

January 24, 2020

The Board of Education of the County of Kanawha met in Special Session on Friday, January 23, 2020 at the Board of Education Building, Charleston, West Virginia. The meeting was called to order by Board President Ryan White at 9:00 a.m.

PRESENT

Ryan White, President
Ric Cavender, President Pro Tem
Jim J. Crawford, Sr.
Becky J. Jordon
Tracy White
Ronald E. Duerring, Secretary

Debra J. Lewis, Recording Secretary

ADMINISTRATIVE STAFF

Briana Warner, Communications Director

SUPERINTENDENT SEARCH

Mr. White-We have called this meeting in order to get information in regard to the superintendent's search that we will have to do to replace Dr. Duerring who has so faithfully served us for 22 years. First we will have Dr. Howard O'Cull give us a presentation on searches and what we should be considering in regard to searches.

SUPERINTENDENT SEARCH (continued)

Howard O’Cull, West Virginia School Board Association-President White has requested that I make very abbreviated comments since I did forward to you several documents that outlines some of the processes that can be done here. Before touching on that search, I do want to thank Dr. Duerring for his leadership not only as a county Superintendent but among his peers and educational leaders at the national level. I do remember that right before Dr. Duerring was appointed we had a superintendent that lasted 24 hours. The county was in shambles and there was a discussion that there might be a need for possible intervention by the State School Board but the State Board determined that they didn’t have the capacity to do a takeover such as they do in smaller counties. Since Dr. Duerring was appointed during this time I think your system has progressed greatly. This system, like others, have met several very difficult situations such as declining enrollment, the changes in the nature of our city and county demographics, loss of employment and an aging population and I think Dr. Duerring as leader of the Board and the county has helped address some of those.

As you move into how to choose a successor for Dr. Duerring I did provide what I think are some options you may want to consider and I have also provided you something Bowles Rice has written. This is the only appointment you can do as a county board. As far as some other things, really the only date you face now is June 1st and by that date the county board has to more or less set the terms and conditions. You don’t have to do searches, you can select someone without doing any kind of a process as long as they meet the credentials and the residential requirement and they provide a certain health test. I’ve given you three options. I tried to point out some considerations but I want to point out that any decision you make you are totally accountable for that.

To begin I’m going to briefly go over some of the issues that are involved in the appointment of a county superintendent. The first option you have is appointing someone. It is fewer boards that do this because most boards enter into a process. In this process you as a board would elect someone at the conclusion of Dr. Duerring’s term. They can have a one, two, three or four year contract. This would have to be by June 1. We have what I consider a broadened method. Basically this is what is often referred to as a superintendent search. All the main provisions apply, the residency, the June 1, but in this process the board broadly makes known this position is available, it also involves a degree of citizen involvement component. This varies considerably, it may involve committees, education groups and then business community groups. The candidates can be interviewed by these groups. The county board has to be united in whatever process is chosen. You will often see that the things that the groups use in their interviews are not the same as the county board would use because they are seeing it from a different perspective. Simply be sure that if you do this process that it is

SUPERINTENDENT SEARCH (continued)

one the board supports and has unity, that it is very well delineated as to the goals and the roles of the groups that are involved and that is a fair process. The last approach is one that some boards actually use, I call this one mixed methodology. You take the first consideration which is to appoint someone and then you use a year or so to convene groups, put this information together and that can have an influence on the process but you cannot begin this process until January 1, 2021. The idea is to get someone in the position for about a year and they are the superintendent beginning on July 1, 2020. One of the first things you are going to be asked and this is pretty critical, is what is the current superintendent's role. That is something you as a board and the superintendent need to work out. Dr. Duerring is in the perfect position to provide you his thinking about this process as you go along and I think that proves quite valuable. If people come wanting to change things and move things around be careful. You need to know the system. You have a lot to build upon. Most systems don't have successful longevity.

Tracy White-Can you tell us the cost attached to these different processes?

Howard O'Cull-The first process there would be no cost. The second process depends on how you customize it and if you want to do a lot of national advertising. You can use several methods for that and some can be quite expensive. I can't give you a precise figure but it depends on what the board wants done. The third process is almost like the first because you are appointing someone for a period of time but you are also using some aspects of what I just mentioned here. It will vary too on what you want to do.

Mrs. Jordon-Is it appropriate for Dr. Duerring to be in the interviews with us? Howard

O'Cull-That is a decision that I cannot make. Mrs. Jordon-Do you know if sometimes superintendents are involved? Howard O'Cull-I know two instances where they were involved in a steering process. The superintendent can look over all the documents.

Mr. Cavender-You mentioned earlier that it will be up to us as board members as far as qualifications and the characteristics of what the next superintendent will possess. I notice here it says they need to be a resident of Kanawha County or contiguous county so if we want it to be a Kanawha County resident that is up to us right? Howard O'Cull-You can specify that an individual reside in Kanawha County but there is a law that does say contiguous county. Mr. Cavender-How often when you have a long-standing superintendent what process does the board normally take? Howard O'Cull-Normally the board will want to do some kind of a process.

Mr. White-As far as the residency requirement does that mean when they actually take the office? Howard O'Cull-Yes.

SUPERINTENDENT SEARCH (continued)

Mr. White-Is there anybody here that would like to say anything?

Rosemary Jenkins, AFT WV-I'm very familiar with the process that Howard explained to you because of the role that AFT plays in all 55 counties. Just as he has said, it varies from every school district as to what process they use for selection. We've had the opportunity to be involved in all types of processes. I feel like I'm coming today with experience even though this county hasn't gone through this for quite some time. I want to give you briefly a couple of advantages that I feel might be an advantage for you to consider. Ultimately it will be your decision and you will be respected no matter what you decide. If it is going to be a national search or in-county or in-state process it would be more advantageous if you choose in-county or in-state over a national process West Virginia school board laws and procedures are very unique and when you are considering an applicant that is in county or in state they should be familiar already with the local school board policies and procedures that govern the local school boards in the state. The new superintendent has the opportunity and power by law to appoint every assistant superintendent. They serve at the will and pleasure of the superintendent and that is something important for you to think about. You could put this person in here and they could come in and clean house and that is not going to be advantageous for Kanawha County. I think that is something you need to be thinking about, not only could you be losing your superintendent you could be losing all of the assistant superintendents that have done a fantastic job. I'll talk to you at a later time about what I feel like the role of the union should be.

EXECUTIVE SESSION

Mrs. Becky J. Jordon moved: The Board go into Executive Session. Mr. White-Let's let Mr. Cavender do that. Do you withdraw your motion? Mrs. Jordon-I withdraw my motion. I don't know why it matters but okay.

Mr. Ric Cavender moved: I move the Board enter into Executive Session pursuant to Code 6-9A-4A to discuss the matter of regarding the process for appointing a county superintendent for a term commencing July 1, 2020 including but not limited to consideration of the Board contracting with the West Virginia School Board Association to contact a county Superintendents search. No action will be taken in Executive Session. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried.

EXECUTIVE SESSION (continued)

Mr. White-Does the Board prefer to have Dr. Duerring in the Executive Session? Mrs. Jordon-Sure. Mr. White-I would prefer that at least for this initial meeting we have him outside the Executive Session. Mr. Crawford-It's in his best interest. Mr. Cavender-I agree. Mrs. Jordon-I don't agree with that. I think you are taking away 45 years of wisdom when we are trying to get started here.

The Special Session of the Board was recessed and the Executive Session convened at 9:38 a.m.

RECONVENE SPECIAL SESSION

Mrs. Becky J. Jordon moved: The Board reconvene the Special Session of the Board. Motion was seconded by Mr. Ric Cavender and unanimously carried. The Special Session was reconvened at 10:00 a.m.

Mr. Ric Cavender moved: That the Kanawha County Board of Education vote to receive a formal written proposal from the West Virginia School Board Association not later than January 27, 2020 with a written proposal to itemize West Virginia School Board Association county superintendent search services including but not limited to scope, timelines, suggested costs and related matters. Motion was seconded by Mrs. Becky J. Jordon.

Mr. White-We will have a special meeting on January 29th at noon to discuss said proposal if this motion carries.

The above motion unanimously carried.

ESTABLISHMENT OF MEETING DATES

- A. Friday, January 24, 2020, 9:00 a.m.-Special Session
- B. Monday, February 3, 2020, 4:00 p.m.-Special Session
- C. Thursday, February 20, 2020, 6:00 p.m.-Regular Session
- D. Monday, March 2, 2020, 4:00 p.m.-Special Session

ESTABLISHMENT OF MEETING DATES (continued)

- E. Monday, March 16, 2020, 3:00 p.m. & 3:05 Budget Workshop-Statutory Session (Presentation of Schedule of Proposed Levy Rates) (Budget Workshop to Follow)
- F. Tuesday, March 17, 2020, 12:00 Noon-Statutory Session (Approval of the Schedule of Proposed Levy Rates)
- G. Thursday, March 19, 2020, 6:00 p.m.-Regular Session
- H. Monday, April 6, 2020, 4:00 p.m.-Special Session
- I. Thursday, April 16, 2020, 6:00 p.m.-Regular Session
- J. Tuesday, April 21, 2020, 12:00 Noon-Statutory Session (Reconvening of March 17, 2020, Meeting to Enter all Levies)
- K. Monday, April 27, 2020, 6:00 p.m.-Statutory Session (Public Hearing on Proposed Budget)

NOTE: The above meetings of the Kanawha County Board of Education, unless otherwise indicated, will be held in the Board of Education Building, 200 Elizabeth Street, Charleston, WV.

ADJOURNMENT

Mr. Ric Cavender moved: That the Special Session of the Board be adjourned. Motion was seconded by Mrs. Becky J. Jordon and unanimously carried. The Special Session was declared adjourned by Board President Ryan White at 10:02 a.m.

President

Secretary

djl

1/31/2020