



Board of Directors, Special Meeting Minutes, March 28, 2020
RICHLAND SCHOOL DISTRICT NO. 400
BENTON COUNTY, RICHLAND, WASHINGTON

The Board of Directors of Richland School District No. 400 met for a special meeting Saturday, March 28, 2020 at 12:00 P.M. at 615 Snow Avenue, Richland, WA, Benton County. School Board President Rick Jansons presided. Board members participated via Zoom conference: Heather Cleary, Rick Donahoe, Kari Williams and Jill Oldson.

1.0 CALL TO ORDER

Mr. Jansons called the meeting to order at 12:00 P.M.

Mr. Jansons stated the purpose of this meeting is to review all candidates and come to a decision on the new Superintendent hire. This process began in August when looking for a search firm to assist the District in locating a new superintendent. Hank Harris, HYA, was hired and after surveys with staff and the community, a list of desired characteristics was developed. These characteristics were then used to evaluate candidates for the interview process. The position was posted in January with a closing date in mid-February. Several dozen applications were received. Board members reviewed all applications and selected six candidates for a first round of interviews on March 6, 2020. Four of those moved on for a second interview. Site visits were completed via zoom meetings where board members and union leaders talked to dozens of people in each candidate's district. One of the candidates, Jon Holmen, Lake Washington School District Deputy Superintendent, was offered a position and dropped out of the candidate pool. The remaining three candidates each spent a long day interviewing with many staff groups, as well as a public forum in the evening. Mr. Jansons thanked the community for being a part of the process and for completing the online survey after each candidate forum. He also thanked all the candidates:

Lexi Cunningham, Salt Lake School District

Carole Meyer, Moses Lake School District

Mark Davidson, Medicine Hat, AB, School District

2.0 BUSINESS

2.1 SUPERINTENDENT SEARCH-Board may consider action to offer the Position of Superintendent.

Rick Jansons opened the Board discussion regarding the search for a new Superintendent of the Richland School District.

It was moved by Rick Donahoe and seconded by Heather Cleary that -

THE BOARD OF DIRECTORS ENTER INTO CONTRACT NEGOTIATIONS WITH MARK DAVIDSON AS THE NEW SUPERINTENDENT OF THE RICHLAND SCHOOL DISTRICT, BEGINNING JULY 1, 2020.

Board Discussion:

Heather Cleary stated Mr. Davidson reflects the District's desired qualities. He was described as an inspirational leader and able to work with all stakeholders.

Jill Oldson agreed and advised the decision was very difficult with each candidate having very strong characteristics. Ms. Oldson felt Mr. Davison is the best fit for our District. She wished the other candidates well in their future careers.

Kari Williams echoed the previous comments and reported the process has been a great learning process for her. She is grateful for all the stakeholders. She is very comfortable in extending this offer to Mark Davidson and feels he will be able to take the District to the next level.

Rick Donahoe reported this has been a thorough, professional, and comprehensive process. All five Board members have made phone calls, met in executive session to listen to each other, and took the time needed to make this very important decision. The Board members have met each candidate face to face in the first round of interviews, before travel restrictions went into effect. Mr. Donahoe is very much in favor of Mr. Davidson as a passionate and inspirational leader who cares about kids.

Rick Jansons added that Mr. Davison is relationship oriented and has served as superintendent. He communicates well, is knowledgeable regarding educational trends, and has shown past success. We are asking him to lead our organization and trusting him with our students and families.

Vote: Donahoe, yes; Oldson, yes; Cleary, yes; Williams, yes; Jansons, yes.
Motion was approved.

Mr. Jansons thanked staff and the community for their involvement in this process.

ADJOURNMENT

The meeting adjourned at 12:13 P.M.

RICHLAND SCHOOL DISTRICT NO. 400

SECRETARY, BOARD OF DIRECTORS