



Board Special Meeting

Superintendent Hiring Process; Executive Sessions: To discuss with legal counsel representing the agency litigation and/or potential litigation. RCW 42.30.110(1)(i).; To evaluate the qualifications of an applicant for public employment; To review the performance of a public employee. RCW 42.30.110(1)(g).

January 21, 2021, 3:30-6:30 p.m.

Meeting to be held remotely

By [Microsoft Teams](#)

By Teleconference: +1 206-800-4125 (Conference ID: 131 369 155#)

Agenda

<u>Call to Order</u>	3:30pm
<u>Action Item</u>	3:30pm
<ul style="list-style-type: none">• Board Action Report: <u>Approving the decision to hire an Interim Superintendent until a formal, comprehensive search can be conducted for a permanent Superintendent.</u> Superintendent Hiring Process	
<u>Executive Session: To discuss with legal counsel representing the agency litigation and/or potential litigation. RCW 42.30.110(1)(i).</u>	4:30pm*
<u>Executive Session: To evaluate the qualifications of an applicant for public employment; To review the performance of a public employee. RCW 42.30.110(1)(g).</u>	5:30pm*
<u>Adjourn</u>	6:30pm*

IMPORTANT NOTE: This meeting will be held remotely without an in-person location per the Governor's proclamation prohibiting public agencies from conducting meetings subject to the Open Public Meetings Act in-person to curtail the spread of COVID-19. The public is being provided remote access through Microsoft Teams and teleconference as noted above. There is a maximum capacity of 350 meeting participants and other attendees for this remote meeting, and a "waiting room" may be utilized to address capacity. Additional attendees will be admitted from the waiting room as capacity permits.

*Special meetings of the Board, including work sessions and retreats, may contain discussion and/or action related to the items listed on the agenda. Executive sessions are closed to the public per RCW 42.30. *Times given are estimated.*



SCHOOL BOARD ACTION REPORT

DATE: January 20, 2021
FROM: Board President Chandra Hampson
For Introduction: January 21, 2021
For Action: January 21, 2021

1. TITLE

Approving the decision to hire an Interim Superintendent until a formal, comprehensive search can be conducted for a permanent Superintendent.

2. PURPOSE

This Board Action Report proposes that the School Board hire an Interim Superintendent to replace the current Superintendent, with a start date no later than July 1, 2021, to allow time to conduct a formal, comprehensive search for a permanent Superintendent. It further proposes that the Interim Superintendent may not apply to be considered for the permanent Superintendent position.

3. RECOMMENDED MOTION

I move that the School Board decide to hire an Interim Superintendent to replace the current Superintendent, to allow sufficient time to conduct a formal, comprehensive search for a permanent Superintendent. The Interim Superintendent's start date will be no later than July 1, 2021. The Interim Superintendent may not apply for the permanent Superintendent position. Immediate action is in the best interest of the district.

4. BACKGROUND INFORMATION

- a. **Background** Superintendent Juneau's contract expires on June 30, 2021. Superintendent Juneau has announced that she is not seeking renewal of her contract. State law and district policy require that the Board hire the Superintendent. RCW 28A.400.010; Board Policy No. 1005.

The Board's options are (1) to hire an Interim Superintendent, with a starting date no later than July 1, 2021, and an anticipated end date of June 30, 2022; and (2) to hire a "permanent" Superintendent for a longer period of time.¹

- b. **Alternatives** An appropriate search process to hire a permanent Superintendent, including robust and necessary community engagement, will take more time than is available to the Board before the expiration of Superintendent Juneau's contract. In order to have the best candidate pool available, the search process should be agreed upon to allow the search to be conducted starting no later than fall 2021, continuing through the

¹ Under RCW 28A.400.010, the initial term of a superintendent's contract may not exceed three years. The contract can, however, be extended at the discretion of the school board.

winter and spring, and culminating in a decision in April or May of 2022. This process will be spelled out and brought forward for action in a future Board Action Report.

c. **Research** N/A

5. FISCAL IMPACT/REVENUE SOURCE

There is no fiscal impact associated with the decision to replace Superintendent Juneau with an interim, rather than a permanent, Superintendent. This ultimate fiscal impact of the hiring of an interim Superintendent will depend on the terms of the employment contract negotiated with the person selected by the Board.

Expenditure: One-time Annual Multi-Year N/A

Revenue: One-time Annual Multi-Year N/A

6. COMMUNITY ENGAGEMENT

With guidance from the District's Community Engagement tool, this action was determined to merit the following tier of community engagement:

Not applicable

Tier 1: Inform

Tier 2: Consult/Involve

Tier 3: Collaborate

A formal search for a permanent Superintendent search will be conducted starting no later than fall 2021, continuing through winter and spring 2022, leading to selection of a permanent Superintendent in April or May 2022. The Board will consider and vote on a search process for the permanent Superintendent that includes considerable community engagement.

7. EQUITY ANALYSIS

The search for a permanent Superintendent will use the Racial Equity Analysis tool throughout the process, in consultation with the division of Equity, Partnerships and Engagement with respect to any appropriate modifications to the tool for Board use.

8. STUDENT BENEFIT

Students will benefit from the long-term leadership of a Superintendent who was selected by the Board through a thoughtful, carefully designed, community-driven search process.

9. WHY BOARD ACTION IS NECESSARY

Amount of contract initial value or contract amendment exceeds \$250,000 (Policy No. 6220)

- Amount of grant exceeds \$250,000 in a single fiscal year (Policy No. 6114)
- Adopting, amending, or repealing a Board policy
- Formally accepting the completion of a public works project and closing out the contract
- Legal requirement for the School Board to take action on this matter
- Board Policy No. 1005, Responsibilities and Authority of the Board, provides the Board “shall employ a Superintendent who is charged with the day-to-day operations of the district.”
- Other: _____

10. POLICY IMPLICATION

This action implicates Board Policy No. 1005, Responsibilities and Authority of the Board, as well as RCW 28A.400.010, Employment of Superintendent – Superintendent’s qualifications, general powers, term and contract renewal.

11. BOARD COMMITTEE RECOMMENDATION

This motion was not discussed in committee.

12. TIMELINE FOR IMPLEMENTATION

Upon approval of this motion, the Board will consider and approve at a future Board meeting the next steps in the hiring of an Interim Superintendent. The Board will also design, with community input, a process to search for, evaluate, and hire a permanent Superintendent.

13. ATTACHMENTS

N/A