

# Superintendent Hiring Process Update: January 21

## Current Status

The governance committee was recently apprised by Dr. Stanley that Dr. Stanley and St. Paul Public Schools are negotiating a transition date prior to the end of the school year. This will necessitate the board finding an interim superintendent for the remainder of the school year, at a minimum. There are two simultaneous moving parts in the process of transition: the interim superintendent hiring process and the contract release process for Dr. Stanley.

## Interim Superintendent Hiring Recommendation:

After speaking with legal counsel, search firms and the MSBA, **the governance committee is recommending that the board seek an interim superintendent for the time period of Dr. Stanley's leave date (to be determined ASAP) until June 30th, 2026.** The rationale behind this recommendation are as follows:

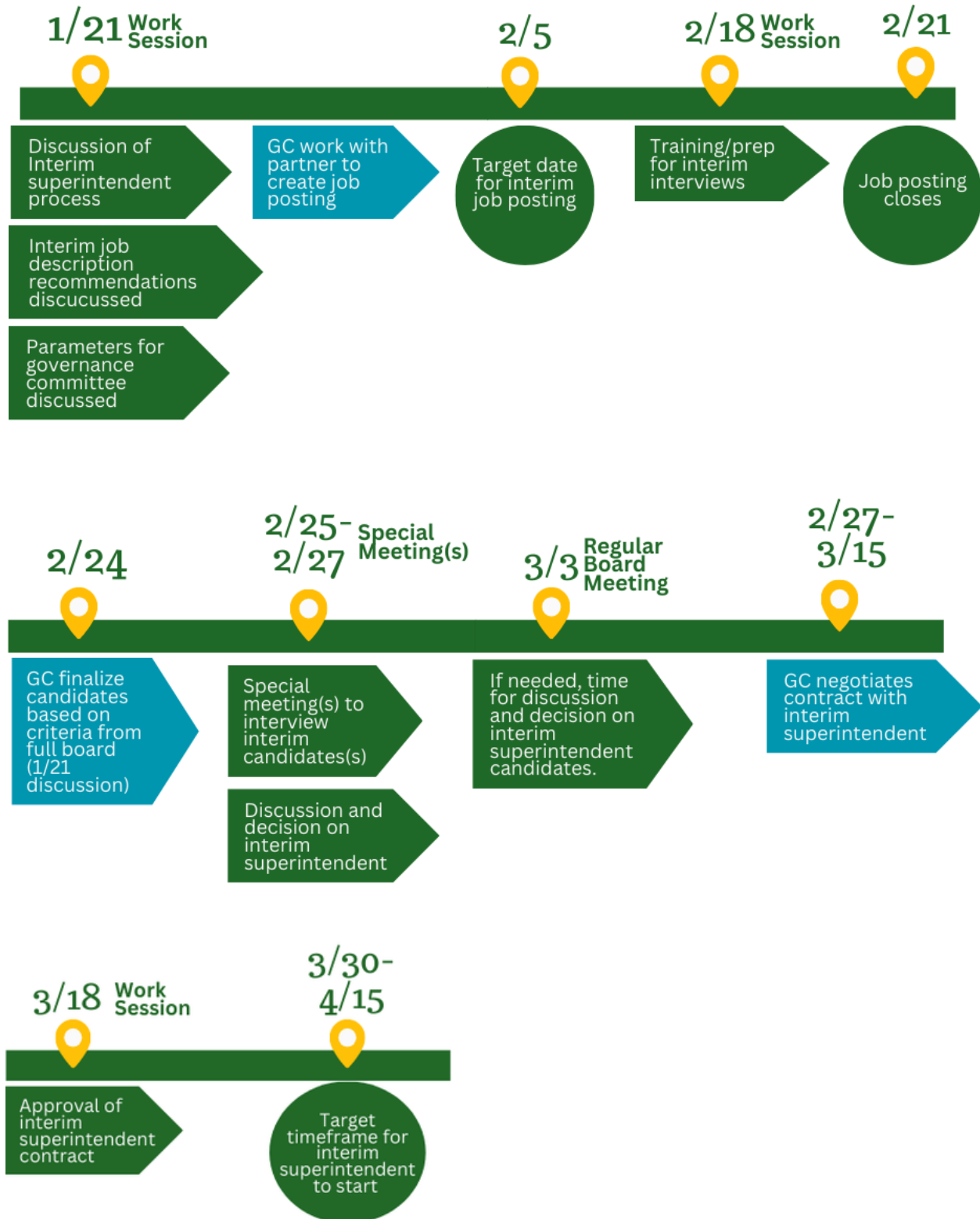
- The board is facing a condensed time frame in finding a new superintendent.
  - Information from the MSBA shows that superintendent searches shift from a period of multiple months if they start in the fall to a few weeks the further the process starts in the calendar year.
  - Given the fact this transition was unexpected, the board would like to ensure there is ample time for stakeholder feedback in the process and it is as thorough as possible, not rushed.
  - Information from multiple search firms says we will get a more robust candidate pool by starting in the fall.
- If the board hires an interim until the end of this school year with the intention of hiring a permanent superintendent to start July 1, 2025, the district and board will be engaged in onboarding the interim while also being engaged in a search process. Both of these items require large amounts of time and resources and to be doing both simultaneously, on a shortened timeline and along with other board and district business, is something the board needs to carefully consider.
- The time period it would take to interview and hire an interim superintendent and only offer the position for 2-3 months could potentially limit the number of candidates that would apply and waste board and district resources. It would also lead to a very limited time-frame for an individual to join the district, train and effectively have any impact on the district.

## Interim Superintendent Process and Timeline

- The board has full discretion on the process and timing on the Interim Superintendent position and there are many different ways boards have approached this issue.
  - The below process outlined is recommended by legal counsel

## Suggested Interim Superintendent Hiring Process

GC=Governance Committee



### Key Discussion Points for Board:

- Is there consensus on the recommendation to hire an interim superintendent for the school year of 2025-2026?
- Is there consensus on the proposed process, especially the areas the full board is giving the governance committee permission to move forward in the process:
  - Work with partner to create interim job posting
  - Screen candidates (if multiple candidates apply)
- What feedback/input do you have on the job posting for the interim superintendent? Key qualifications?
- If multiple qualified candidates apply for the position, how many candidates is the board interested in interviewing?

### Contract Release Process and Timeline:

#### Early Termination Provisions:

- Relevant wording from Dr. Stanley's current contract states:
  - "If the Superintendent wishes to resign prior to the end of the term of this Agreement, the Superintendent must notify the School Board Governance Committee of the intent to resign at least 9 months prior to the proposed last day of employment. The Superintendent must formally submit to the School Board the resignation 6 months prior to the proposed last day of employment. These notification timelines may be waived by the School Board in its sole discretion."
  - **Termination by Mutual Consent:** "This Agreement may be terminated at any time by mutual consent of both the School Board and the Superintendent."
  - **Continuing Duties:** "After providing such notice, the Superintendent must continue to provide full efforts to execute the duties of the position."
- Dr. Stanley is still negotiating the terms of her contract with St. Paul Public Schools. At such time, but no later than 2/3/25, the board and public will be notified of such terms and will complete a mutual termination agreement.
- The school board can move forward with the process of hiring an interim superintendent without the mutual termination agreement in place, but this is not ideal.
- The mutual termination agreement process is fairly straightforward. The below process outlined is recommended by legal counsel:

## Mutual Termination Agreement Process

GC=Governance Committee



### Key Discussion Points for Board:

- Are there questions about the process or timeline?
- Is the board comfortable giving the governance committee the authority to negotiate the mutual termination agreement with Dr. Stanley?

### Process for Permanent Superintendent:

- The board has already narrowed our search firm field to four search firm semi-finalists
- Our recommendation, at this time, is to begin the process of hiring a search firm at the end of October, 2025. This will be the timing and starting point for the process of hiring our permanent new superintendent.