



BOARD OF DIRECTORS
Ashley Carson Cottingham, Chair
María Hinojos Pressey, 1st Vice Chair
Karina Guzmán Ortiz, 2nd Vice Chair
Osvaldo F. Avila, Danielle Bethell, Satya Chandragiri, Marty Heyen
PO Box 12024, Salem, Oregon 97309-0024 • 503-399-3001

Christy Perry, Superintendent

AGENDA

BOARD MEETING (Work Session with Action Item)

5:30 p.m.

August 23

Location: This meeting was held by electronic means only, with board member/participant access online only as well as the public viewing access.

Public Access was also available live-stream:

English: <https://www.youtube.com/watch?v=6b4QOPjcWd0>

Spanish: <https://www.youtube.com/watch?v=TGdgJUQXT0E>

The meeting was also broadcast on CC:Media, channel 21. Closed caption in English was available through CC:Media television and YouTube.

1. CALL TO ORDER

a. Attendance

All board members were present. 2nd Vice Chair Guzman Ortiz joined the meeting a few minutes late.

b. Diverse Welcome Message

Chair Carson Cottingham read a diverse welcome message, noting we will strive to be inclusive, respectful, and welcoming to our students, staff, educators, administrators, board members, and all community members.

c. Pledge of Allegiance

d. Agenda Modifications

There were no agenda modifications.

2. EXECUTIVE SEARCH FIRM INTERVIEWS

a. Alma Advisory Group

b. McPherson & Jacobson, LLC

c. Human Capital Enterprises

d. Ray and Associates, Inc.

Members of each firm presented proposals, which included information on the firm's values and what it brings to the search process, the process they use to conduct a search, how they will attract candidates and represent the needs of the district, and their process and priorities for community engagement.

Following their presentation, the firms answered questions related to attracting high-quality candidates, equitable engagement with stakeholders, navigating political and community challenges, staff engagement, building a candidate profile, keeping the process clear and streamlined for the district, and pitfalls and how to avoid them.

3. PUBLIC COMMENT

The board provided opportunity for the public to provide written public comment on the firms' proposals and the consensus/action items, but no written public comment was submitted.

4. CONSENSUS/ACTION

- a. Determine by consensus the final two search firms to move forward based upon interviews.

Board members discussed the aspects each firm brings to the process of searching for a superintendent and explained their reasoning which two firms they preferred. Chair Carson Cottingham noted the board came to consensus to move the firms of Human Capital Enterprises and Ray & Associates, Inc. forward for further consideration.

- b. Delegate authority to board leadership to conduct background checks and to select one firm as the finalist based upon the totality of their proposals, interviews, and background checks, and delegate the authority to board leadership to direct the chief operations officer to conduct contract negotiations with the finalist.

Director Avila moved and Director Heyen seconded to delegate authority to board leadership to conduct background checks and to select one firm as the finalist based upon the totality of their proposals, interviews, and background checks, and delegate authority to board leadership to direct the chief operations officer to conduct contract negotiations with the finalist. There was minimal discussion. The motion passed unanimously.

The special board meeting tentatively scheduled for Wednesday, August 24, was canceled as the board's business on consent and action items on tonight's agenda was concluded.

5. ADJOURNMENT 8:45 p.m.