

**Public Academy for Performing Arts  
Governing Council Minutes  
Minutes of June 14, 2010**

**Voting Members Present:** Randy Costales, Amy Anderson, Kerry Morris, Steven Quezada

**Quorum Achieved:** Yes. There are 4 voting members present.

**Non-Voting Members Present:** Scott Gullett

**Members Absent:** Virginia Wilmerding and Joseph A. Wasson, Jr.

**Guests:** Tamara Henderson, Valerie Scott, Sheryl Garcia, Susan Brower, Hugh Prather, Barbara Herrington

**Agenda Item 1 – Convene Meeting Roll Call for Quorum**

Four voting members present. Quorum achieved.

**Agenda Item 2 – Approval of Agenda**

**Motion to approve Agenda:** Kerry Morris

**Seconded:** Amy Anderson

**Unanimously passed**

**Agenda Item 3 – Principal Search**

Randy Costales introduced Hugh Prather as an expert who is willing to offer advice for the PAPA principal search. He came very highly recommended by Ramon Vigil, Attorney at Law.

Hugh is a native New Mexican with 25 years experience in the public school system. He is a private consultant and also works with the Aspiring Superintendant Academy. He was hired to conduct the search for the Executive Director for Cooperative Educational Services.

Kerry Morris presented the board with a Principal Search Proposal from Ray and Associates, Inc. in the amount of \$15,000 and Livingston Associates, LLC in the amount of \$10,000. The board will establish a budget with Rhonda Lovato at the regular scheduled GC meeting on June 21, 2010.

Hugh recommended organizing a search committee which could consist of teachers, students, and community members. He cautioned that involving too many people would

be detrimental to the process. He also informed the PAPA council that they can do the search themselves. The PAPA GC has the final authority to hire a principal.

The board should put together a job description, a pay scale, stakeholder involvement parameters and make it very clear that PAPA has cost and time restraints. He also recommended not to rush the process and to consider hiring an interim principal until the process is complete.

Hugh can not help the PAPA GC with a principal search because he will be out of town until the end of July but he highly recommended Mack Michell. Mack is a retired educator with the Clovis public school system. Mack will be the least expensive choice but is very qualified to perform a thorough principal search.

Other things to take into consideration – because of the nature of a charter school, the principal is more like the superintendant of the school with much more responsibility than a principal in a public school, therefore, should be paid accordingly (approx. \$85,000-\$105,000) Also, consider what the school would be willing to pay for moving expenses.

The final screening process recommendations and/or options:

Stakeholder groups should have a comparable set of questions to ask the finalists.  
PAPA Board could ask the finalists for a portfolio to review  
PAPA Board could ask for a written activity (example: letter to a parent whose student was not accepted into PAPA)

Randy would like to use a consultant because of the time factor. He likes the idea of working with an individual as opposed to an out of state company. He will contact Mr. Mitchell to get a written quote to present at the next board meeting.

Kerry Morris clarified that it is the board's job to hire the principal and it is the principal's job to hire all PAPA employees.

Amy Anderson said that NM is unique and that Clovis has a background in quality performing arts programs. She is very interested in meeting with Mr. Mitchell because of his background.

#### **Agenda Item 4 – Travel Request Form Change for National Charter School Conference in Chicago**

**Motion to authorize Tamara Henderson to appoint her replacement to attend the National Charter School Conference in Chicago:** Kerry Morris

**Seconded:** Steven Quezada

**Unanimously approved**

#### **Agenda Item 5 – Closed Session Under NMSA 1978 10-15-1(H)**

**Public Relations Resulting from Employee and Community  
Member Actions and/or Communications  
Principal Evaluation Discussion  
Organizational Chart Presentation  
Pending Litigation Settlement Discussion**

**Motion to go into closed session:** Amy Anderson

**Seconded:** Kerry Morris

**Unanimously passed**

No notes, votes or actions were taken during closed session, and that only the items stated on the agenda were discussed.

**Agenda Item 6 – Adjourn**

**Motion to adjourn:** Amy Anderson

**Seconded:** Kerry Morris

**Unanimously passed**

*Respectfully prepared and submitted by Jackie Danfelser*