

**FINANCIAL & PERSONNEL COMMITTEE
SPECIAL MEETING
MINUTES
March 19, 2015**

Call to Order: The Financial & Personnel Committee meeting was called to order by Diane Fernichio, Co-Chair, at 6:00 p.m. on March 19, 2015. Members participated telephonically.

Roll Call:

Present:

Diane Fernichio, Board Vice-President; Co-Chair Financial & Personnel Committee
Mike Sobieski, Board Member
Debbie Baca, Dobson Academy Assistant Principal
Gaye Garcia Leo, Hearn Academy Principal

Absent:

Marcus Harrison, Board Member; Chair Financial & Personnel Committee
Annie Gilbert, Director of Finance

Others Present:

Michael Hoogstra, Board President

Motion to approve the agenda by Michael Sobieski. Second by Gaye Leo. All in favor. Motion carried.

1. Interim Special Education Candidate

a. Review resume

Diane Fernichio opened for questions about the resume' of the Interim Director of Special Education candidate. Debbie Baca asked if the candidate had experience with early education (especially grades K-3) or in working with pre-school/pre-kindergarten IEPs, which have to be transitioned to traditional IEPs. Diane Fernichio stated that in her experience working with this candidate that the candidate handled the K-6 population well and had no concerns that the candidate would not be able to support our special education staff in working with these students. Diane Fernichio could not speak to the candidate's experience in working with pre-school IEPs, but she would ask her and have an answer for Monday's Board meeting. Debbie Baca also asked if the Board felt confident that the candidate's primary goal was to support the special education teachers and staff, as well as principals, to help our schools get through the year. Diane indicated that this candidate has no intent or desire to make any systemic changes. If the candidate were to notice something that she feels could be improved or restructured, she would take that information to the appropriate school's principal.

b. Recommendation to the Board

Motion to recommend this candidate for the position of Interim Director of Special Education to the full Governing Board made by Michael Sobieski. Second by Gaye Leo. All in favor. Motion carried.

2. Director of Special Education 2015-2016

a. Establishing a hiring committee

Michael Hoogstra suggested that the formation of a hiring committee could be left to the Board, as this is typically how hiring committees are formed. Diane accepted this suggestion and the committee moved to 2b.

b. Job description

Michael Sobieski summarized the three drafts of the Director of Special Education job description that were presented to the committee. The job description is not contractual nor meant to be all-encompassing. Rather, it is an overview of qualifications and duties. There was not committee discussion about the descriptions, and Michael Sobieski indicated these would be ready for presentation to the full Board.

c. Position posting

Diane Fernichio suggested that websites such as ADE and the AZ Charter Association are likely the best options at this time for postings. Debbie Baca suggested considering naset.org (National Association of Special Education Teachers) and provided pricing. This can be used if the 'local' pool does not give us the candidates we may be looking for.

d. Recommendation to the Board

Motion to recommend posting the position of Director of Special Education for 2015-2016 to the full Governing Board made by Debbie Baca. Second by Gaye Leo. All in favor. Motion carried.

Diane Fernichio asked Gaye Leo to let the Board know if anything is needed at Hearn. Gaye Leo had mentioned at a prior meeting that Hearn should be able to function well without a Director for the remainder of the school year. Gaye Leo indicated she would like to meet this candidate, if hired, and would be sure to let the Board know of her needs.

3. Future Agenda Items

There were no future agenda item.

4. Summary/Adjournment

Motion to adjourn at 6:19 p.m. by Gaye Leo. Second by Michael Sobieski. All in favor. Motion carried.

The next meeting is scheduled to be held telephonically on March 25, 2015 at 6:00 p.m.

*Minutes submitted by Debbie Baca, Dobson Assistant Principal
March 20th, 2015*