

Centinela Valley won't get new superintendent until at least January

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rebecca.kimitch@langnews.com @rkimitch on Twitter

It will take until at least January for Centinela Valley school district to select a new superintendent to [replace fired leader Jose Fernandez](#), based on a time line established by the [executive search firm working with the district](#).

The school board this week selected the Illinois-based firm Hazard, Young, Attea and Associates to conduct the search for \$21,500, plus at least \$6,000 in expenses. Executive searches of this type typically cost \$17,000 to \$25,000, according to experts.

The firm will begin by establishing a profile of traits and skills desired of the next superintendent, based on interviews with the school board, staff and community members. A special board meeting will be held Oct. 22 to begin this process, interim Superintendent Bob Cox said.

The firm will then advertise the position, conduct preliminary interviews and narrow the applicant pool. According to the time line, the interviews will take place in December and January. Board members will then visit the finalist's current district and then the selection will be announced.

In its proposal, Hazard, Young, Attea and Associates presented a range of options for community involvement in the search process — from making all the candidates' names public at the start to not releasing any information until the final selection is made. Such details will be worked out with the board in the coming weeks.

The firm has extensive experience in superintendent searches. Last year, across the U.S., it placed 40 elementary school district superintendents and three high school district superintendents. Though the firm is based in a Chicago suburb, this search will be conducted out of its Palo Alto office.

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