



COLORADO
Department of Education

Colorado State Board of Education

TRANSCRIPT OF PROCEEDINGS
BEFORE THE
COLORADO DEPARTMENT OF EDUCATION COMMISSION
DENVER, COLORADO
May 14, 2015, Part 4

BE IT REMEMBERED THAT on May 14, 2015, the
above-entitled meeting was conducted at the Colorado
Department of Education, before the following Board
Members:

Marcia Neal (R), Chairman
Angelika Schroeder (D), Vice Chairman
Steven Durham (R)
Valentina (Val) Flores (D)
Jane Goff (D)
Pam Mazanec (R)
Debora Scheffel (R)



1 MADAM CHAIR: The search firm or the
2 interim?

3 UNIDENTIFIED VOICE: The -- the first one --

4 MADAM CHAIR: Search firm.

5 UNIDENTIFIED VOICE: The first one is the
6 commissioner's search process.

7 MADAM CHAIR: The search process? Okay. Deb and
8 I just had a discussion about the search process and so -- I'm
9 getting out of order here but I'll -- I'll start the discussion
10 and then you can chime in. I'm in favor of a -- a search firm.
11 Not madly in favor. I'm not set on it or anything, but I think
12 a search firm would be a good idea because for one thing, we --
13 you know, we need somebody to handle the process and -- and all
14 we'd need to do with this is just have, you know, someone line
15 up and we could probably do by mail.

16 I know there are some state -- what is the name,
17 Robert (ph), of -- do you remember? Of the agency we used to
18 hire you?

19 UNIDENTIFIED VOICE: Hazard, Young --

20 UNIDENTIFIED VOICE: Hazard, Attea (ph) --

21 MADAM CHAIR: It's Hazard and -- you know. So
22 there's some -- some local search firms and we could ask
23 somebody (ph) and we could do that pretty much by mail if no
24 one has any objection to it. The reason I'm arguing for it --
25 as I said, I'm not set in stone here but we don't have anybody



1 to manage the process and -- and we need to have somebody who
2 can do that -- who can get the applications out and take them
3 in and organize them and do all that kind of stuff.

4 UNIDENTIFIED VOICE: Yeah.

5 MADAM CHAIR: And if we work really fast -- we
6 were just talking, Deb and I -- I guess with -- I don't
7 remember. We should be able to have the search firm in place
8 by next month and have them, you know, be here to present to
9 us. That's just my idea. What are the rest of you thinking?
10 Deb?

11 MS. SCHEFFEL: Well, one thing a search firm
12 helps us with is some people that want to apply and want it to
13 be kept confidential, that a search firm facilitates that. The
14 other side of a search firm is that we want to make sure they
15 don't shackle our process.

16 UNIDENTIFIED VOICE: Yeah.

17 MS. SCHEFFEL: And also, it's expensive. So we
18 would want to, you know, take care in who we would want to
19 consider and we would want to make sure that the parameters
20 around their work didn't somehow keep us out of the process. I
21 don't want anybody, you know, pre-vetting applications. Oh, I
22 think we want to see all the applications. We don't want to
23 have semantic nuances in the description that would prevent
24 people that we would want to apply to somehow be prevented from
25 applying. So I think that, you know, it's a linguistic task on



1 the front end. In the end, you're hiring a person and so we
2 just have to make sure that the language and the timing and the
3 procedures don't somehow limit us in terms of finding the right
4 person.

5 MADAM CHAIR: (Indiscernible) when you say you
6 don't want them limiting --

7 MS. SCHEFFEL: Shackling (ph).

8 MADAM CHAIR: The -- the applications. The only
9 thing -- I mean, there's -- there's bound to be some that are
10 just totally inappropriate that they -- they might say, you
11 know, do we -- do we really want to see all applications is the
12 question and I'm not -- I don't know. What do you think?

13 UNIDENTIFIED VOICE: I would like to.

14 UNIDENTIFIED VOICE: I would like to.

15 MADAM CHAIR: Even if they're really --

16 UNIDENTIFIED VOICE: Unless it's really
17 voluminous, I guess.

18 UNIDENTIFIED VOICE: Well, the -- see, and I have
19 no idea what we're talking about. How many did we --

20 UNIDENTIFIED VOICE: (Indiscernible) last time,
21 there weren't that many applicants.

22 UNIDENTIFIED VOICE: Oh, there were. But -- but
23 -- they got --

24 MADAM CHAIR: They did narrow them down. I
25 remember that but I don't know what -- I guess they probably



1 used the criteria --

2 UNIDENTIFIED VOICE: Actually, I think I'm -- I'm
3 -- I may have missed something because I was ill --

4 UNIDENTIFIED VOICE: I remember looking at all of
5 them (ph).

6 UNIDENTIFIED VOICE: I think that's the reason.
7 I missed a certain stage.

8 MS. SCHEFFEL: I remember looking at all of them
9 and, you know, I think we sorted them or whatever but I
10 remember us having access to every application and I think
11 that's an --

12 MADAM CHAIR: And we can certainly do that.

13 MS. SCHEFFEL: We may want a non-traditional
14 candidate. I mean, you know, in other words, when you set up a
15 search, you set up parameters and they're usually related to
16 your description but that can also create problems.

17 MADAM CHAIR: That doesn't mean it has to be.

18 UNIDENTIFIED VOICE: Yeah, because we might get a
19 business person that doesn't -- has never been a
20 superintendent.

21 MADAM CHAIR: And I've -- you know, I've had a
22 couple of recommendations for -- for the position that are
23 people that are not -- of course, Robert wasn't an educator so
24 what are we saying.

25 UNIDENTIFIED VOICE: So I'm -- oh, go ahead.



1 UNIDENTIFIED VOICE: Yes, Jane?

2 MS. GOFF: Well, those -- that's the kind of
3 thing that a firm can help us figure out. You know, they'll --
4 they will help us with -- guide us through the characteristics
5 list. If we want to do that, they'd help us promote or
6 publicize, help us with our message around that. So I'm -- I'm
7 in favor of it. I also -- like we are -- quite often anymore,
8 we are -- we have a dilemma a lot between hurry up and slow
9 down. So this is -- this is one of those things that needs --
10 needs its due attention if we're going to do it. I don't know
11 that we -- if it can be done quickly and that can happen
12 depending on the scope of what -- how far we want to go with a
13 firm and all that. But it -- it deserves its own due diligence
14 as well, so. And I would encourage that we -- that we have --
15 that we bring on some help.

16 MADAM CHAIR: (Indiscernible).

17 UNIDENTIFIED VOICE: Yeah, I'm fine with using a
18 search firm. I'm wondering if there is an option to have sort
19 of an expedited search so that it's not -- I mean, there --
20 there are a series of steps and it may be that they're -- and
21 they may be presented to us but it may be that we say this step
22 we can do without because we believe we have the information,
23 et cetera.

24 UNIDENTIFIED VOICE: I agree that --

25 UNIDENTIFIED VOICE: That -- that probably would



1 make me feel better. It might also help control the cost.

2 UNIDENTIFIED VOICE: I'm sorry, could you repeat
3 that last -- what did you say about why you would want to
4 expedite it (ph)?

5 UNIDENTIFIED VOICE: So we'd have the job done
6 other than seven or eight months and it might help with the
7 cost as well. If there are things that are -- that are
8 recommended in a -- in a search by a search firm that we feel
9 we don't need or we don't want to do, we ought to be able to
10 eliminate that and we need to think about what are some things
11 that are in a traditional search that we could --

12 UNIDENTIFIED VOICE: So what would an expedited
13 search look like?

14 UNIDENTIFIED VOICE: For -- for example, in our
15 last search, we had a very extensive process of going out to
16 the state of Colorado superintendents, the alphabet soup,
17 legislatures. And when I say alphabet soup, I'm -- I'm saying
18 all of the CAES (ph) organizations, legislatures, et cetera and
19 we got an awful lot of feedback. We may or may not want to do
20 that process again. That's one of the things that can take a
21 long time because they not only do an online or paper survey,
22 but they also do -- what do they call it? The little meetings.

23 UNIDENTIFIED VOICE: Focus groups?

24 UNIDENTIFIED VOICE: Focus groups, thank you very
25 much. Sorry. And I don't know if we want to do that.



1 MADAM CHAIR: I tend to agree. Yeah, we probably
2 don't need those.

3 MR. DURHAM: Steve. I wondered, are we at least
4 ready for a -- a basic motion. Some people may want or
5 (indiscernible) on hiring a search firm.

6 MADAM CHAIR: Does anybody have anything they
7 wanted to add before he --

8 UNIDENTIFIED VOICE: (Indiscernible).

9 MADAM CHAIR: We'll see what the motion is and
10 then we'll let you know.

11 MR. DURHAM: (Indiscernible) give this a whirl. I
12 move that we put an RFP for the purpose of hiring a search firm
13 to fill the position of commissioner of Education in the state
14 of Colorado and that that -- part of the RFP include -- and
15 this is where people can add to it -- that the search is a
16 national one in scope. That it not exclude non-traditional
17 candidates, that -- that time is of the essence, that -- that -
18 - and that we get the four or five -- well, we get to see who
19 responds to the RFP and then perhaps bring in one or two of
20 those firms or three for a short time, maybe a 10-minute
21 presentation at the next meeting and we'll make a selection at
22 that time of a firm. But some -- there may be other criteria
23 that I didn't think of that people might want to add.

24 MADAM CHAIR: I think -- because I have -- I
25 (indiscernible) -- I think we could shorten it. When you talk



1 about bringing -- I was thinking we could appoint a committee,
2 two or three, who would look at these RFPs and perhaps, you
3 know, communicate with the rest of us and we might be able to
4 select it (indiscernible). If we got right on it, we might be
5 able to select them and have the -- the firm here next month.

6 UNIDENTIFIED VOICE: (Indiscernible).

7 UNIDENTIFIED VOICE: Huh?

8 UNIDENTIFIED VOICE: That's what you said.

9 MR. DURHAM: Yeah, well, I thought we may have
10 more than one.

11 MADAM CHAIR: Well, you said two or three.

12 UNIDENTIFIED VOICE: But we would -- we would
13 choose. We would choose next month.

14 MR. DURHAM: You would choose one -- whatever
15 process you use, you do choose next month --

16 (Overlapping)

17 MADAM CHAIR: And -- and that's just a suggestion
18 but if we really -- we are talking about trying to do it as
19 quickly as - I don't know, maybe you wouldn't get back that
20 many applications in that short a time.

21 UNIDENTIFIED VOICE: Madam Chair?

22 MADAM CHAIR: Yes?

23 UNIDENTIFIED VOICE: Just as -- as a
24 clarification, I think what you would be talking about is
25 appointing a subcommittee to draft the qualifications in the



1 RFP so that that --

2 MADAM CHAIR: We need the qualifications in the
3 RFP?

4 UNIDENTIFIED VOICE: For the search committee.

5 MADAM CHAIR: For the search firm?

6 UNIDENTIFIED VOICE: For the search firm. Yes,
7 excuse me, for the search firm.

8 MADAM CHAIR: Well --

9 MR. DURHAM: And - and I think what the
10 chairwoman's (ph) recommendation was that the subcommittee
11 review the applications that come in. We may need a
12 subcommittee.

13 MADAM CHAIR: You could do that, too. Yeah.

14 MR. DURHAM: Yeah, we may need a subcommittee to
15 put together the criteria as well.

16 UNIDENTIFIED VOICE: Yeah.

17 MR. DURHAM: Although I'm going to guess there's
18 a fair amount of legal work to be done on that.

19 MADAM CHAIR: What do you think, Carey (ph),
20 since you're kind of the expert at this.

21 MS. MARKEL: I don't know that I'm an expert but
22 I am exiting (ph).

23 MADAM CHAIR: You can say whatever you want.

24 MS. MERKEL: I think that a subcommittee might
25 expedite the process between Bizy, Tony, and getting back to



1 the Board so that if you are trying to get a decision quickly,
2 you have feedback from Board members who could -- some have
3 likely (ph) legislative liaisons who make recommendations to
4 the Board. So I would suggest you pick a bipartisan
5 subcommittee so that things can move along.

6 MADAM CHAIR: Yeah.

7 MS. MERKEL: And you see it (ph). Your
8 subcommittee members should I think be the same ones who, you
9 know, develop the characteristics, who -- you know, work
10 through this process for you if you're going the subcommittee
11 route and then when you start getting the applications in, then
12 all of you can review the applications that come in. I do not
13 imagine that you're going to get more than a dozen RFP
14 responses. I think it would be great if you did.

15 UNIDENTIFIED VOICE: Sometimes you only get two
16 or three.

17 MS. MERKEL: Most of the time you get two or
18 three and then move from there.

19 MADAM CHAIR: Okay, yeah, I think that -- and I
20 just --

21 UNIDENTIFIED VOICE: (Indiscernible).

22 MADAM CHAIR: Your ramble (ph) was so long. I
23 don't know that we need a second.

24 UNIDENTIFIED VOICE: Well, we do need a second.

25 We do need a second.



1 (Overlapping)

2 MADAM CHAIR: Well, I mean, we always do the
3 second vetting --

4 UNIDENTIFIED VOICE: (Indiscernible).

5 UNIDENTIFIED VOICE: We incorporate all of those
6 other things in the motion.

7 MADAM CHAIR: I forgot everything you said.

8 UNIDENTIFIED VOICE: Angelika just seconded.

9 MS. SCHROEDER: I just seconded it, whatever it
10 was.

11 MADAM CHAIR: Okay, let's vote on that. How --
12 is there any objection?

13 UNIDENTIFIED VOICE: No (ph).

14 MADAM CHAIR: Okay, then the motion carries and -
15 -

16 MR. DUNHAM: Did you get that here (ph)?

17 MADAM CHAIR: I think -- I was going to suggest
18 that we choose two or three people -- what -- to liaison with
19 Tony and Bizy and - and I -- I -- I assume you can get out --
20 can you get out the RFP or do we need to do that?

21 UNIDENTIFIED VOICE: We -- we -- Tony and Bizy
22 and (Indiscernible) will (Indiscernible) from the subcommittee
23 --

24 MADAM CHAIR: Okay.

25 UNIDENTIFIED VOICE: On developing the



1 characteristics and making sure that that was what the Board's
2 will is. So I think that we need a subcommittee appointed
3 today to help, you know, move that process along --

4 MADAM CHAIR: Okay, yeah, and could get started
5 on that.

6 UNIDENTIFIED VOICE: (Indiscernible).

7 MADAM CHAIR: I'm -- I'm -- I'm looking at --

8 UNIDENTIFIED VOICE: A subcommittee for what
9 purpose?

10 MADAM CHAIR: To look at the -- to number one,
11 help develop it and then number two --

12 (Overlapping)

13 UNIDENTIFIED VOICE: The RFP?

14 MADAM CHAIR: Look at them when they come in.

15 UNIDENTIFIED VOICE: The RFP?

16 UNIDENTIFIED VOICE: Mm-hmm.

17 UNIDENTIFIED VOICE: The RFP?

18 MADAM CHAIR: And I'm -- I'm thinking somebody,
19 like local people.

20 UNIDENTIFIED VOICE: Yeah.

21 UNIDENTIFIED VOICE: (Indiscernible) younger
22 people. None of us are volunteering.

23 MADAM CHAIR: Val and Angelika or Jane?

24 UNIDENTIFIED VOICE: (Indiscernible).

25 MADAM CHAIR: Jane and Steve maybe?



1 DURHAM: I'm in the neighborhood.

2 MADAM CHAIR: You're in the neighborhood?

3 DURHAM: I'm here a lot.

4 MADAM CHAIR: Okay. Is that okay, Jane?

5 UNIDENTIFIED VOICE: Jane?

6 MADAM CHAIR: Jane, will you be on the committee?

7 MS. GOFF: I'll be on the committee.

8 MADAM CHAIR: Thank you. You're so excited.

9 Jane and -- Jane and Steve and Val then will be on the

10 committee and I'll leave it up to you to get together with

11 Quinn (ph). He'll come in and do that.

12 UNIDENTIFIED VOICE: Val, Steve, (Indiscernible).

13 MADAM CHAIR: Is -- is that complete enough?

14 UNIDENTIFIED VOICE: Do we get to vote on --

15 MADAM CHAIR: You will get together, you will get

16 the RFP out and then -- because when they start coming in,

17 again, I mean, I think it would be good to have an original

18 same committee (ph) look at those RFPs. It would be really

19 nice if we could get it done by (Indiscernible) and have it by

20 June.

21 UNIDENTIFIED VOICE: By the June Board meeting?

22 UNIDENTIFIED VOICE: If it doesn't work out.

23 UNIDENTIFIED VOICE: Have the firm chosen (ph).

24 MADAM CHAIR: Because if we had it done by June

25 then we could -- and we may have to have a meeting in July. We



1 never meet in July but we could meet in July if we had some
2 applications. August for sure.

3 UNIDENTIFIED VOICE: And then we could have
4 August off? If we don't meet in --

5 UNIDENTIFIED VOICE: August?

6 UNIDENTIFIED VOICE: No.

7 UNIDENTIFIED VOICE: If we meet in July then we
8 don't meet in August.

9 MADAM CHAIR: Oh, no. Just -- it's just that
10 usually we don't meet in July because there's nothing to do but
11 there's no reason we can't meet in July.

12 UNIDENTIFIED VOICE: We'd like to not meet in
13 July.

14 UNIDENTIFIED VOICE: Okay.

15 MADAM CHAIR: We like not meeting in July.

16 UNIDENTIFIED VOICE: That's right
17 (Indiscernible).

18 UNIDENTIFIED VOICE: (Indiscernible) possible
19 interviews.

20 MADAM CHAIR: Possible search firms.

21 UNIDENTIFIED VOICE: (Indiscernible).

22 MADAM CHAIR: Interims (ph)? Oh, thank you, yes
23 (ph).

24 UNIDENTIFIED VOICE: (Indiscernible) talk about
25 it. (Indiscernible) do that.



1 MADAM CHAIR: Well, have -- is this -- take care
2 of the search firm thing. Everybody -- okay, we got a
3 committee for the search firm.

4 UNIDENTIFIED VOICE: The committee for the search
5 firm is who --

6 UNIDENTIFIED VOICE: Put it all in your hands.

7 UNIDENTIFIED VOICE: Val, Angelika, and Jane or
8 Steve?

9 UNIDENTIFIED VOICE: Steve -- Val, Steve, and --

10 UNIDENTIFIED VOICE: Steve, Jane, and Val.

11 UNIDENTIFIED VOICE: Yeah, Steve, Jane, and Val.

12 Okay, good.

13 MADAM CHAIR: Is there anything else on the
14 search committee or the candidates and what kind of candidate
15 we're looking for, any of that right -- I would (ph) -- yeah.

16 MR. DURHAM: I think in reference (ph) to -- to
17 what you said, that we should try and have an opportunity
18 individually to work in small groups for them to
19 (Indiscernible) for potential candidates if we won't do that
20 (Indiscernible).

21 MADAM CHAIR: What we're looking for?

22 MR. DURHAM: It would be this in the interim
23 (Indiscernible).

24 MADAM CHAIR: Well, no, I (Indiscernible).

25 MR. DURHAM: What are you talking about?



1 MADAM CHAIR: (Indiscernible) kind of got the
2 interim thing.

3 MR. DURHAM: Oh, okay.

4 MADAM CHAIR: What -- what -- what are we looking
5 for to tell them what we're looking for in a candidate?

6 UNIDENTIFIED VOICE: (Indiscernible).

7 MADAM CHAIR: Is there any one thing that --

8 UNIDENTIFIED VOICE: I'm very confused.

9 UNIDENTIFIED VOICE: What we're going to tell the
10 search firm (Indiscernible).

11 MADAM CHAIR: Well, we can -- we can think about
12 that and perhaps send it in.

13 UNIDENTIFIED VOICE: Jane (Indiscernible).

14 MS. GOFF: I -- I -- I think we -- if we can,
15 today would be good. Come to some kind of an understanding
16 about the -- that very thing (ph). (Indiscernible) come to a
17 Board -- Board approach to this. Timing, you know, and what --
18 and who to talk to and when and in what order. Do we -- do we
19 want to have our search -- our RFPs. We have our subcommittee
20 RFP process determined, which will probably eventually include
21 a little timeline setting (Indiscernible) everything. Before
22 this goes out too far and to people we may have talked to (ph).
23 Along with that, part of what I predict is going to happen
24 because I'm sure most of you have too already gotten emails.
25 Inputs, ideas, questions, recommendations. Part of our work



1 together may be somehow organizing a -- a digest (ph) operation
2 for that.

3 MADAM CHAIR: Digest of?

4 UNIDENTIFIED VOICE: Well, some way to keep --

5 MADAM CHAIR: For the -- for -- for this firm or
6 the candidate?

7 UNIDENTIFIED VOICE: (Indiscernible) all of that,
8 all of that. Any kind of input we get by -- in this -- during
9 this process from people, whether its recommendations of
10 candidates or, you know, letters of reference or something.
11 That we have some kind of organized system for keeping them
12 organized so we don't lose anything. Because if we have to be
13 responsible and we've got some good documenters (ph) of all of
14 this -- I'm just -- I'm putting it to -- it's a personal
15 request but I want to be happy with the Board's organization of
16 this process. I think it would behoove us to get something
17 figured out quickly and -- and -- part of the hiring we're
18 looking at or the choosing of the search firm is to me -- it's
19 part of the whole process.

20 UNIDENTIFIED VOICE: Yeah.

21 UNIDENTIFIED VOICE: A whole -- a whole set of
22 decisions we're going to have to be making. I would just like
23 us to talk, figure out a way where we can really shoot for all
24 of that, precisely in that place (ph). Rather than 15 emails
25 every day. (Indiscernible).



1 UNIDENTIFIED VOICE: Sure.

2 UNIDENTIFIED VOICE: (Indiscernible). That's all,
3 I think.

4 MADAM CHAIR: I think most of our brains are
5 slightly fried. Mine are (ph).

6 UNIDENTIFIED VOICE: (Indiscernible).

7 UNIDENTIFIED VOICE: (Indiscernible) And since
8 you -- this is your last meeting probably -- if people are
9 interested in interim, do you want them to -- what, call you?
10 Call -- put their names in or how would you like to do that?

11 UNIDENTIFIED VOICE: We need a resolution.

12 UNIDENTIFIED VOICE: How about to you?

13 UNIDENTIFIED VOICE: You go to work.

14 UNIDENTIFIED VOICE: Then they let us know and
15 you could let us know when appropriate.

16 UNIDENTIFIED VOICE: How about just keeping it?

17 UNIDENTIFIED VOICE: If anybody is interested in
18 the interim (Indiscernible).

19 UNIDENTIFIED VOICE: Other than the two (ph).

20 UNIDENTIFIED VOICE: You may have -- you may have
21 people --

22 UNIDENTIFIED VOICE: We mentioned two from (ph)
23 here if they still are.

24 UNIDENTIFIED VOICE: Okay.

25 UNIDENTIFIED VOICE: They can write Bizy, the



1 clerk of the Board.

2 UNIDENTIFIED VOICE: Okay.

3 UNIDENTIFIED VOICE: Okay.

4 UNIDENTIFIED VOICE: And then we could make -- we
5 could immediately say this is the -- all of (Indiscernible)
6 have recommended. If they're interested and can
7 (Indiscernible) resume, just give to me, okay (ph)? Does that
8 sound -- is that (Indiscernible)?

9 UNIDENTIFIED VOICE: Yes.

10 UNIDENTIFIED VOICE: Okay, and then if you --

11 UNIDENTIFIED VOICE: To all of us?

12 UNIDENTIFIED VOICE: Well, yeah. She'll send it
13 to all of you and then it's a pass-through (ph), okay? Then I
14 don't (Indiscernible). One thing I'd like to recommend to you
15 -- we'll try and the -- our agenda is a bit full, okay? We'll
16 try to keep everything to one day if we -- business and if we
17 can shorten it as much as we can so it gives you either half
18 the day on the first day or a full day on Tuesday to talk or at
19 least a good block of time to talk. Does that sound all right?

20 UNIDENTIFIED VOICE: Okay. Would you repeat
21 that?

22 UNIDENTIFIED VOICE: And try to get you some time
23 to talk about the interim and time to talk about the process at
24 the next Board meeting. That means cutting back on business as
25 much as usually, we can work through (ph).



1 UNIDENTIFIED VOICE: (Indiscernible).

2 UNIDENTIFIED VOICE: Oh, yeah.

3 UNIDENTIFIED VOICE: That's okay.

4 (Indiscernible).

5 UNIDENTIFIED VOICE: I agree.

6 MADAM CHAIR: And I don't think any of us were

7 too --

8 UNIDENTIFIED VOICE: Did we have a resolution

9 about waiting on the (Indiscernible).

10 MADAM CHAIR: All right, so that's interim and

11 the search firm. What else do we need to discuss?

12 UNIDENTIFIED VOICE: And let's set up a block

13 time for an interim that if you choose to get the

14 (Indiscernible) while you're all here if we have three

15 (Indiscernible) or two-hour block but to just talk -- do as

16 many as can participate kind of thing (ph).

17 UNIDENTIFIED VOICE: If you don't have it in

18 advance, maybe (Indiscernible) is the subcommittee (ph). How

19 about the two of you as the subcommittee can kind of talk among

20 yourselves what you would like to bring forth (ph).

21 UNIDENTIFIED VOICE: Three.

22 UNIDENTIFIED VOICE: There's three, sorry.

23 MADAM CHAIR: And I -- this is just my suggestion

24 but I -- I really think it's a tremendous advantage to have

25 somebody in-house because bringing somebody from out to be an



1 interim who doesn't know the system, doesn't know the people or
2 anything would be a tremendous challenge. So I -- I -- I just
3 personally would like us to choose somebody who is in-house.
4 What else? Carey is there any -- and (Indiscernible) is there
5 anything more you need, you guys, from us?

6 UNIDENTIFIED VOICE: I think we're good right
7 now.

8 MADAM CHAIR: You just think you're just good.
9 We'll put it all in your hands.

10 UNIDENTIFIED VOICE: It's in good hands.

11 MADAM CHAIR: Is there any other order of
12 business before we adjourn? If so, tell me next time.

13 (Meeting adjourned)

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C E R T I F I C A T E

I, Kimberly C. McCright, Certified Vendor and Notary, do hereby certify that the above-mentioned matter occurred as hereinbefore set out.

I FURTHER CERTIFY THAT the proceedings of such were reported by me or under my supervision, later reduced to typewritten form under my supervision and control and that the foregoing pages are a full, true and correct transcription of the original notes.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 25th day of January, 2019.

/s/ Kimberly C. McCright

Kimberly C. McCright

Certified Vendor and Notary Public

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