

AGENDA	CORBETT SCHOOL DISTRICT SPECIAL SCHOOL BOARD MEETING - WORK SESSION ZOOM virtual 35800 E Historic Columbia River Highway Corbett, Oregon 97019	7:00 PM Tuesday, November 16, 2021
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You are invited to a Zoom webinar.

When: Nov 16, 2021 07:00 PM Pacific Time (US and Canada)

Please download and import the following iCalendar (.ics) files to your calendar system.

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Topic: CSD Special Board Meeting

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1. PRELIMINARY BUSINESS
 1. Call to Order 2
 2. Review and Acceptance of Agenda
 3. Online Survey Results Information Item 6
2. Public Comments on Qualities and Qualifications 7
3. Adoption of Desired Qualities and Qualifications Discussion/Action Item 11
4. Screening Committee Representation and Application Process Discussion Item 21
 1. Set Tentative Dates and Times for Screening Committee Application/Training Action Items
 - a. Before December 15, 2021, application deadline for screening team members - Screening team chosen at Regular Board meeting on December 15.
 - b. After January 26, 2022, screening committee trainings begin.
5. Adjournment

Corbett School District 39

Code:
Adopted:

BD/BDA

Board Meetings (Version 2)

The Board has the authority to act only when a quorum is present at a duly called regular, special or emergency meeting. "Meeting" means the convening of a quorum of the Board as the district's governing body to make a decision or to deliberate toward a decision on any matter. This includes meeting for the purpose of gathering information to serve as the basis for a subsequent decision or recommendation by the governing body, i.e. a work session. The affirmative vote of the majority of members of the Board is required to transact any business.

All regular, special and emergency meetings of the Board will be open to the public except as provided by law. All meetings will be conducted in compliance with state and federal statutes. All Board meetings, including Board retreats and work sessions, will be held within district boundaries. The Board may attend training sessions outside the district boundaries but cannot deliberate or discuss district business.¹ No meeting will be held at any place where discrimination on the basis of disability, race, creed, color, sex, sexual orientation², age or national origin is practiced.

The Board will give public notice reasonably calculated to give actual notice to interested persons, including those with disabilities, of the time and place for all Board meetings and of the principal subjects to be considered. The Board may consider additional subjects at a meeting, even if they were not included in the notice.

If requested to do so at least 48 hours before a meeting held in public, the Board shall provide an interpreter for hearing-impaired persons. Other appropriate auxiliary aids and services will be provided upon request and appropriate advance notice. Communications with all qualified individuals with disabilities shall be as effective as communications with others.

All meetings held in public shall comply with the Oregon Indoor Clean Air Act and the smoking provisions contained in the Public Meetings Law.

1. Regular, Special and Emergency Meetings

Generally, a regular Board meeting will be held each month. The regular meeting schedule will be established at the organizational meeting in July and may be changed by the Board with proper notice. The purpose of each regular monthly meeting will be to conduct the regular Board business.

No later than the next regular meeting following July 1, the Board will hold an organizational meeting to elect Board officers for the coming year and to establish the year's schedule of Board

¹ ORS 192.630(4). Meetings of the governing body of a public body shall be held within the geographic boundaries over which the public body has jurisdiction, or at the administrative headquarters of the public body or at the other nearest practical location. Training sessions may be held outside the jurisdiction as long as no deliberations toward a decision are involved.

² As defined in ORS 174.100.

meetings. In Board election years (odd numbered years), the first meeting will be held no later than July 31.

Special meetings can be convened by the Board chair, upon request of three Board members, or by common consent of the Board at any time to discuss any topic. A special meeting may also be scheduled if less than a quorum is present at a meeting or additional business still needs to be conducted at the ending time of a meeting. At least 24 hours' notice must be provided to all Board members, the news media, which have requested notice, and the general public for any special meeting.

Emergency meetings can be called by the Board in the case of an actual emergency upon appropriate notice under the circumstances. The minutes of the emergency meeting must describe the emergency. Only topics necessitated by the emergency may be discussed or acted upon at the emergency meeting.

2. Communications Outside of Board Meetings

Communications, to, by and among a quorum of Board members outside of a legally called Board meeting, in their capacity as Board members, shall not be used for the purpose of discussing district business. This includes electronic communication. Electronic communications among Board members shall be limited to messages not involving deliberation, debate, decision-making or gathering of information on which to deliberate.

Electronic communications may contain:

- a. Agenda item suggestions;
- b. Reminders regarding meeting times, dates and places;
- c. Board meeting agendas or information concerning agenda items;
- d. One-way information from Board members or the superintendent to each Board member (e.g., an article on student achievement or to share a report on district progress on goals) so long as that information is also being made available to the public;
- e. Individual responses to questions posed by community members, subject to other limitations in Board policy.

E-mails sent to other Board members should have the following notice:

Important: Please do not reply or forward this communication if this communication constitutes a decision or deliberation toward a decision between and among a quorum of a governing body which could be considered a public meeting. Electronic communications on district business are governed by Public Records and Meetings Law.

3. Private or Social Meetings

Private or social meetings of a quorum of the Board for the purpose of making a decision or to deliberate toward a decision on any matter are prohibited by the Public Meetings Law.

5. Work Sessions

The Board may use regular or special meetings for the purpose of conducting work sessions to provide its members with opportunities for planning and thoughtful discussion. Work sessions will be conducted in accordance with the state law on public meetings, including notice and minutes. The Board may make official decisions during a work session. Generally, Boards do not take official action during work sessions, although there is no legal prohibition to do so.

6. Executive Sessions

Executive sessions may be held during regular, special or emergency meetings for a reason permitted by law. (See Board policy BDC - Executive Sessions)

END OF POLICY

Legal Reference(s):

ORS 174.100
ORS 174.104
ORS Chapter 192

ORS Chapter 193
ORS 255.335
ORS 332.040 to -332.061

ORS 433.835 to -433.875

38 OR. ATTY. GEN. OP. 1995 (1978)

41 OR. ATTY. GEN. OP. 28 (1980)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213; 29 C.F.R. Part 1630 (2016); 28 C.F.R. Part 35 (2016).

Americans with Disabilities Act Amendments Act of 2008.

OR. ATTY. GEN. Public Records and Meetings Manual (2014).

QUALITIES AND QUALIFICATIONS – PROPOSED *Corbett School District*

- Puts KIDS first; is committed to serving all kids K-12
- Background in teaching and building administration (instructional leadership)
- Effective communication and listening skills
- High degree of integrity/honesty with strong core values; culturally competent; respectful of all groups
- Understands Oregon school finance, demonstrates sound fiscal management and strong budgeting skills
- Ability to build and sustain strong, effective family/community partnerships that impact student success
- Works well with others; strong collaborator that empowers students, staff, parents and community members
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency)
- Is personable/approachable while keeping an open mind
- Highly visible in our community and schools

Corbett School District 39

Code: BDDH
Adopted: 1/17/18
Orig. Code: BDDH

Public Comment at Board Meetings

All Board meetings, with the exception of executive sessions, will be open to the public. The Board invites district community members to attend Board meetings to become acquainted with the program and operation of the district. Members of the public also are encouraged to share their ideas and opinions with the Board when appropriate.

It is the intent of the Board to ensure communications with individuals with disabilities are as effective as communications with others. Individuals with hearing, vision or speech impairments will be given an equal opportunity to participate in Board meetings. Primary consideration will be given to requests of qualified individuals with disabilities in selecting appropriate auxiliary aids¹ and services.

Auxiliary aids and services for persons with disabilities will be available at no charge to the individual. All auxiliary aids and/or service requests must be made with appropriate advance notice. Should the Board demonstrate such requests would result in a fundamental alteration in the service, program or activity or in undue financial and administrative burdens, an alternative, equally effective means of communication will be used.

Audience

During a session of a Board meeting open to the public, members of the public may be invited to present comments during the designated portion of the agenda. At the discretion of the Board chair, further public comment may be allowed.

Request for an Item on the Agenda

A member of the public may request the superintendent or Board chair consider placing an item on the agenda of a regular Board meeting. This request should be made in writing and presented to the superintendent or Board chair for consideration at least seven working days prior to the scheduled meeting.

Procedures for Public Comment at Meetings

The Board will establish procedures for public comment in open meetings. The purpose of these procedures will be to inform the public how to effectively participate in Board meetings for the best interests of the individual, the district and the patrons. The information will be easily accessible and available to all patrons attending a public Board meeting.

¹ Auxiliary aids may include, but are not limited to, such services and devices as qualified interpreters, assistive listening systems, note takers, readers, taped texts, Braille materials and large print.

1. Discussion or presentation concerning a published agenda item is limited to its designated place on the agenda, unless otherwise authorized by the Board chair.
2. A visitor speaking during the meeting may introduce a topic not on the published agenda. The Board, at its discretion, may require that a proposal, inquiry or request be submitted in writing, and reserves the right to refer the matter to the administration for action or study.
3. Any person who is invited by the Board chair to speak to the Board during a meeting should state his/her name and address and, if speaking for an organization, the name and identity of the organization. A spokesperson should be designated to represent a group with a common purpose.
4. Statements by members of the public should be brief and concise. The Board chair may use discretion to establish a time limit on discussion or oral presentation by visitors.
5. Questions asked by the public, when possible, will be answered by the Board chair or referred to the superintendent for reply. Questions requiring investigation may, at the discretion of the Board chair, be referred to the superintendent for response at a later time.
6. At the discretion of the Board chair, anyone wishing to speak before the Board, either as an individual or as a member of a group, on any agenda item or other topic, may do so by providing the Board secretary with a completed registration card or sign-in sheet, prior to the Board meeting in order to allow the chair to provide adequate time for each agenda item.

The Board chair should be alert to see that all visitors have been acknowledged and thanked for their presence and for any contributed comments on agenda issues. Similar courtesy should be extended to members of staff who have been in attendance. Their return for future meetings should be welcomed.

Petitions

Petitions may be accepted at any Board meeting. No action will be taken in response to a petition before the next regular meeting. Petitions will be referred to the superintendent for consideration and recommendation.

Comments Regarding Staff Members

Speakers may offer objective criticism of district operations and programs. The Board will not hear comments regarding any individual district staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for Board consideration of a legitimate complaint involving a staff member. The association contract governing the employee's rights will be followed. A commendation involving a staff member should be sent to the superintendent.

END OF POLICY

Legal Reference(s):

[ORS 165.535](#)
[ORS 165.540](#)

[ORS 192.610 to -192.690](#)
[ORS 332.057](#)

Americans with Disabilities Act of 1990, 42 U.S.C. §§ 12101-12213 (2012); 29 C.F.R. Part 1630 (2017); 28 C.F.R. Part 35 (2017).

Americans with Disabilities Act Amendments Act of 2008.

Baca v. Moreno Valley Unified Sch. Dist., 936 F. Supp. 719 (C.D. Cal. 1996).

Leventhal v. Vista Unified Sch. Dist., 973 F. Supp. 951 (S.D. Cal. 1997).

Corbett School District 39

Code: BDDH-AR
Revised/Reviewed: 1/17/18
Orig. Code(s): BDDH-AR

Public Comment at Board Meetings

(Recommend having this statement/form somewhere on the agenda itself)

The Board requests that a public comment add information or a perspective that has not already been mentioned previously, and that the patron refrains from repeating a similar point.

To make a comment or present a topic during public comment, if the opportunity is available on the Board agenda, please complete the Intent to Speak card and submit it to the Board secretary prior to the start of the meeting. An individual that has submitted an Intent to Speak card and has been invited to speak by the Board chair, will be allowed three minutes.

Any person, who is invited by the Board chair to speak to the Board during a meeting, should state his/her name and address and, if speaking for an organization, the name of the organization. A spokesperson should be designated to represent a group with a common purpose.

Please keep in mind that reference to a specific employee or group of employees, is prohibited as follows:

Board policy BDDH - Public Comment at Board Meetings:

“Comments Regarding Staff Members -

Speakers may offer objective criticism of district operations and programs. The Board will not hear comments regarding any individual district staff member. The Board chair will direct the visitor to the procedures in Board policy KL - Public Complaints for Board consideration of a legitimate complaint involving a staff member. The association contract governing the employee’s rights will be followed. A commendation involving a staff member should be sent to the superintendent.”

INTENT TO SPEAK

The Board welcomes your input. Please submit this completed card to the Board secretary prior the start of the meeting.

Name: _____ Phone: _____
Address: _____
Email (optional): _____
Topic or comment to be presented (brief description): _____

A complaint brought before the Board shall be referred to the proper school authorities. A complaint shall be processed in accordance with Board policy KL - Public Complaints and KL-AR - Public Complaints Procedure. A hearing conducted before the Board regarding personnel shall take place in an executive session.

The Board requests that a topic or comment is limited to three minutes or less.

Corbett School District 39

Code: CBA
Adopted: 9/18/13
Orig. Code(s): CBA

Qualifications and Duties of the Superintendent

- POSITION:** Superintendent of Schools
- QUALIFICATIONS:**
1. A current Oregon administrative license with an authorization for all levels, superintendent’s endorsement or a transitional superintendent license;
 2. Successful experience as an educational leader and administrator;
 3. In lieu of the experience and training requirements above, the Board may consider as a candidate for its superintendent’s position an individual who meets transitional administrator or exceptional administrator licensure requirements. The Board may, jointly with the individual, submit an application for such license for Teacher Standards and Practices Commission approval pursuant to OAR 584-080-0151 and 584-080-0161;
 4. Other qualifications as determined by the Board.
- REPORTS TO:** Board of Directors
- SUPERVISES:** Central office administrators and school principals; and through them, all district personnel.
- JOB GOAL:** Provide effective administration of all schools and departments, and educational leadership throughout the school system and community.

Performance Responsibilities

- The superintendent:
1. Serves as chief executive officer of the Board except as otherwise provided by law, makes rules not in conflict with law or with Board policies and decides all matters of administrative and supervisory detail in connection with the operation and maintenance of the schools;
 2. Initiates and directs the development of policies for approval by the Board, delegating such responsibility to associates and subordinates as deemed desirable;
 3. Attends all meetings of the Board except those concerned with his/her own contract status and takes part in the deliberations, but does not vote;

4. Assists the Board in reaching sound judgments, establishing policies and approving those matters which the law requires the Board to approve; places before the Board necessary and helpful facts, comparisons, investigations, information and reports; and makes available the personal advice on special or technical matters by those persons who are qualified to furnish it;
5. Implements and interprets Board policies;
6. Recommends the appointment, renewal, contract extension, contract nonrenewal, contract nonextension or discharge of licensed employees of the Board as provided by law, Board policies and the employee's collective bargaining agreement, as applicable, and with such recommendations reported to the Board for approval;
7. Assigns or transfers licensed employees as provided by state law, Board policies, collective bargaining agreements and meet and confer agreements, as applicable;
8. Appoints, assigns, transfers, promotes, demotes or discharges classified and nonrepresented employees as provided by state law, Board policies, collective bargaining agreements and meet and confer agreements, as applicable;
9. Directs the professional supervisory staff in visits to the schools under his/her charge; through this staff, directs, assigns and assists teachers and all other educational employees in the performance of their duties; classifies, assigns and controls the promotion of students; and performs other duties as the Board determines;
10. Directs the work of the professional staff in evaluating curriculum and instructional materials and, upon the basis of such study, makes recommendations to the Board;
11. Supervises the establishment or modification of attendance and transportation area boundaries subject to Board approval;
12. Directs the preparation of the budget showing the estimated receipts and disbursements necessary to cover the needs of the district for the ensuing budget period, and submits this estimate to the Board in accordance with law;
13. Approves and directs, in accordance with law and Board policy, purchases and expenditures, within the limits of the budget;
14. Exercises leadership in directing studies of sites and buildings, considering the population trend and the educational and cultural needs of the district, to ensure timely decisions by the Board and electorate regarding construction and renovation projects;
15. Represents the district in dealings with other school systems, social institutions, business firms, government agencies and the general public;
16. Keeps the public informed about current educational practices, educational trends and issues confronting the district.

The specific enumeration of the superintendent’s duties as detailed above will not act to limit the broad authority and responsibility of the office.

END OF POLICY

Legal Reference(s):

ORS 342.125
ORS 342.143
ORS 342.173
ORS 342.175
ORS 342.850

OAR 581-023-0006 to -0041
OAR 581-023-0104
OAR 581-023-0112
OAR 581-023-0220 to -0240
OAR 584-020-0000 to -0045

OAR 584-036-0035(1)
OAR 584-046-0003 to -0055
OAR 584-080-0151 to -0153
OAR 584-080-0161

District	ADM	County	Region	District Title
Centennial SD 28J	6099	Multnomah	Multnomah ESD	Superintendent
Corbett SD 39	1188	Multnomah	Multnomah ESD	Interim Superintendent
Parkrose SD 3	3068	Multnomah	Multnomah ESD	Superintendent
Reynolds SD 7	10970	Multnomah	Multnomah ESD	Superintendent
Average:	5331.25			

PERS Contribution	TSA?	TSA Amount?	FTE	Contract Days	Salary	Holidays	Personal Days
Employee	Yes	\$14,000	1	236	\$180,250	9	0
District	No		1	0	\$132,000	10	3
District	Yes	\$13,428	1	240	\$153,258	9	5
District	Yes	\$8,500	1	260	\$208,000	11	4
		\$11,976	1	184	\$168,377	9.75	3

Vacation Days	Working Days
0	236
15	232
20	240
24	260
14.75	242

District	ADM	County	Region
Harney County SD 3	836	Harney	Harney ESD
Scio SD 95	863	Linn	Linn Benton Lincoln ESD
Willamina SD 30J	876	Yamhill	Willamette ESD
Vale SD 84	906	Malheur	Malheur ESD Region 14
Dayton SD 8	1015	Yamhill	Willamette ESD
Pleasant Hill SD 1	1019	Lane	Lane ESD
Rogue River SD 35	1099	Jackson	Southern Oregon ESD
Sisters SD 6	1115	Deschutes	High Desert ESD
Corbett SD 39	1188	Multnomah	Multnomah ESD
Nyssa SD 26	1212	Malheur	Malheur ESD Region 14
Average:	1012.9		

Suggested salary range:

District Title	PERS Contribution	TSA?	TSA Amount?	FTE	Contract Days
Superintendent	Employee	No		1	260
SUPERINTENDENT	District	No		1	260
Superintendent	District	No		1	235
Superintendent	District	No		1	260
Superintendent	Retired - Not Eligible	Yes	\$7,800	1	260
Superintendent	District	Yes	\$7,320	1	260
Superintendent	District	No		1	225
Superintendent	District	Yes	\$15,600	1	260
Interim Superintendent	District	No		1	0
Superintendent	District	Yes	\$6,000	1	260
			\$9,180	1	228

\$121,000 - \$131,000

Salary	Holidays	Personal Days	Vacation Days	Working Days
\$126,883	6	0	30	260
\$116,878	10	2	12	260
\$125,732	10	3	0	235
\$104,040	10	3	30	260
\$130,000	10	5	20	260
\$121,992	10	2	30	218
\$140,394	8	2	0	225
\$136,250	10	3	34	260
\$132,000	10	3	15	232
\$128,000	8	0	25	260
\$126,217	9	2	20	247

Corbett School District 39

Code: CBB
Adopted: 12/17/98
Orig. Code: CBB

Recruitment and Appointment of the Superintendent

The Board considers foremost among its responsibilities, the selection and appointment of the superintendent who can effectively translate into action the policies of the Board and the aspirations of the community for its schools.

In order to provide the most capable leadership available for the district, the Board may engage in a nationwide search for applicants for the position of superintendent whenever a vacancy in that position occurs.

The Board shall develop and adopt the standards (e.g., candidate qualities and work experience), criteria (e.g., application, screening and hiring process) and policy directives (e.g., promote from within, state and/or national search) to be used in hiring the superintendent, or interim superintendent, at a meeting open to the public and at which the public has had an opportunity to comment.

The Board may seek the advice and counsel of interested individuals or of an advisory committee or it may hire consultants to assist in screening candidates and to encourage the filing of applications by professional educators who meet the qualifications. Final selection, however, will rest with the Board after a thorough consideration of qualified applicants.

The Board will appoint the superintendent by a majority vote of the Board members at a meeting for which notice has been given of that intended action.

At the time of his/her appointment, the superintendent will be issued an initial contract with the salary and benefits as mutually negotiated and determined. Contracts shall not be issued for more than three years at a time. The contract shall automatically expire at the end of its term. The Board may, however, elect to issue a subsequent contract for not more than an additional three years at any time. The Board will thereafter fix the superintendent's salary and benefits annually, prior to the beginning of the new fiscal year.

END OF POLICY

Legal Reference(s):

ORS 192.660(7)(d)

ORS 332.505

Corbett School District ADOPTED

Superintendent Search Calendar

DATE	BOARD	CONSULTANT
Oct. 20* (7 pm)	<ul style="list-style-type: none"> • Hire search agency • Declare vacancy • Approve executive search process calendar <i>Regular public meeting</i>	<ul style="list-style-type: none"> • Facilitate board approval of search calendar
Oct. 28 – Nov. 11	Online survey available	<ul style="list-style-type: none"> • Facilitate staff and community input for new executive qualifications
Nov. 16* (7 pm)	<ul style="list-style-type: none"> • Public comment on qualities & qualifications • Discuss and adopt desired qualities & qualifications • Set dates, times and location of screening committee training • Identify potential screening committee members • Create salary range for posting <i>Special public meeting</i>	<ul style="list-style-type: none"> • Present public input report to board • Facilitate conversation on screening committee and salary range
Nov. 17		<ul style="list-style-type: none"> • Develop professional recruiting brochure • Develop notice of vacancy • Advertise position
Nov. 18		<ul style="list-style-type: none"> • Begin accepting applications
Dec. 15 (7 pm)	<ul style="list-style-type: none"> • Select screening committee members <i>Regular public meeting</i>	
Nov. 18 – Jan. 26	Ten Weeks	<ul style="list-style-type: none"> • Receive applications • Recruit candidates respond to inquiries
Jan. 26		<ul style="list-style-type: none"> • Applications close • Review all applicant submissions; prepare for screening
Jan. 27* (7 pm)	<ul style="list-style-type: none"> • Attend screening committee training • Review list of candidates • Establish contract parameters <i>Special public meeting/executive session</i>	<ul style="list-style-type: none"> • Train screening committee on screening process, tools and timeline
Jan. 27 – Feb. 1	<ul style="list-style-type: none"> • Screen applications and submit rankings 	<ul style="list-style-type: none"> • Assist with ranking process as needed

Feb. 2 * (5:30 pm)	<ul style="list-style-type: none"> • Select candidates to interview • Develop interview schedule • Develop interview questions • Establish contract parameters <i>Special public meeting/executive session</i>	<ul style="list-style-type: none"> • Present screening committee/board ranking results; facilitate board's selection of candidates to interview • Train board on interview procedures • Train board on proper internet & social media check protocols • Provide interview questions for review and facilitate consensus on interview questions
Feb. 3 – 14	<ul style="list-style-type: none"> • Conduct internet & social media checks on upcoming interviewees 	<ul style="list-style-type: none"> • Schedule initial interviews with candidates • Assist with internet & social media checks, as needed.
Feb. 15 - 19* (T.B.D.)	<ul style="list-style-type: none"> • Debrief results from internet & social media checks • Conduct interviews • Select finalists • Establish contract parameters <i>Special public meeting/executive session</i>	<ul style="list-style-type: none"> • Attend last interview and facilitate selection of finalists • Train board on conducting in-depth reference checks and site visits
Feb. 20 – Mar. 6	<ul style="list-style-type: none"> • Send disclosure release form to finalists' last three education providers (ORS 339.370- 339.378) • Conduct in-depth reference checks and site visits 	<ul style="list-style-type: none"> • Schedule finalists' interviews • Assist with reference checking and site visits as needed
Mar. 10 – 11* (T.B.D.)	<ul style="list-style-type: none"> • Hold finalist forum/"Day in the Community" • Debrief reference checks and site visit information • Conduct final interviews • Establish contract parameters <i>Special public meeting/executive session</i>	<ul style="list-style-type: none"> • Develop finalist forum schedule, if needed • Moderate community Q&A as needed • Attend final interview and facilitate consensus on "first choice" candidate
Mar. 12 – 15	<ul style="list-style-type: none"> • Negotiate contract with "first choice" candidate 	
Mar. 17	<ul style="list-style-type: none"> • Vote to hire candidate/approve contract in open public meeting • Announce selection <i>Special public meeting</i>	<ul style="list-style-type: none"> • Develop press release, if needed
Before July 1	<ul style="list-style-type: none"> • Create transition plan for new superintendent and board 	<ul style="list-style-type: none"> • Meets with the new superintendent & board to create transition plan
July 1	<ul style="list-style-type: none"> • New executive begins 	
After July 1	<ul style="list-style-type: none"> • COSA mentoring program provided to the new superintendent 	<p>Acts as a liaison between school district/superintendent and COSA as needed. OSBA provides part of the content for this mentoring program.</p>

*Consultant is in attendance (may be virtually).