



12950 NW Main St. Banks OR 97106
Administration Building
Minutes March 8, 2022

SPECIAL SESSION

In attendance:

Ron Frame, Chair

Jeff Leo, Superintendent

Dan Streblow, Vice-Chairman

Milt Dennison, OSBA

Will Moore

Corissa Mazurkiewicz

Leslee Sipp

Ron Frame called the meeting to order at 6:00 PM and led the flag salute.

Approval of Agenda

Dan Streblow moved to approve the agenda as presented. Corissa Mazurkiewicz seconded.

Discussion: there was no discussion. Motion passed unanimously.

Approval of vacancy of Superintendent position

Corissa Mazurkiewicz moved to approve the vacancy of the superintendent position. Dan

Streblow seconded. Discussion: there was no discussion. Motion passed unanimously.

Search Calendar Discussion/Approval

Milt Dennison from OSBA discussed the search calendar. He said the survey, if the board decided to do an online survey, should be active and available for 4 to 5 days minimum. The purpose of the survey is to get staff/community/student input. The three main goals of the survey are: 1)gather information to sell Banks to prospective applicants; 2)discuss issues and challenges facing the district; and 3)elicit qualities, qualifications and characteristics for the next superintendent. OSBA will gather the information and submit it to the board for review. The survey will contain both a checklist and area for comment. The district will send the survey out to parents, students and staff. Mr. Dennison will get a copy of the survey, send it to the district office and it will be forwarded to the board prior to making the survey active. Once the vacancy is advertised, the position should remain open 5 to 6 weeks. COVID has had an impact on the applicant pool, and there are not many Oregon and Washington superintendents applying for jobs at this time. Mr. Dennison said the board will select the screening committee which should contain 12 to 15 people with a cross section of community and staff. The committee members do not have to be determined until after the vacancy closes. The screening committee, as well as the board, ranks the candidates. All initial interviews with applicants will be over zoom. Finalists will be invited to spend a day in the district and will do an interview in person with the board. OSBA will provide a set of questions for the board to use for the applicants. A contract between the first choice and the board should be reviewed by the district's attorney. Mr. Dennison said he is shooting for mid-May to have a new superintendent hired. If the board does not find anyone they feel would be a good fit, there is a good pool of interim

superintendents the board can draw from, and then go back out in the fall for a longer superintendent search process.

OSBA uses Greg MacKenzie for marketing the position and he has contacts that reach over 40,000 administrators in the northwest. 60 to 70% of the candidates are reached via that route. OSBA also markets thru SBA in different states.

Board consensus:

Table approval of search calendar until dates can be more definite.

The board would like to see the survey prior to it being sent out to the community.

The board would like a copy of the 2015 posting, and to see the qualities and qualifications that were used in 2015.

The superintendent salary would need a range for the posting; Mr. Dennison will check current postings and let the board know what the current salary ranges are.

The board would like to be able to announce Monday night at the board meeting the survey will be going out the next day. The board would like the survey left open one week.

Mr. Dennison said he will most likely attend the meeting Monday night via zoom.

The board asked for information about superintendent licensure. Mr. Dennison said there have been hires in the past that were not career educators, but the ones he was aware of did not fare well. The district office will contact TSPC for specific information about superintendent licensure.

Meeting adjourned at 6:56PM.