

**BOARD OF EDUCATION**

Special Board Meeting – July 6, 2022

**CALL TO ORDER/ROLL CALL**

The special board meeting was called to order by Board President David Rusterholtz at 6:00 p.m. with the following members present: Chris Austin, David Illingworth II, Cassie Kimbrell, Suzanne Patterson, and Mr. Rusterholtz.

**AMEND THE AGENDA**

MOTION Austin to amend the agenda by removing item IV.C.i. as it seemed redundant and already prescribed under item IV. and would allow for other options. President Rusterholtz shared it was intentionally put on the agenda to make sure there was enough specificity to meet legal requirements. Attorney Brad Miller joined the conversation and recommended to Secretary Austin that the Board approve the agenda as is, with the ability to amend it later in the meeting. Motion withdrawn.

**APPROVAL OF AGENDA**

MOTION Illingworth II, second Patterson, to approve the agenda. MOTION CARRIED; Voting Aye – Austin, Illingworth II, Kimbrell, Patterson, Rusterholtz.

**UPDATES**

Superintendent Update - Superintendent Dr. Mathew Neal provided information on the process of hiring a new CFO. Explained after several rounds of interviews, finally selecting an applicant, and then the new hire deciding it was not a fit, the decision was made to have Del Garrick become Chief of Staff and for Mona Larsen to move into a managerial role in the business department. She will report to Mr. Garrick and he will be the one to make presentations to the Board of Education. This information was followed by a Q & A with the board directors and Dr. Neal. After the Q & A, Dr. Neal shared he hears their desire to be involved in the hiring of building and executive leaders. Vice President Illingworth II requested to make a motion to vote on this board committee for hiring future executive and building leaders. Per attorney recommendation, this will be an action item at the next regular board meeting.

Executive Leaders Update – Executive Director of Technology & Operations Miles Tuttle reviewed key projects from 2021-22, summer 2022 projects, reviewed co-location projects for the Middle School/Merit Academy, and shared the repair/upgrade priorities for the 2022-2023 school year.

Due to scheduled vacations, Del Garrick and Tina Cassens could not attend this meeting and share their duties and plans for the 2022-23 school year. Dr. Neal provided as many details as he could.

Superintendent Search – Dr. Neal presented options to the Board of Education in hiring his replacement. He listed seven items for them to consider: 1) currently out of cycle for superintendent hiring; 2) close to school start; 3). new organizational chart with executive leaders; 4). community unavailable during summer to provide input/feedback; 5). legal postings; 6). new leaders desire solid board dynamics – recall effort; 7). Board training and “teaming”. He reviewed four potential options: 1). promote from within as temporary; 2). promote temporary from outside; 3). post now - interview - hire permanent from outside/inside; 4). post in winter – interview - hire permanent from outside/inside. He also provided them with next steps: 1). determine an option from the four provided; 2). decide on to have or not to have a consultant; 3). develop “look fors” from the Board, leaders, and community; 4). job description; 5). develop timeline; 6). articulate Interim decision structure.

Comment from Nate Owen – Woodland Park Education Association President Nate Owen thanked Dr. Neal for his efforts this last year, requested the Board of Education use a formal process as they move forward with the superintendent vacancy, and encouraged the Board to seek stakeholder feedback.

Comments by Attorney Brad Miller - Attorney Brad Miller shared that no pre-established replacement candidate has been pre-determined or orchestrated by the Board. The Board has a transition opportunity to look at a nontraditional leader or matrix leadership. He also pointed out that hiring a new permanent superintendent's posting requirements differ when filling an interim position. Mr. Miller recommended the Board not decide tonight. The Board needs to take this opportunity to determine their desired process and elements of the job posting. He supported the idea of establishing a sub-committee to review options.

**APPROVAL OF BOARD COMMITTEE**

The Board of Education discussed all the information presented to them. After discussion, MOTION Rusterholtz, second Patterson, to create a sub-committee of two Board of Education Directors, Illingworth II and Kimbrell, to work with Dr. Neal and executive staff to establish short-term leadership solution and present back to the Board of Education during the week of July 18, 2022. MOTION CARRIED; Voting Aye – Austin, Illingworth II, Kimbrell, Patterson, Rusterholtz.

**FINAL REMARKS BY BOARD DIRECTORS**

Director Patterson formally requested to President Rusterholtz for the Board of Education to review and discuss in August, Board Governance Policies GP-6 and GP-8.

Board Secretary Chris Austin shared that perhaps at the Board Retreat in August, the Board of Education could work on Vision, with the opportunity to work on policies to support our Vision.

Vice President Illingworth II requested to have law enforcement discuss school safety at a future meeting. Dr. Neal recommended to wait until the new safety and security officer is hired and recommended this discussion take place perhaps in September to allow the new person approximately 30 days to adapt to new position.

Board Director Cassie Kimbrell thanked the staff for being available to set up the meeting and for those that attended.

**FINAL REMARKS SUPERINTENDENT**

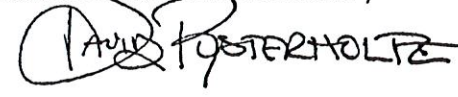
Superintendent Dr. Mathew Neal had no final remarks.

**ADJOURN SPECIAL MEETING**

MOTION Austin, second Patterson, to adjourn the special meeting at 9:26 p.m. MOTION CARRIED; Voting Aye – Austin, Illingworth II, Kimbrell, Patterson, Rusterholtz.

Attest:

  
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Board of Education Secretary

  
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Board of Education President