

Administrative Transition Proposal

from the

Personnel/Salary Committee

of the

**Board of Education
Sand Creek Community Schools**

**Regular Monthly Meeting
Sand Creek Board of Education
Monday February 17, 2020 6:00 p.m.**



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The purpose of this presentation is to inform you of Mr. Laundra's plans to retire on June 30, 2021, and to introduce a proposal for filling the vacated superintendent of schools position.

Sand Creek Board of Education Personnel/Salary Committee:

Ken Leininger	Board President
Mike Reno	Board Vice President
Nathan Adams	Board Secretary

Some History

Boards of education hold the responsibility for performing the annual evaluation of the superintendent of schools.

At his June 2019 closed session annual evaluation, our school superintendent, Steve Laundra, informed the school board of his plan to retire on June 30, 2021.

Before the conclusion of that closed session, the school board requested Mr. Laundra to prepare what he thought would be the best internal promotion plan to fill the position of superintendent of schools.



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Evolution of the Proposal

Responding to board direction, Mr. Laundra met with the Sand Creek School Board's Personnel/Salary Committee in October 2019 to reveal the internal promotion plan as requested. The committee believed the proposal had merit, and that the idea should be shared with other administrators.

Therefore, Mr. Laundra shared his internal promotion plan with Sharon Smith and administrators John Peacock and Jodie Gilbert. All were receptive to the proposal.

By December 2019, Mr. Laundra's internal promotion plan had been shared with the school board finance committee (Gallatin, Leininger, Reno), the school board building committee (Brugger, Olson, Reno), and with board trustee Amanda Ream.



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Recent Action

At an after-school meeting on January 20, the Personnel/Salary Committee decided to bring the details of the transition proposal to the attention and consideration of the full board in an open-meeting setting at a regular school board meeting - but only after sharing the proposal with the SCEA leadership team and the Sand Creek employees.



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Recent Action - Communication

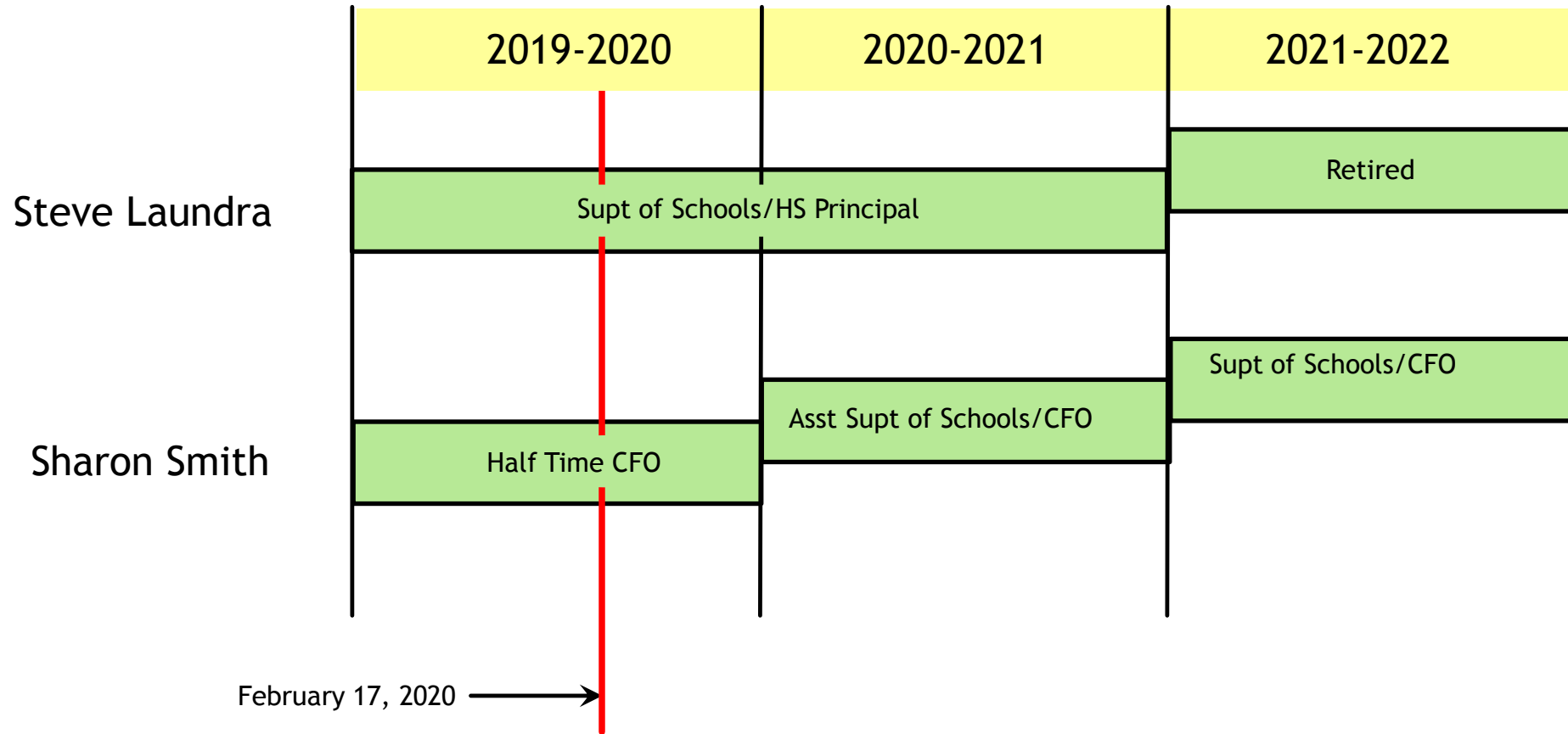
- An initial meeting with SCEA leadership (Jason Frasle and Sid Disbrow) was held on January 22 to share the administrative transition proposal
- The proposal was presented at an all-employee meeting on January 23

With these communications complete, the Personnel/Salary Committee decided to present their administrative transition proposal at the public board meeting on February 17 (tonight's meeting).

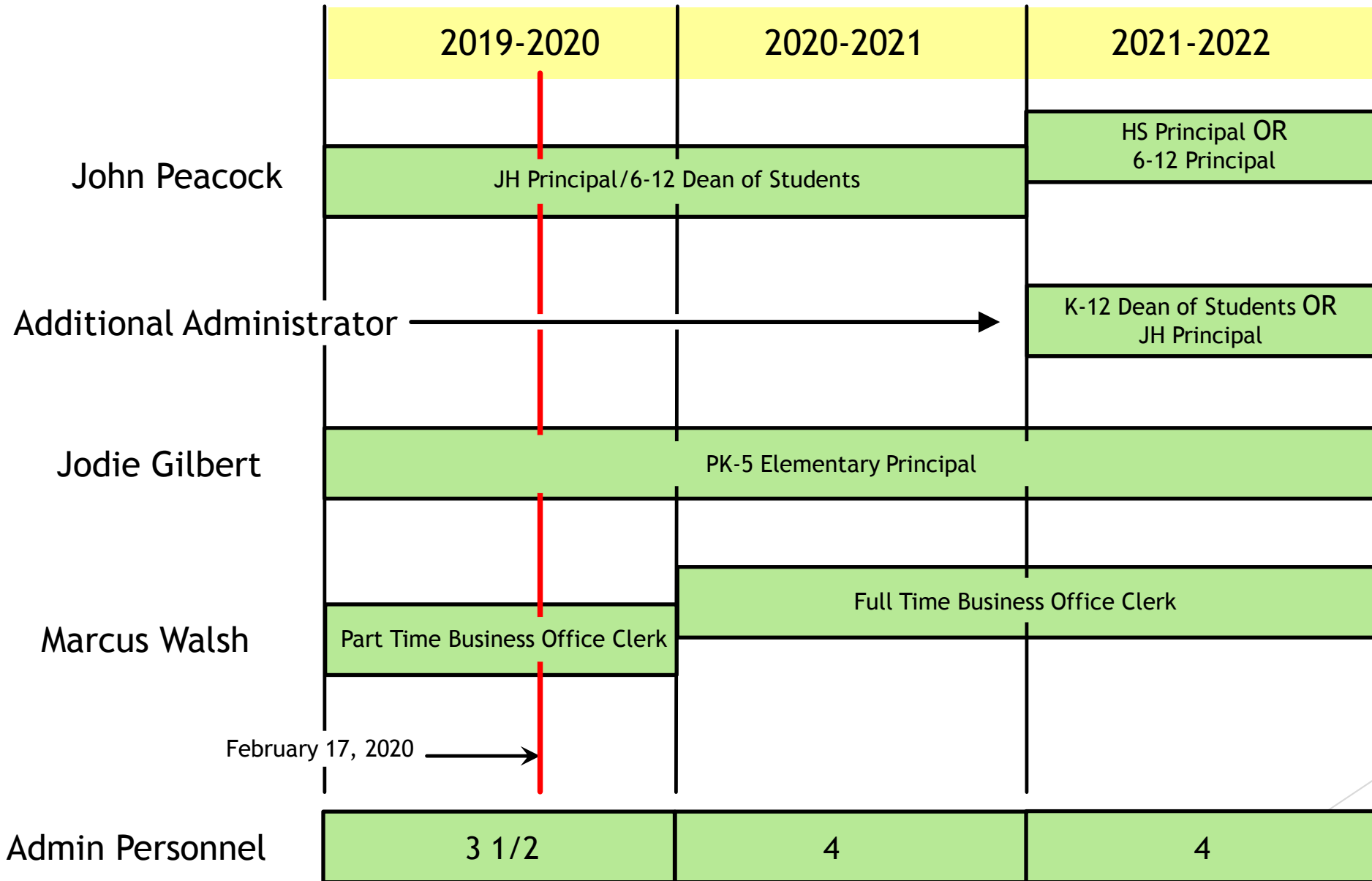


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Transition Proposal - Graphic 1 of 2



Transition Proposal - Graphic 2 of 2



SCEA Request to meet with Personnel/Salary Committee

Following the January 23rd employee meeting, the SCEA leadership team requested to meet with Mr. Laundra and the school board Personnel/Salary Committee.

The SCEA leadership team (Frasle, Disbrow, Miller, Hella), administration (Laundra), and the board committee (Adams, Leininger, Reno) met before school on January 30.

January 22 and 30 SCEA and Administration Discussion

- The SCEA expressed concerns over the board considering not to post, recruit and interview multiple candidates for the superintendent position, based on the high priority importance of the position
- They also expressed concerns about inconsistencies, in general, regarding the posting and interviewing process for filling positions
- Additionally, they expressed concerns regarding Mr. Peacock, or any administrator, trying to perform the 6-12 principal's job without another building level administrator



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Observations of the Personnel/Salary Committee and Superintendent Laundra (1 of 2)

- Sharon Smith has worked with and beside three different Sand Creek superintendents over the past twenty years. (Don Barnes, John Hackett and Steve Laundra)
- Mrs. Smith has worked for more than one school district and she has also been employed by the LISD. The knowledge gained in these experiences has provided her with insight as to how schools differ in their management styles.
- This proposal offers the luxury of being able to provide Mrs. Smith a transition year to work alongside Mr. Laundra before taking over on her own.
- This transition plan allows Mrs. Smith the needed time to work towards her administrative certification before taking over the position on her own in 2021-2022

Observations of the Personnel/Salary Committee and Superintendent Laundra (2 of 2)

- Mrs. Smith's knowledge and experience with Sand Creek is extensive. Her children graduated from SCHS and she has a grandson that will graduate from SCHS this spring. Sharon Smith is deeply invested in Sand Creek Community Schools.
- Our school district stakeholders trust and respect Sharon Smith beyond a shadow of a doubt.
- Mrs. Smith's dedication, commitment and job performance levels at Sand Creek for the past twenty years speak for themselves. She has been rated as a highly effective CFO at our school district for many years in a row.
- Sharon Smith's love for our district and her undeniable loyalty to our school district is unquestioned

By hiring Mrs. Smith back from the LISD, Sand Creek Community Schools will keep Mrs. Smith's school finance expertise and experience in our school district for years to come. Sharon Smith is invaluable in this category.

Why make a decision on this now? Mr. Laundra is not retiring until June 30, 2021.

We are less than a year and a half away from Mr. Laundra's retirement. If the board is going to consider an internal promotion plan that will not include posting and interviewing for the superintendent position, that decision needs to be made soon as the board can still decide to post the job, recruit applicants and interview. It can take school districts 10-12 months to get through this process before hiring a candidate.

The time for deliberation over the internal promotion plan without posting and interviewing for the position is now.

Tonight's presentation, in an open-meeting atmosphere, serves to inform the full board and the public of the Personnel/Salary Committee's administrative transition proposal, and to solicit discussion. The earliest the school board would entertain a motion to adopt this proposal is next month at their regularly scheduled March 16th board meeting.

Legal Counsel

Mr. Laundra informed the Personnel/Salary Committee that the school district's legal counsel stated that the board can go several ways on selecting a new superintendent:

- 1) They can decide to post, recruit and interview multiple candidates
- 2) They can elect to promote internally without interviewing
- 3) They can also decide to interview one or more internal candidates whether the position is posted internally or not.

Voting on the transition plan proposal is not on tonight's agenda, but it may be considered for board approval as early as the March 16th board meeting. However, depending on how this discussion proceeds, the vote could be tabled or delayed until the April board meeting. The Personnel/Salary Committee's goal, therefore, is to call the question to hire Mrs. Smith at our March or April board meeting.



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SCEA, Administration, and Committee Agree . . .

Regarding the SCEA's concerns about inconsistencies in hiring processes, the Personnel/Salary Committee is in agreement that flexibility should be the rule regarding decisions in posting, interviewing, and assigning personnel to fill positions. The committee will engage in discussions regarding conventions for these activities and will seek full board consensus on practices that are reasonable and appropriate.



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In Summary

This proposal calls for hiring Sharon Smith full-time on July 1, 2020 to take on the title of Assistant Superintendent/CFO for the 2020-21 school year, and to assume the role and title of Superintendent of Schools/CFO beginning with the 2021-22 school year.

The Personnel/Salary Committee recommends that the board vote on the proposal at the March or April meeting.



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Board Member Comment

To be followed with an invitation for public comment.



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Invitation for Public Comment

Discussions . . . Questions . . . Thank You



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