



# **SCHOOL BOARD ACTION REPORT**

**DATE:** March 27, 2018  
**FROM:** Director Leslie Harris, Board President  
**LEAD STAFF:** N/A

**For Introduction:** April 4, 2018  
**For Action:** April 4, 2018

## **1. TITLE**

Final Candidate Selection and Authorization to Commence Salary and Contract Discussions for Superintendent

## **2. PURPOSE**

The Board of Directors has the responsibility to employ a Superintendent. The Board is currently engaged in a search process for a new superintendent. The Board voted to invite three (3) candidates in as finalists. On March 29-30, 2018, the final candidates visited schools, met with staff and labor partners, engaged in a public forum, and interviewed with the Board. The Board has evaluated the qualifications of these candidates in Executive Session and has reviewed hundreds of comments about the finalists from members of the public. The purpose for this Board Action Report is to select a superintendent finalist and authorize Board Directors Harris and Burke to engage in contract discussions with the final candidate for the position of superintendent and bring a negotiated contract back to the full Board for action.

## **3. RECOMMENDED MOTION**

Based on the entire search process, including candidate interviews, I move that the Board select \_\_\_\_\_ [Candidate Name] as the finalist for the position of Superintendent for Seattle Public Schools.

I further move that Directors Harris and Burke be authorized to:

- a. Engage in contract discussions with \_\_\_\_\_ [Candidate Name] for the position of Superintendent; and
- b. Bring a negotiated contract to the full Board for introduction and action on April 25, 2018.

Immediate action is in the best interest of the District.

## **4. BACKGROUND INFORMATION**

### **a. Background**

Superintendent Nyland's employment agreement, amended by the Board on December 7, 2016, includes an end date of June 30, 2018. The Board is currently engaged in a search process for a new superintendent. After multiple rounds of interviews taking place on

March 22-23 and March 29-30, the Board will vote by this action to select a final superintendent candidate and to authorize the Board President and Vice President to engage in contract discussions with the final candidate for the position of Superintendent. Information on the final candidate can be found on the District website under <https://www.seattleschools.org/cms/One.aspx?portalId=627&pageId=29940719>

**b. Alternatives**

Not select a final candidate. This would result in the superintendent search process starting over and the selection of an interim superintendent. This would likely result in up to a one-year delay in finding a permanent superintendent.

Not delegate the contract negotiations to defined Board members. This is a Board function and having two Board members engage in this initial discussion avoids any Open Public Meeting Act concerns. As stated previously, any Superintendent employment contract would be brought to the full Board for review and approval.

**c. Research**

The Board has received salary benchmarking data from its search consultant firm.

RCW 28A.400.010 gives the Board its statutory authority to elect and contract with a superintendent.

**5. FISCAL IMPACT/REVENUE SOURCE**

There is no fiscal impact to selecting a final superintendent candidate. As for authorizing contract discussions, the negotiations themselves do not have a fiscal impact until the contract is approved by the full Board on April 25, 2018. The subsequent Board Action Report with a contract for approval will have an annual fiscal impact, but it will be similar to what currently exists because the District employs a superintendent under an employment agreement.

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

The statutory authority to select a new superintendent is given to the Board by State law. During its search process, the Board has provided several avenues for community input. In January, the Board organized focus groups, a survey, and a Town Hall conducted by its search consultant, Ray and Associates. The Board used the information collected through these measures to develop the candidate profile used for recruiting candidates. During the semi-finalist interviews, several partners participated by listening to the interviews and providing feedback to the Board about each candidate. The finalists were presented to the public and went on school tours, talked with the media, and participated in a public forum, answering questions generated by community members. The week of March 26, the public was able to submit their feedback about the finalists online or in person at the community forum; the Board received hundreds of comments about the finalists.

**7. EQUITY ANALYSIS**

Throughout its search process, the Board has communicated to candidates the importance of the District's equity initiatives.

**8. STUDENT BENEFIT**

The selection of the superintendent will have numerous impacts throughout the District.

**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 approve this item

Other: \_\_\_\_\_

**10. POLICY IMPLICATION**

Per Board Policy No. 1005, Responsibilities and Authority of the Board, the Board is responsible for employing a Superintendent who is charged with the day-to-day operations of the District.

**11. BOARD COMMITTEE RECOMMENDATION**

This need for contract negotiations and delegation to board members was discussed at the Executive Committee meeting on March 15. The Committee reviewed that part of the motion and moved it forward for consideration.

**12. TIMELINE FOR IMPLEMENTATION**

Upon approval of this motion, a finalist will be selected. In addition, upon approval of this motion, Directors Harris and Burke will engage in contract negotiations with the final superintendent candidate. It is anticipated that a negotiated contract will come to the Board for introduction and action on April 25, 2018.

**13. ATTACHMENTS**

- None