

Three Rivers School Board of Directors met for a special session, Monday, February 11, 2013 at Lincoln Savage Middle School, 8551 New Hope Road, Grants Pass, Josephine County, Oregon at 8:30 p.m.

PRESENT: Ron Lengwin, Chairperson of the Board, Zone V
Bob Litak, Member of the Board, Zone I PRESENT
Leslie Meier, Member of the Board, Zone III
Ron Crume, Member of the Board, Zone IV
Dan Huber-Kantola, Superintendent-Clerk
Stephanie Allen, Director of Student Services
Debbie Breckner, Director of Human Resources
Doug Ely, Director of High School Education, Maintenance and Athletics
Dave Valenzuela, Director of K-8 Education, Technology and Transportation

Also Present: Linsay Cathey/Dailey Courier, Sally Clements, Julia Richardson, Kim DeForest, Cassie Banuelos, Sheri Larson/Lincoln Savage MS Office Manager, Damian Crowson/Lincoln Savage MS Principal, Dustin Purnell/North Valley HS Assistant Principal, Jamie Ongman/Hidden Valley HS Assistant Principal, Dennis Misner/North Valley HS Principal, Daniel Burdis/OEA, Kevin Marr, Patricia Krauss, Devon Dorn, Daye Stone/Hidden Valley HS Principal and Shelly Quick/Recording Secretary. ALSO PRESENT

Board Chair Ron Lengwin called the Special Session to order at 8:38 PM for the purpose of discussion of qualifications and process for the superintendent position. CALL TO ORDER

Board Chair Lengwin asked for community input—and there was none. COMMUNITY INPUT

Superintendent Huber-Kantola reviewed the qualifications that they were looking for in hiring the last superintendent. The previous qualifications along with a link to an e-mail to provide input will be put on our district home page. An e-mail will go out to all staff and the information will be in the Daily Courier as well. It will be open for about a week to enable time for people to provide thoughtful responses about what the qualifications are that they are looking for in the next superintendent of Three Rivers School District. We will also send out a Synrevoice advising parents that input is available. He emphasized that the input is not who—but what qualifications that they are looking for. PROCESS FOR REPLACING SUPERINTENDENT POSITION

Superintendent Huber-Kantola advised the board what they need to do:

- Have a discussion about whether the position will be an interim or permanent position.
- Determine if they will be looking inside the district, outside the district—or both.
- What process they will use for the search (OSBA, Human resources or ?)

Member Litak stated that there are pros and cons both ways. For him, at this point in the year, it makes more sense to look for an interim person for next year. Particularly with the likelihood of significant turnover on the board next year.

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TION

Member Litak made a motion to seek an interim superintendent for the 2013-14 school year. Member Meier seconded the motion. She also believes we should be looking for an interim superintendent. We are late in the year in terms of recruiting, and was concerned we would not get the most wide and most qualified pool of candidates. The board is looking at a lot of shift this year. There are four board positions that are up for election and there is a likelihood of having a pretty new board come July 1st. The new board should be able to hire their own superintendent. Some candidates may be apprehensive in coming to this district because they really won't know a lot of key information, such as the board they will be working with.

Member Litak added that selecting a superintendent is the most important thing a board does. He does not want to rush through it and not get it right.

Board Chair Lengwin called for a vote and the motion passed unanimously.

Member Crume made a motion to open the search for an interim superintendent to internal and external candidates. Member Litak seconded.

Member Meier stated she would like to see internal candidates apply, but would like to open it up to get the best possible candidate that we can get.

Member Litak added if we were to limit it to internal candidates only, and none apply it would stall the process.

Board Chair Lengwin called for a vote and the motion passed unanimously.

Member Meier explained that in the past we have hired OSBA, but that was when we were looking for permanent superintendents. Her concern with that is the expense and the time in the process. She would like to move forward without using OSBA. She recommended that Superintendent Huber-Kantola take the lead in the process. We don't know who the internal candidates will be.

Member Meier made a motion to direct Dan Huber-Kantola to take the lead on the superintendent hiring process and coordinate with the Human Resource department—without OSBA.

Member Litak encouraged Superintendent Huber-Kantola to expedite/streamline the process.

Member Meier added that she believes it would be beneficial to have someone that has familiarity with our district and/or with the issues we face as a district and if Superintendent Huber-Kantola is aware of any potential candidates that he feels would be a good fit—the board would like him to initiate contact with them and encourage them to apply.

Board Chair Lengwin called for a vote and the motion passed unanimously.

Superintendent Huber-Kantola stated that in regards to the timeline, the input on qualifications and a suggested timeline will be brought back to the board for approval at the March 11th meeting.

North Valley Principal Dennis Misner asked due to the fact that our current superintendent fills two roles—how will the role of the Business Manager be addressed?

Superintendent Huber-Kantola responded that the board must first decide the direction the district will go, then have those conversations about how both responsibilities will be filled later. Everybody is painfully aware that we need to take care of both responsibilities, but we need to spend thoughtful time doing it as we are also conscience of the budget situation the district is in.

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Member Meier asked for clarification as to what point in the process they actually do address that. If we are going to develop a position description, we will be including what those duties are. She would like a little more clarification from our attorney about when and how that is decided.

Board Chair Lengwin adjourned the special session at 8:55 PM

ADJOURN

Ron Lengwin
Chairperson of the Board

Dan Huber-Kantola
Superintendent-Clerk