

**CAMERON INDEPENDENT SCHOOL DISTRICT
CAMERON, TEXAS**

February 13, 2007

The Board of Trustees for the Cameron Independent School District met in a Special Session hearing on this date in the Yoe High Commons, located at 303 E. 12th Street, Cameron, Texas 76520.

Members Present: Michael Watkins, Mike Zajicek, Willyne Stanislaw, Larry Green, James Thompson, Carl Bradley, Curtis Hoyle

Others Present: Staff meeting -Jim Vinson, Fred Rush, Beth Moore, Nancy Tucker, Jana Beckhusen, Tammy Witten, Tom Kelly, Brenda Dirba, Kathy Barrett, Kyle Barrett, Toni Lafferty, Barbie Ryza, Melissa Shelton, Clint McMahan, Donna Davis, Ramona Bolivar.

Community meeting – Jim Vinson, Fred Rush, Beth Moore, Vicki Goza, Ed Cauley, Mary Kay Cauley, Candace Velvin-Cameron Herald, Joe and Karen Clark, Virgie Hardemen, Cindy Stroud, Sandy Williams, Billy Williams, M.S. Williams, Matthew Lopez Jr., Jason Dohnalik, Rickey Williams, Felicia Debose, Jeanne Williams and Shirley Williams-Temple Daily Telegram.

Board President, Michael Watkins announced the presence of a quorum and called the meeting to order.

Jim Vinson and Fred Rush gave a presentation to the staff of Cameron ISD on the hiring process of a new Superintendent.

The staff was asked to write down three qualifications or characteristics that they would want from a new Superintendent.

The main qualifications and characteristics were:

1. Honest/Integrity
2. Excellent Communicator
3. Supportive of academics and staff
4. Put kids first- cares about educating the whole child
5. Community involvement-make a home in the community. Have enough faith in the school that you would bring your own children to this school.
6. Visibility
7. Deal directly with problems/issues and willing to make decisions immediately. Be a leader.
8. Be knowledgeable of the curriculum in all areas of the district.
9. Someone who will work with all personalities and is consistent.
10. Someone that is successful in other places and here at CISD.
11. Does not retaliate or discriminate.
12. Easy going.

Board President, Michael Watkins recessed the meeting until 6:00 p.m.

The meeting was called back to order by President, Michael Watkins.

Jim Vinson and Fred Rush gave a presentation to the community on the hiring process of a new Superintendent.

The community was asked to write down three qualifications or characteristics that they would want from a new Superintendent.

The main qualifications and characteristics were:

1. Strong leader – positive leader, approachable
2. Integrity & positive motivator
3. Good communicator
4. Community orientated & outgoing
5. Committed & fair to everyone
6. Sensitive to staff & student needs
7. Strong financial background
8. Someone who has energy & confidence
9. Supports strong discipline with students and staff
10. Experience in planning & TEA Rules and Regulations
11. Strong in curriculum
12. Able to move school to the next level

Board President, Michael Watkins recessed the meeting and the board members reconvened over at the Cameron ISD Administration Board Room at 7:30 p.m.

In accordance with the Texas Open Meeting Act, Government Code, Chapter 551, Subchapters D and E or Government Code Section 418.183(f) Board President; Michael Watkins adjourned the meeting into closed session.

Subjects discussed in closed sessions were: Consider approving Superintendent Profile.

A motion was made by Larry Green and seconded by Curtis Hoyle to approve the Superintendent profile, conditions and timeline as follows:

Cameron ISD Superintendent Search Process and Information

- A. Salary: 100,000 - \$125,000
- B. Fringe Benefits: Negotiable
- C. Contract: Three years with an annual review
- D. Travel: Negotiable
- E. Moving Expenses: Negotiable
- F. Residency: Required to live in the district
- G. Health Requirements: Must pass a physical exam specified by the district

QUALIFICATIONS

- Strong leader with integrity.

- Demonstrates the ability to be a strong, effective communicator with staff and community.
- Supportive and knowledgeable of all programs that will meet the needs of all students.
- Efficiently manages district finances, finds alternative sources of funding, and provides a clean, safe environment for learning and working.
- Being visible and approachable and communicating openly and effectively with the community, faculty, staff, and board.
- Improving the quality of education available to students while responding to the challenges of a diversified instructional program.
- A proven track record of creating and maintaining a system of accountability that supports and holds high expectations for students, administrators, teachers, and other district employees.
- Understands the importance and reality of the classroom teaching environment and is committed to supporting classroom teachers in every way possible.

Education and Experience

Must hold a valid Texas Superintendent Certificate or be eligible for certification in Texas and must have successful experience as a principal or a central office administrator.

Cameron Superintendent Search Schedule

Search Timeline

March 16	Deadline for all applications
March 19	Screen applications and begin checking references
March 26	Board meeting to review and nominate candidates
March 27	Check references of all finalists
April 2-4	Round One Interview
April 9-10	Round Two Interviews
April 16	Finalist(s) Announced—begin 21 day window
April 16-May 9	Continue to check references
May 7	Board meeting to employ a superintendent
June 1	Date to assume office at Cameron

Motion carried unanimously.

President, Michael Watkins declared the meeting adjourned.

ATTEST:

President

Secretary

CORRECTIONS AND DELETIONS: _____