

**27J Schools**  
**GOVERNING POLICY OF**  
**THE BOARD OF EDUCATION**  
**Policy 3.H – EMERGENCY EXECUTIVE SUCCESSION**  
*(Date Adopted/Last Revised July 29, 2009 – November 27, 2012)*

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*Executive Limitation 3.H*  
**Global Executive Constraint**

To: Board of Education

From: Dr. Chris Fiedler, Superintendent of Schools

Re: Expectations of the Board Report – 3.H Emergency Executive Succession

I hereby present my report on our policy 3.H Emergency Executive Succession in accordance with the Expectations of the Board Report schedule as set forth in Board policy. I certify the information in this report is true.

Signed:



Date: November 9, 2021

Dr. Chris Fiedler

Superintendent, 27J Schools

**27J Schools**  
**GOVERNING POLICY OF**  
**THE BOARD OF EDUCATION**

**Policy 3.H – EMERGENCY EXECUTIVE SUCCESSION**

*Date Adopted/Last Revised: January 27, 2009 – November 27, 2012 Management Limitations*

In order to protect the Board from sudden loss of Superintendent services, the Superintendent will have no fewer than two other members of the management team sufficiently familiar with Board and Superintendent issues and processes for either to take over with reasonable proficiency as an interim successor.

*I interpret “loss of its Superintendent” to mean: the contract between the Board of Education and the Superintendent is terminated under the prerequisite requirements of the current contract provisions 9 A-F and 10. This includes Mutual Agreement, Disability, Discharge for Cause, Unilateral Termination by the District, Death of the Superintendent, Unilateral Termination by Superintendent, and Suspension of the Superintendent.*

*I interpret “loss of its Superintendent” to mean: the Superintendent is out of the state or country (USA) for more than a three day period of time and cannot or may not be able to return to the district within a 12 hour period of time or does not have access to electronic/virtual communication. Under these conditions the Superintendent identifies an interim Superintendent.*

*I interpret “management team” to mean: those members of the Executive Leadership Team who are direct reports to the Superintendent of Schools. Those direct reports are the Chief Academic Officer, Chief Finance Officer, Chief Human Resource Officer, Chief Information Officer, Chief Operations Officer, Director of Communication, and Superintendent/Board of Education Secretary.*

*I interpret “the Superintendent will have no fewer than two other members of the management team sufficiently familiar with Board and Superintendent issues and processes for either to take over with reasonable proficiency as an interim successor” to mean: at a minimum, two staff members of my designation shall have intimate knowledge of our governance model, the Thinking Classroom/GELL as we pursue learning and success for every student, District budget processes, current and future construction projects, current and potential legal issues, current and potential personnel issues, and in our continued context of COVID-19 planning and management. All designees shall have been informed of their responsibility to step in as interim superintendent. They shall be fully aware that reporting to the Board and being accountable to the Board requires them to fulfill the Superintendent role in the Policy Governance model and that adherence to the Expectations of the Board Report Schedule is an essential action of reporting to the Board to ensure the District’s continued progress towards meeting the Board’s Goals.*

**Data Reported:**

The three administrators designated as interim acting Superintendents, in order of their seniority on the executive succession team, are:

- Mr. Terry Lucero, Chief Operating Officer (2009)
- Mr. Will Pierce, Chief Academic Officer (2017)
- Mr. Michael Clow, Chief Human Resources Officer (2019)

All three administrators have been notified in writing of their designation via this monitoring report.

All three designees are members of the Executive Leadership Team which meets weekly. In addition, I meet individually each week with all three members.

I certify that since I last reported to the Board on 3.H Emergency Executive Succession on November 10, 2020, I have been out of state six times for more than three days, invoked the succession process, and named an interim superintendent. The dates are listed below along with who was named interim superintendent in my absence:

February 13 – 17	Florida	Mr. Will Pierce
February 26 – March 1	Nevada	Mr. Terry Lucero
March 18 – 24	Florida	Michael Clow (March 18 - 23) Terry Lucero (March 24)
June 4 – 13	North Carolina	Will Pierce
August 5 – 8	South Dakota	Terry Lucero
October 27 – 31	Montana	Will Pierce

On each occasion, the trip and delegation of superintendent duties were reported to the Board of Education in a Board Update or email prior to my departure.

I understand that it is the Board of Education’s intent that the Superintendent of Schools may delegate authority, but does not delegate accountability.

I affirm that Mr. Terry Lucero, Mr. Will Pierce, and Mr. Michael Clow are sufficiently familiar with Board and Superintendent issues and processes and could assume the chief executive officer position with reasonable proficiency on an interim basis with the support of the Executive Leadership Team.

**Conclusion: I report compliance.**