

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)

Executive Limitation 3.H
Global Executive Constraint

To: Board of Education

From: Will Pierce, 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 13, 2024

Will Pierce
Superintendent, 27J Schools

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

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 Chief Finance Officer, Chief Human Resource Officer, Chief Information Officer, Chief Operations Officer, Chief Communication Officer, Executive Director of Learning Services, Executive Director of Safety and Intervention Services, Executive Director of Schools, Charter School Liaison, and Superintendent and Board of Education Secretaries.

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, and current and potential personnel issues. 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 two 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. Michael Clow, Chief Human Resources Officer (2019)

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

Both designees are members of the Executive Leadership Team which meets weekly. In addition, I meet individually at a minimum of every other week with both members.

I certify that I have yet to delegate superintendent duties to executive succession as Superintendent during this monitoring report cycle. I will report executive succession to the Board of Education in a Board Update or an email or text message prior to any future 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, 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 entire Executive Leadership Team.

Conclusion: I report compliance.