

Special Board Meeting BURLINGTON-EDISON SCHOOL DISTRICT NO. 100 June 2, 2008

The Board of Directors of Burlington-Edison School District No. 100 met on June 2, 2008 in the Burlington-Edison High School Cafeteria at 7:00 p.m.

Board Members Present: President, Liza Bott; Vice-President, Marty Lopez; Members, Mike Dynes, Dick Spink, and Bill Wallace

Staff Members Present: Charlene Ovenell, Judy Vivanco, Richard Glick, Chris Chase, Kirk Hamilton, Leslie Hamilton, and Vicki Kelley

Community Members
Present: Brian Poppe, Tim Loving, Veronica Gonzalez, and Jim and Eldeen Simmons

Reporters Present: Adam Rudnick, reporter for *The Argus*, and Kate Martin, reporter for the *Skagit Valley Herald*

The meeting was called to order by President Bott at 7:07 p.m.

At roll call, Mrs. Bott, Mr. Lopez, and Mr. Wallace were present. Mr. Spink and Mr. Dynes arrived a few minutes later.

The Pledge of Allegiance was led by Vice-President Lopez.

Mr. Lopez stated the purpose of the meeting was to give the community the opportunity to give their input to the Board of Directors regarding the superintendent selection process. He stated that the Board has done goal setting, has met with district staff at all sites, and has received online feedback about what attributes staff and community are looking for in a superintendent. Burlington-Edison School District Superintendent, Dr. Jones, was hired at North Kitsap School District; his last day is June 30, and a new superintendent will be hired on July 1. The district has contracted with John Fotheringham, consultant to the Board, to assist the Board in getting the best possible candidates to fill Dr. Jones' position. Mr. Fotheringham will make a final recommendation to the Board of Directors.

Mr. Lopez opened the floor to any members of the audience who wished to address the Board on the subject. Following are comments and questions from the audience and responses from the Board:

Question: Can you give us some comments that are coming across on the website?

Response: Feedback is that the next superintendent should have core values: honesty, integrity, dependability, someone you can trust, a good communicator, familiarity with the district's programs and operations, fiscally responsible, a visionary, and a problem solver. Most of the comments are mainstream; however, some are out in left field. Others are specific as to what they want.

Question: Is the Board considering more than one candidate?

Response: Yes.

Question: How many candidates?

Response: There have been 10-12.

Question: So there is interest in the job?

Response: Yes; Mr. Fotheringham has contacted all of them and talked with them. He has also called those he knows that could be interested.

Question: Any candidates outside the state?

Response: There are potential candidates outside the state. The issue with out-of-state candidates is the transportability of their retirement.

Question: Any Spanish speaking? How do you get to the Spanish speaking community? I see you have an interpreter here tonight; but you need to make sure there are translations in Spanish for the Friday bulletins.

Question: When you hired Dr. Jones, we were invited to sessions in the library to listen to all the candidates. Since Dr. Jones is leaving on June 30th, and a new superintendent will be on board July 1st, will you do that?

Response: Yes, if there is more than one candidate.

Question: You had 10-12 candidates, and now narrowed down to a finalist group, will the public get a chance to see them?

Response: It will be based on the recommendations of John Fotheringham. An interim may be considered as well as two-three candidates. We have Mr. Fotheringham to explore our options, and there are certain personnel issues that we can discuss and cannot discuss.

Question: Will you explore (interview) all of your candidates?

Response: Yes, just like all five Board members from the North Kitsap District came to B-ESD for site visits when Dr. Jones was hired.

Question: How many of you participated in getting the present superintendent hired?

Response: The present members were not on the Board at that time. This is the first big task for this Board, and they want to do it right.

Question: Just for clarification, if your consultant comes with a recommendation (keeping in mind your time is very short), we could end up with an interim and the search will continue?

Response: Yes.

Question: What is the job description of a superintendent?

Response: He is the chief executive officer of the school district. He answers to the Board and controls all operations in the school district. The buck stops at his desk.

Question: Does anyone out there want to be a superintendent?

Response: Not many. There is a lot of involvement, and it is quite a handful—sometimes seven days a week and long days (up to 10:00 p.m.). It is a tough job. There are not that many being credentialed, and we may lose one university that will be closing its credential program, but Washington State does not required us to hire a credentialed superintendent (e.g., John Stanford who was hired in the Seattle School District). We will look at the number one man or woman.

Comment: The school district is facing major issues next year, serious challenges such as cutting employees. When this happened a few years ago, it was tense throughout the school district and communication was poor. We need good communication for the district to stay together--pure honesty. This will be very important, and the new superintendent needs to be capable of doing this next year. With a possible budget reduction of \$1M next year, this needs to be dealt with in a professional manner.

Comment: We need someone who is culturally sensitive. The Hispanic population will grow, and their voices need to be heard as parents and members of the community.

Response: The Dual Language Program will remain a high priority for the district.

Board Question: Do you have recommendations on how to reach the Hispanic community?

Response from Audience: You need to make it comfortable for them to come to meetings and have interpreters; get the word out to them that it okay to approach the Board; for example, go to Raspberry Ridge or West View where parents will see you. Set up calendars in Spanish so the population can attend meetings.

Question: Is there a range for salary—lowest to highest?

Response: That will determined by the experience of the individual. We will negotiate it with the candidate. There is a supply and demand with superintendents. Credentialed numbers are going down. There are 20 superintendents in the State of Washington that make in excess of \$200,000 per year, and some have only 1700 students. The superintendent to the north of us makes \$155,000 a year; each time he went to leave, the Board compensated him every year to keep him. It is a supply and demand market. They make a lot of money, and their salaries are public record.

Comment: I am on the Cultural Leadership Team Committee. Our members are teachers, administrators, and parents, and we have great ideas, but we don't see results right away when we have to bring them to the Board. We need to have somebody that once we bring up an idea, presents it to the Board, action is taken, and the Committee sees the results. Right now we don't see results, and it is really slow and frustrating!

Comment: Our main purpose is to educate students, but we want a superintendent that is compassionate to our classified employees. I have been a classified employee for 22 years, and we feel that we are at the bottom of the barrel and would like a superintendent to consider what we do is important. The majority of us work hard, and the classified people I work with enjoy working with students. From cooks to secretaries, to custodians, we would like a superintendent that will consider classified employees as well.

Response: It is a leadership thing.

Question: What is the cut-off date for the online comments?

Response: Wednesday, June 4. The Board's intent is to summarize the comments. We will do a brief summary, including the Board's attributes for a superintendent, and we will post it on the district website.

Comment: The website is hard to maneuver; the minutes are three months behind in their posting.

Response: We will talk with our Tech Department to make sure the summary is online.

Comment: So many of our families do not have a computer at home, or the information is not translated in the language they can read. The survey is fabulous, but there are a lot of families that don't have access to it. You need to start thinking English/Spanish. It should be a natural thing for all schools. It should happen automatically.

Mr. Lopez thanked the audience for attending the meeting, and stated that a decision would come soon.

At approximately 7:45 p.m., Mr. Lopez announced the Board would take a short break.

At approximately 7:59 p.m., the meeting reconvened in public session, and Mrs. Bott announced the Board would recess into Executive Session for the purpose of discussing potential superintendent candidates, and that the public was excluded due to the sensitive nature of this topic. She said she anticipated the Executive Session would be approximately 30 minutes long, and that the Board would not take formal action upon return to public session.

At approximately 8:40 p.m., the Board reconvened into regular session, no action was taken, and the meeting was adjourned.

Board President

Board Secretary