



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

Christy Perry, Superintendent

MINUTES
SPECIAL BOARD MEETING
6 p.m.
November 30, 2022

Public access is available online:

English: <https://www.youtube.com/watch?v=bOkMJYjgP3U>

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

ASL: Services provided online during meeting

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, except 1st Vice Chair Hinojos Pressey, were present. Student Advisor McDonald was present; Student Advisor Brennan was absent.

b. Land Acknowledgement

Chair Carson Cottingham read the Land Acknowledgement.

c. Pledge of Allegiance

d. Agenda Modifications

There were no agenda modifications.

2. OVERVIEW OF SUPERINTENDENT HIRING PROCESS AND PROFILE

a. Hank Harris of Human Capital Enterprises will provide an overview of the hiring process and profile for the next superintendent.

Hank Harris, joined by Kathleen Rodden-Nord, of Human Capital Enterprises, provided an overview of the hiring process – where we started, where we are, and where we go from here. He shared about the engagement sessions and survey, questions asked, and outcomes, including strengths of the district, as well as complexities and challenges.

3. PUBLIC COMMENT

An opportunity was offered to provide public comment during the meeting via calling in or participating in online; however, no one signed up to provide comment.

An opportunity to provide written public comment on the superintendent profile/criteria was provided from November 16-28. The following individuals submitted written comment: Colton Johnson, Hal Smith, Tom Hoffert, Rita Glass, Holly Carter, Nekole Baurer, Rebecca Greaves, Dennis King, Rex Finley, AnneMarie DuFault, Sarah LaMont, Alan Rasmussen, Jennifer Martin, Jeff Miller, Marika Larsen, and Norma Flores. During the meeting, the board heard a summary of written public comment. The written comment and summary were posted to the district website.

4. DISCUSSION

- a. *Salem-Keizer Public Schools Ideal Profile for Next Superintendent*, facilitated by Hank Harris of Human Capital Enterprises

Chair Carson Cottingham and Hank Harris from HCE led the board through a discussion and review process, as the board worked together on revisions to the *Salem-Keizer Public Schools Ideal Profile for Next Superintendent*.

5. ACTION

- a. Approve the *Salem-Keizer Public Schools Ideal Profile for Next Superintendent*

Director Avila moved and Director Chandragiri seconded to approve the *Salem-Keizer Public Schools Ideal Profile for Next Superintendent*. The motion passed unanimously.

6. DISCUSSION

- a. Compensation for the next superintendent, facilitated by Hank Harris of Human Capital Enterprises

Hank Harris commended the board for their work on the profile. He then talked about opening the vacancy window, beginning December 5. He reminded the board about boundaries with candidates.

Mr. Harris then reviewed the proposed compensation package, which will be included with the job posting. He talked about how compensation works, components of compensation, comparisons with other Oregon districts, and considerations of candidates with out-of-state cost of living comparisons. He reviewed HCE's recommendation for a compensation package, with Kathleen Rodden-Nord and Attorney Paul Dakopolos providing perspective as well. Board members individually provided their thoughts on the salary range. HCE will review notes and finalize a salary range to be included with the job posting.

7. ADJOURNMENT: 9:17 p.m.