

<b>LANE EDUCATION SERVICE DISTRICT</b>	<b>BOARD MEETING</b>
1200 Hwy 99 N	Wednesday, January 14, 2026
Eugene, Oregon 97402	Regular Meeting: 5:00 PM

**LANE ESD BOARD MEETING  
AGENDA**

Wednesday, January 14, 2026

1. Call Special Meeting To Order

This is a special meeting of the Board of Directors. As a special meeting, public comment will be limited to the specific item identified on the agenda, which is the draft "Next Superintendent Criteria." Public comment on regular agenda items will be received at the Board of Directors' regular meeting scheduled for February 3, 2026.

Board Chair Harris

2. Welcome and Introductions

Board Chair Harris

3. Lane Education Service District Statement of Accountability: Land Acknowledgement

Lane ESD acknowledges that the lands we call Lane County - the lands that sustain our children, our future, and our collective well-being - are the traditional ancestral home of the Kalapuya, Siuslaw, Molalla, and other indigenous people who have lived in Lane County since time immemorial. Native children, families, and communities bear witness to a legacy of displacement and forced relocation. As an educational institution we are accountable for addressing the current and former silencing, erasure and genocide of native people in Oregon and Turtle Island. We aim to join with indigenous people, honoring their resilience, courage, and self-determination in a purposeful pursuit of justice.

Board Member

4. Public Participation

This is a special meeting of the Board of Directors. As a special meeting, public comment will be limited to the specific qualifications to be included in hiring a new superintendent. Public comment on regular agenda items will be received at the next Board of Directors' regular meeting scheduled for February 3, 2026.

Chair Harris

5. Agenda Review

Board Chair

6. Discussion

Board Chair; Robyn Bean and Kathleen Rodden-Nord (HCE)

A. Superintendent Search Update

Superintendent Scurto announced his intent to retire (effective June 30th, 2026) at the October 7th, 2025, Regular Meeting of the Lane ESD Board of Directors.

Human Capital Enterprises (HCE) completed the first phase of the Lane ESD Superintendent search, which included community engagement activities and focus groups to gather input informing the criteria for the next Superintendent. This input was used to develop the draft Superintendent Criteria for Board consideration.

HCE

B. Presentation: Input from Engagement Process

HCE

C. Review Draft Superintendent Criteria

HCE

DRAFT Next Superintendent Criteria 1.9.2026 4

D. Superintendent Salary Range for Next Superintendent

HCE

Salary Comparison LESD 5

7. Action Item

Board Chair

A. Adopt | Next Superintendent Criteria

A draft of the Next Superintendent Criteria is presented for the Board to review.

*Sample motion:*

**BE IT RESOLVED:** that the Board of Directors of Lane ESD adopt the

Superintendent Criteria as revised, informed by community engagement and focus group input conducted during Phase I of the Superintendent search.

Board Chair

DRAFT Next Superintendent Criteria 1.9.2026

6

8. Adjournment

- The next regular meeting is scheduled to be held Tuesday, February 3rd, 2026, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.

Board Chair



## Next Superintendent Criteria

Lane ESD seeks an experienced, service-oriented, leader with superintendent or senior cabinet-level experience – one who strengthens districts, supports educators, and advances opportunity and belonging – and who embodies the following leadership attributes:

### 1. Relationship-Driven Regional Partner

*Builds deep trust with component superintendents and community partners; leads through service, collaboration, and bringing people together around shared priorities.*

### 2. Exceptional Communicator and Listener

*Is a clear, transparent communicator across a variety of audiences; listens deeply and builds alignment through shared understanding, trust, and purpose. Values collaboration and engages constituents in decisions affecting their districts and students.*

### 3. Evidence of Advancing Opportunity and Belonging Through Action

*Has a demonstrated history of improving conditions and outcomes for students and employees of all backgrounds through concrete actions and decisions. Creates environments where people feel respected, supported, and able to thrive – with visible impact on culture, equitable access, and opportunity.*

### 4. Instructional and Special Education Expertise

*Brings deep knowledge of teaching, learning, and special education systems, with an unwavering commitment to improving outcomes for students with a wide range of needs. Uses data to inform instructional improvement, monitor progress, and strengthen service delivery across the region.*

### 5. Strategic Fiscal Steward

*Navigates budget constraints with clarity, integrity, and sustainability; aligns limited resources to the highest-impact regional priorities. Thoughtfully considers the impact of Lane ESD's financial decisions on the budgets of component districts and aligns funding actions with districts' budgeting cycles.*

### 6. Politically Savvy, State-Aware Advocate

*Understands state-level systems, policy, and political realities; advocates effectively for Lane ESD and its component districts.*

### 7. Crisis-Ready Leader with a Steady Hand

*Provides calm, grounded leadership during emergencies, conflict, and uncertainty. Makes timely, well-reasoned decisions grounded in data and context, stabilizing people and systems when pressure is high.*

### 8. Capacity to Lead Change in a Complex Organization

*Builds on existing strengths while guiding the organization through transitions and evolving demands; leads structured, evidence-based change that strengthens systems and maintains trust, morale, and coherence.*

### 9. Authentic, Visible, and Approachable

*Leads with humility, integrity, and compassion through a grounded leadership style, maintaining a visible and approachable presence that builds trust and genuine connection internally and externally. Shows a demonstrated pattern of long-term commitment in prior roles, with evidence of enduring investment in the communities and organizations served.*

### 10. Innovative ESD Strategist and Builder of Strong Teams

*Anticipates emerging district needs and evolves Lane ESD's service model to ensure the ESD remains indispensable to every component district; builds and sustains high-performing leadership teams that design, pilot, and scale innovative solutions.*

# Contract Analysis



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## 2025-26 Superintendent Contract - Salary and Benefit Comparisons Lane ESD

The following Districts were used as a comparison group for this analysis:

(If you would like to have changes made to the comparison group, please contact Randy or Rob and let them know.)

State Rank by Size	Comparison Group	Student Population
0	Willamette ESD	99,805
0	Clackamas ESD	65,885
0	Linn Benton/Lincoln ESD	43,838
0	Southern Oregon ESD	58,836
0	High Desert ESD	33,139
0	Intermountain ESD	31,045
District 7	Eugene SD 4J	15,991
District 14	Springfield SD 19	8,865
District 28	Bethel SD 52	4,964

	Salary	* PERS Adjusted Salary	Travel Allowance	Disrict Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 210,000	\$210,000	\$6,000	\$8,689	\$600	\$6,600	\$219,889	\$227,965
Highest Comparison	\$ 300,000	\$300,000	\$9,600	\$33,642	\$3,000	\$27,500	\$334,600	\$346,138
Average of Comparisons	\$ 237,015	\$235,431	\$8,040	\$19,321	\$1,600	\$17,050	\$264,074	\$271,915
**Districts providing benefit			5	10	7			

Rank in Comparison Group	10	10	#N/A	10	6	#N/A	10	10
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Comparing District								
0 Lane ESD	\$ 185,027	\$ 185,027	\$ -	\$ 8,500	\$ 600	\$ -	\$ 194,127	\$ 201,243

### Additional Contract Analysis

<b>Salary</b>	Lane ESD currently ranks last in salary when compared to these distircts and ESD's, over \$50,000 below the average
<b>Travel</b>	Five of the nine comparison districts provide a travel allowance. Lane ESD does not.
<b>TSA</b>	Lane ESD ranks last in TSA contributions, almost \$11,000 below the average
<b>Other</b>	"Other" compensation in this group included stipend, longevity and retention
<b>Total Comp</b>	Lane ranks last in total compensation, almost \$70,000 below the average of this comparison group
<b>No Cause Termination</b>	(4) 12-months with benefits, (5) No Language

\* Note The salary of Superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for a more accurate comparisons.

\*\* Note The average is calculated as an average of those comparison districts who provide this benefit.



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