

## District Leadership Succession

### **Background:**

Dr. Tedesco shares his proposed timeline for the interim superintendent search:

June 6 <sup>th</sup> – 12 <sup>th</sup>	Survey of Board and Staff
June 6 <sup>th</sup> - June 21 <sup>st</sup>	Application Period
June 26 <sup>th</sup>	Board Reviews Candidates
June 28 <sup>th</sup> – June 29 <sup>th</sup>	Formal Interviews
June 28 <sup>th</sup> – July 3 <sup>rd</sup>	Board Selects Superintendent

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### **1. Closed Session Date: Review of all submitted applications to select candidates for an interview.**

- a. Originally, I suggested June 26th and this date is still an option.
- b. Another option to consider is June 22nd

Paul's Comments: Naturally, my hope is for all of the Board to attend the review of applications to make selections of candidates for the interview process. I believe your selection of candidates to interview should take 60-90 minutes due to your access to the materials in advance of the meeting.

The June 26th date gives my team members time to complete reference checks on last minute applicants. However, I am offering June 22nd as a possibility in order to have all board members in attendance for the review of applications. So bring you calendars and we will finalize the review date/time.

Action: Board moves to review application materials on (Date/Time) in Closed Session.

### **2. Closed Session Date for Interviews.**

- a. Options are June 28th or June 29th

Paul's Comments: More than likely, we will be conducting interviews with 2 or 3 candidates all in the same afternoon/evening. If we interview 3 candidates then your first interview will start at 4:25 p.m. And, if we interview only 2 candidates then your first interview will start at 5:30 p.m. Whether you interview 2 or 3 candidates, your deliberations to name an interim superintendent will start between 8:00 - 8:15 p.m. A copy of the proposed interview schedule is included in your board packet. Once again, we need our calendars handy for completion of this item.

Action: Board moves to conduct interviews on (Date/Time) in Closed Session as requested by the candidates.

### **3. Suggested Salary Range - \$155,000 to \$160,000**

Paul's Comments: A copy of the most recent available salary data is from the 2021-2022 school year. I am suggesting this salary range from an average of the 10 up and 10 down schools by enrollment in 2021-2022 and adding 6% (3% for the 2022-2023 and the 2023-2024).

Discussion/Consensus only at this meeting as the actual salary will be based on the candidate's experiences and education. No formal board action is needed for this item as I am seeking a consensus from the Board for recruiting purposes.

### **4. Benefits to be offered Interim Superintendent**

Benefits to consider-

- a. 260 day contract
- b. 20 days of vacation plus 10 Holidays paid/year
- c. 15 paid sick leave days/year
- d. District Paid Insurance Premiums for Family Health/Medical Insurance Coverages
- e. HSA \$233/monthly stipend paid by District
- f. 3 personal days/year;

Length of Contract:

- g. Offer a One year interim contract

Paul's Comments: The above benefits are included in most superintendent contracts.

Discussion/Consensus Only as the actual final benefits will be based on negotiations with the interim superintendent.

### **5. Review of Desired Characteristics, Skills and Work Behaviors to build profile of new superintendent and determination of New Superintendent Profile.**

Paul's Comments: The survey is open until late Tuesday, so I will send another email with the results on Wednesday morning. To date 42 people have responded (22 certified/7 support/4 Central Office Dept Heads/4 administrators and 5 board members).

Discussion/Consensus Only on this item

### **Recommended Action:**

The Board may choose to discuss this process.