

INDEPENDENT SCHOOL DISTRICT 271
Bloomington, Minnesota

**MINUTES OF THE SPECIAL MEETING
OF THE SCHOOL BOARD
March 29, 2021**

Pursuant to due call and notice thereof, and there being a quorum present, the virtual Special Meeting of the School Board of Independent School District 271 was called to order by Chair Nelly Korman at 7:00 p.m. on Monday, March 29, 2021. Chair Korman announced that the School Board meeting tonight is being conducted remotely via Google Meet; it is being live streamed by BEC TV and will be replayed per the usual BEC TV replay schedule.

Roll Call

Members Present: Nelly Korman, Chair; Dawn Steigauf, Vice Chair; Heather Starks, Clerk; Beth Beebe, Treasurer; Tom Bennett, Mia Olson, and Jim Sorum. Administration Present: Jenna Mitchler, Mary Burroughs, Dave Heistad, Rick Kaufman, Jennifer McIntyre and Rod Zivkovich. Attorney Present: David Holman.

Approval of the Agenda

Nelly Korman moved, Dawn Steigauf seconded, to approve the agenda. On roll call vote, all directors voted aye.

Superintendent Search Process

Chair Korman reviewed activities of the Board Superintendent Search Committee (Nelly Korman, Dawn Steigauf, Tom Bennett) and the School Board since the March 5 announcement from Superintendent Les Fujitake that he is not seeking renewal of his contract. School Board members participated in a professional development session on March 24th regarding a superintendent search process, which was facilitated by Barb Dorn from the Minnesota School Boards Association (MSBA).

Tom Bennett reviewed superintendent search process possible options discussed by the Board Superintendent Search Committee and now are being presented for discussion by the full membership of the School Board.

Option 1: Interim Superintendent for one (1) year and then a full superintendent Search in the fall

- (1.a) Internal Interim Appointment
- (1.b) Internal Interim Posting
 - *(MSBA can help with interviews)*
- (1.c) Interim Search with MSBA or School Exec Connect

Option 2: Full Superintendent Search with a search firm to start by April 1st.

Option 3: Posting and Modified Search

- Post superintendent position for 2 weeks asking for a cover letter and resume. Invite top candidates to have a stakeholder and potential board interview. *(MSBA can help with interviews)* Followed by either a contract offer, or go with option 1.a or 1.b.

School Board members shared their perspectives on the pros and cons of the options suggested taking into consideration aspects of using a search firm or not, timelines, pool of candidates, cost factor of a search firm, interim superintendent options, full search options, modified search options, capacity of internal staff to assist in the process, community engagement opportunities through surveys, focus groups or listening forum. Jim Sorum shared information from past superintendent search processes. He is the only current Board member who has been through the process previously. Tom Bennett currently serves as part of the superintendent search process for Intermediate District 917.

Rick Kaufman, Executive Director of Community Relations, Mary Burroughs, Executive Director of Human Resources, and legal counsel David Holman, provided information and responses to the various questions posed by Board members.

Tom Bennett moved, Jim Sorum seconded, that the School Board of Independent School District 271 will conduct a modified superintendent search with the job being posted for two weeks and we will contact MSBA (Minnesota School Boards Association) to help us with the process. On roll call vote, all directors voted aye.

Director Bennett will contact Barb Dorn at MSBA regarding availability to meet with the School Board to clarify a few things from the professional development session held last week, seek recommendations related to services that can be provided by MSBA, and request a proposal for conducting a modified superintendent search that would include a timeline and cost.

Beth Beebe moved, Mia Olson seconded, that the School Board of Independent School District 271 establishes a special meeting on Thursday, April 1, at 4:00 pm to discuss the superintendent search process with MSBA. On roll call vote, all directors voted aye.

Adjournment

There being no further business to come before the School Board, Nelly Korman moved, Tom Bennett seconded, to adjourn the Special Meeting. On roll call vote, all directors voted aye. Meeting adjourned at 9:10 p.m.

Heather Starks, Clerk