

Call to Order

Board Chair Pam Glenn called the special meeting to order at 7:00 p.m. and welcomed guests.

Discuss Appointment of Interim Superintendent

Dan McDonald read a letter expressing concerns he had regarding the hiring process. He outlined the reasons he would not support the hiring recommendation; conflict of interest with recommended candidate, discussions that he felt should have taken place in open session, no opportunity to interview recommended candidate and desire to not rush the selection process. Kaiger Braseth asked Mr. McDonald what processes, if any, he felt were in violation. Mr. McDonald stated he felt that, for the integrity of the process, once the original successful candidate had rejected the District's offer, the next step should have been discussed in open session. Teresa Dewey informed those present that she had consulted OSBA throughout the process and, based on their guidance, the Board did not violate any public meeting laws during this process. She noted that OSBA informed her that the committee had three options; appoint an interim superintendent, readvertise the position as an interim position or obtain access to OSBA's list of interim superintendents and interview from that list. Discussion turned to the selection of the interim. Ken Patterson stated that he did not feel an interview was necessary due to the fact that the potential interim, Doug Hislop, was a known quantity to the district and the community. Dan McDonald disagreed and stated he felt an interview was necessary. The consensus was that for a one year interim, the transition would be smoother with an individual that was familiar with the school and community.

Administrative Roles and Contract Terms

Chairman Glenn explained that the Board has determined that it would be beneficial to provide administrative opportunities for current staff seeking their administrative license. This is necessary to develop a "pipeline" for administrators within the district. She asked for input regarding the administrative opportunities for those individuals. Mr. Mills stated that he felt there would be opportunities to assist with state and federal grant processes, athletic operations, teacher observations/evaluations, and staff development opportunities. It was determined a work session would be necessary to further discuss these administrative roles. Discussion turned to the fte of the superintendent/elementary principal position. It was determined that this would be a full-time position. It was advertised at a salary range of \$101,000 to \$105,000 dependent on experience. Based on Mr. Hislop's experience, it was determined that the salary would be \$105,000 for a 230 day contract.

Action Items

Approve Appointment of Interim Superintendent

Dan McDonald made the motion to cancel the process and have the Board reconsider its options to hire a superintendent that could include an interim option. Wade seconded the motion. Dan McDonald voted in favor, all other members opposed. Motion failed.

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Kaiger Braseth moved to approve the hiring of Doug Hislop as full-time Interim Superintendent/Elementary Principal for a 230 day contract at \$105,000 per year. Ken Patterson seconded the motion. Wade Bingaman, Kaiger Braseth, Pam Glenn, and Ken Patterson all voted in favor of the motion. Dan McDonald voted in opposition. Motion carried.

Nicholle Arnoldus asked the Board what they hope to gain by going through the interview process again in one year. Wade Bingaman stated that he felt the District did not receive a large enough candidate pool due to the fact that the search began so late in the year. By starting the search earlier next year, the hope is there will be a larger pool to choose from. He noted that the selection of a superintendent is the most important decision a school board makes and he wants to make sure the Board makes the right decision.

Nancy McDonald noted that although the staff was included in the process, she didn't feel that the Board listened to their input. Kaiger Braseth stated he did not feel there was a consensus between the staff or community based on the input he received. Discussion continued.

Adjournment

With no further business to discuss, the Board adjourned the Special Meeting at 8:01 pm

Board Members Present

Wade Bingaman, Kaiger Braseth, Pam Glenn, Dan McDonald and Ken Patterson.

Others Present

Mike Mills, Principal/A.D. and Teresa Dewey, Deputy Clerk.

Chairman

Deputy Clerk