



Comments to Carlsbad Unified School District Board of Trustees
11/16/2011 – Public Hearing prior to Closed Session re: Superintendent Vacancy

I wanted to take a few minutes to ask you to consider a few options as you make your decision on the issue of the new Superintendent for Carlsbad Unified School District.

The general course of events in the case of an upcoming vacancy in the Superintendent's position at a school district is that the school board immediately hires a firm to assist their search and do all the leg work required. Then, the top candidates are presented to the Board for their selection.

I would like to respectfully ask the Board to not just follow the same path as before. We are not in a normal situation right now, so perhaps it is time to start a new path.

You currently have three very strong Assistant Superintendents. They are very knowledgeable about the District's current financial situation, and very capable of managing the day-to-day operations. I believe that they would be able to provide the leadership needed at this time, we could wait for 6-months to a year to begin the search for a new superintendent.

If the Board felt they needed a liaison between the District and the Board, you could perhaps hire a retired superintendent to come in a couple of times a month for board meetings, etc., on a consultant basis.

Alternatively, you could ask one of our existing Assistant Superintendents to serve as an Interim Superintendent, and leave their position vacant for a time.

At this time, the District is asking all the employees to "Do More – With Less".

At this time, the District is looking under every rock for every dollar they can find to try and fill their \$11 million deficit.

I don't think now is the time for the Board to ask the District to hire a consulting firm to conduct an immediate search for a new superintendent.