed online survey.
  - Member Taylor commented that she would like to have the survey in the language that people would feel the most comfortable with.
- Board Members discussed and agreed upon the search Timeline.
- Board Members discussed desired qualities and characteristics of new Superintendent: Approachable, trustworthy, honest, willing to listen, background in Education, principal site experience, district experience, K-8 experience, willingness to learn the culture, open-door policy, track record with excellence, doctorate preferred, life-long learner, make a person feel valued and important, fair, problem solver, find answers, humility, willing to recognize other people’s strengths, team leader, team player, being visible, and accessible to staff, students and parents.
- Board Members discussed the District’s strengths and challenges. Strengths: Successful not only with testing and scores but also being able to help everyone succeed that comes to us. A reputation for excellence and rising above. Etiwanda is a place where teachers want to come to work. Salaries are extremely competitive. Etiwanda feels like a place where you belong to a family. We have been ahead of the curve with technology. A fiscally responsible district. Closing the education gap in many populations. Employees and parents are the strength of the district. Feels like a small community. Product we turn out. Homes sell because people want to move here. Destination district. Cordial relationship with the teachers union. Challenges: Incoming Superintendent will need to get to know everyone, upcoming years of financial concerns from the state, COVID challenges such as masking, vaccination, online learning, educator shortage declining enrollment and updating curriculum.

5. **Board/Staff Comments or Suggested Items for Discussion at Upcoming Meetings**

- Member Karsch inquired if the COVID take home test can be used to be readmitted and shorten the quarantine period?

6. **Closed Session**

The Board of Trustees adjourned to Closed Session at 8:41 p.m. to discuss item A.

- A. Public Employee Appointment / Discussion  
Position: Superintendent (Government Code Section 54957)

7. **Reconvene to Open Session**


The Board of Trustees reconvened into Open Session at 9:13 p.m.


- A. No action to report from Closed Session.

**Adjournment**

The meeting was adjourned at 9:13 p.m. on a motion by Member Long, seconded by Member Garcia and carried by unanimous vote, with all members present voting yes.

**The next meeting will be held on Thursday, January 20, 2022, 6:30 p.m.**

  
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*Respectfully Submitted*

  
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 Adopted