

# Brookings-Harbor School District 17-C

“Every Student Can Succeed”

## Special School Board Meeting Minutes Azalea School Library August 13, 2014 9:00 AM

Those in attendance: Katherine Johnson, Bruce Raleigh, Sue Chambers (by phone), Alice Farmer (by phone), Tenneal Wetherell (by phone), Baron Guido, Lisa Dion, Nicole Medrano, Sean O’Malley, Alex Merritt, Dede Corpening, Gordon Clay, Scott Graves, Greg McKenzie (skype)

**Special Meeting called to order at 9:10 am by Katherine Johnson.**

**Bruce Raleigh made a motion to remove adopt qualities and qualifications of the interim superintendent from the agenda, seconded by Katherine Johnson.**

**Discussion:** Katherine Johnson stated there were over 80 pages of documentation that she and Bruce Raleigh needed more time to review. She would like to get the information to all the board members. Bruce Raleigh wanted to reiterate that the board is not ready to adopt the qualities and qualifications of the interim superintendent.

**Motion Pass Unanimously**

**Alice Farmer made a motion to add to the agenda to be able to discuss and talk with Greg McKenzie, seconded by Katherine Johnson.**

**Motion Pass Unanimously**

Katherine Johnson stated that OSBA is one idea of a place to get assistance in hiring the interim superintendent. She added that she would like to hear from Greg McKenzie who had sent a proposal on helping find the permanent superintendent. Katherine Johnson said Greg McKenzie could possibly help with the interim as well. Greg McKenzie gave a background on his company. He added that while OSBA will give a list of names of possible future superintendents; they are out of the business of helping with the process. Sue Chambers asked if Greg had worked for OSBA in the past, to which he responded he had. There is a group of 5 that do the searches for the firm. January, February and March are the prime times to look for a superintendent. Greg McKenzie said that for an interim search, the company can do a mini version, which are the same steps, but at an accelerated version of the permanent search. Greg said that with Tenneal Wetherell and Baron Guido in place the district should “pump the brakes” because there are very few candidates in August. The district will be better off waiting at least until school starts. Katherine Johnson asked about the time span for finding an interim. Greg McKenzie said that the company could offer a package to include both, with the hopes of having an interim one in place by the end of October. Greg McKenzie gave an estimated cost of approximately \$10,250.00 plus expenses. He said there would be some cross over, so this is just a rough estimate. The expenses would be around \$4500.00. The firm will hold the district’s hand at every stage of the search. Tenneal Wetherell stated that Greg is wonderful, and she likes the idea of a dual role. She feels he is right about pumping the brakes and do the right work in the right way. October seems like a reasonable timeline to her as well. Alice Farmer said she is comfortable with the services that Greg’s company could provide. Sue Chambers said she appreciates the services Greg is offering. Sue Chambers said she doesn’t feel good about delaying the search. Greg McKenzie said that he doesn’t feel that the district will get the same results as it will in a couple weeks. Greg McKenzie added that although the position is not posted right away, the firm will still be working with the process. Greg McKenzie stated there are three stages to post the position: Post the job, adopt qualities and qualifications and criteria, preferably in a public meeting and as a part of that

have regular hiring practices. The third is to be sure to give the public an opportunity to say what they would like at the public meeting. Katherine Johnson stated that was during the previous Monday meeting. Katherine Johnson thanked Greg McKenzie and said she would be in contact with him later today. Greg McKenzie left the meeting via Skype at 9:55 am. Katherine Johnson said it was clear the board would have another meeting to discuss the input that was received, possibly prior to the next regularly scheduled meeting, and also allow time for anymore public comment. Alice Farmer asked the building principals for their input. Lisa Dion feels that Mr. McKenzie is the way to go. Nicole Medrano agreed with Lisa. Katherine Johnson said she would like to go with a firm inside the state. Alice Farmer said it feels like the board needs to make a decision on whether or not they are going to use the firm. Katherine Johnson said the board could do that today. Alice Farmer feels the investment is an important investment. Katherine Johnson said she had done additional research. Sue Chambers said she thinks the board should consult with another firm, or possibly two before making a decision. Sue Chambers added that Oregon is ranked 49<sup>th</sup> academically in the country. She stated she had read that in the OSBA newsletter a couple months ago. Tenneal Wetherell said she is not opposed to looking at other search firms, but asked the board if it would be okay to hire Greg McKenzie (Windows to Leadership) for the interim search. Alice Farmer asked for clarification- that Greg's firm does do a nationwide search, to which it does. Sue Chambers said the attorney of record had mentioned a possible interim. Katherine Johnson said that Bruce Zagar and Rebeccah Jacobson do recommend that the district does hire a firm to help with the search. Bruce Raleigh said he finds two options: hire Greg's firm to start with the interim search and see how he does, while setting up a couple of other presentations, or the board can wait a week, hear the other firms, and decide at that time. Baron Guido added to Bruce Raleigh's statement. The board will have the ability to review the quality and results from the interim search that Greg's company provides. Bruce Raleigh said that it gives the board the opportunity to gage his service. Sue Chambers said the things that concern her is OSBA bias in this regard. Sue Chambers's feels that the district will be led a certain direction using Greg McKenzie. Bruce Raleigh said that he can't see Greg hurting his business by doing a poor service. Katherine Johnson agreed.

**Bruce Raleigh made a motion to hire Greg McKenzie's firm, Window to Leadership, to assist in the interim superintendent search, seconded by Alice Farmer.**

**Discussion:** Bruce Raleigh stated he is comfortable with utilizing Greg with the interim search. The district will get the opportunity to see how the firm works, and if the board is not happy the board may chose another firm to find the permanent superintendent.

**Motion Pass Unanimously**

Katherine Johnson said that next week's 4:30 time is set aside for goal setting, but Bruce and Katherine suggest changing that to the adopting the qualities and qualifications of the interim superintendent. Katherine Johnson asked Tenneal Wetherell to speak in regards to how most boards set their goals for the district. Tenneal responded that typically boards set aside a full day retreat to assess what is going on, look at the data and decide where does the board want to see the district go as an organization as a whole. Tenneal Wetherell would like to spend some time and support the district in the beginning stages of getting the pieces set. Sue Chambers stated that sounded wonderful and thanked Tenneal Wetherell and said that would be helpful. Katherine Johnson will work out a time that the board can meet to do the goal setting. Tenneal Wetherell said she sees it in a multi step process. The 4:30 meeting will be changed to adopt the qualities and qualifications of the interim superintendent. Sue Chambers will be available by phone and plans to be returning in person by the September 17<sup>th</sup> meeting. Katherine Johnson will work on seeking additional firms for presentations and proposals. Alice Farmer and Bruce Raleigh said that two more firms would be plenty. Sue Chambers agreed. Katherine Johnson said she would also contact Bruce Zagar and Rebeccah Jacobson as well for any firms that might suggest. Katherine Johnson asked if there were any applications received from interested persons for the open board seat. Bruce Raleigh suggested the board meet toward the end of the first week of September. Katherine Johnson said Thursday, September 4<sup>th</sup> at 6:00 pm in the Kalmiopsis Library would be the time set for the possible appointment of the new board member. He would also like the board to receive the

applications as they come in. Tenneal stated she would be available by phone. Tenneal Wetherel commented that in the short time she has been in the district she can see the large commitment the board and the admin team has made. Baron Guido added a thank you to Tenneal Wetherell as well.

**Meeting adjourned at 10:43 am.**