

## **Bend-La Pine Schools Board of Directors Special Session Meeting Minutes**

**Meeting Date: November 6, 2019**

### **Meeting Location**

Bend-La Pine Schools Education Center  
520 NW Wall Street, Bend, OR 97703

### **Board Members Present**

Julie Craig  
Carrie Douglass  
Shimiko Montgomery  
Amy Tatom  
Dr. Stuart Young  
Caroline Skidmore  
Melissa Barnes Dholakia *via teleconference*

### **Call to Order**

The special session meeting was called to order at 6:45 p.m. by Co-Chair Craig.

### **Discussion**

Co-Chair Douglass noted the special session was called to discuss the recent resignation announcement from Superintendent Mikalson. Co-Chair Craig shared that while Mikalson's resignation is a surprise, he has served the district for four years as superintendent, which is longer than the average duration of 2.5 years for superintendents in the nation. Stuart Young noted the excellent work of Mikalson, desirable location, highly respected district, and strong leadership team who are committed to the district which are all very desirable attributes candidates look for; and sees this change as an opportunity for growth and the board has the very important job of hiring an exceptional leader.

Co-Chair Craig reviewed the timeline and process the board used with the last superintendent search, noting a board committee led the superintendent search efforts. Discussion ensued on next steps, timeline, appointment vs. a full search, putting an RFP together for a search firm, other superintendent vacancies in Oregon, etc. Melissa Barnes-Dholakia shared her thoughts on pursuing a search firm and feels that hiring a superintendent is one of, if not the most important role of the school board. She sees this as an opportunity for the board to build alignment with board goals and executive limitations and is supportive of a full search.

Co-Chair Douglass recommended the board consider forming a superintendent search committee and start to work on an RFP to secure a search firm should the collective board decide to move that direction, anticipating a decision at the November 12 board meeting. Co-Chair Douglass, Co-Chair Craig and Barnes-Dohlakia agreed to lead the superintendent search committee. They will review the RFP used from the last search as a starting point and will reach out to other board members for input. Caroline Skidmore asked about the cost associated to the last search. The firm was between \$25,000-\$30,000 and total expenses came in at approximately \$55,000-\$60,000.

Co-Chair Craig and Young will begin to reach out to current cabinet team members as well.

Meeting adjourned at 7:50 p.m.

Recorded by: Andrea Wilson

**Minutes approved at 11.12.19 board meeting**