

WORK SESSION MINUTES

A Work Session of the Springfield School District No. 19 Board of Education was held on April 20, 2026.

1. CALL MEETING TO ORDER

Board Chair Jonathan Light called the Springfield Board of Education Work Session to order at 11:04 a.m. and led the Pledge of Allegiance. Following the Pledge of Allegiance, Director Kohl read the following Land Acknowledgement:

We acknowledge that we are in the traditional homeland of the Kalapuya people, specifically the community that was known as Chifin, the area that we now call Springfield.

Kalapuya people, who have lived in this region since "[Time Immemorial](#)", were illegally dispossessed of their land and forcibly removed to what are now the Grand Ronde and Siletz reservations over several years, but most notably in treaties between 1851 and 1855.

The Kalapuya are now members of the [Confederated Tribes of the Grand Ronde](#) and the [Confederated Tribes of Siletz Indians](#), and members of the Kalapuya still live, work, study, and thrive in this area, and continue to make important contributions here in Springfield, across the land we now refer to as Oregon, and around the globe.

This information is shared out of a responsibility to prevent the erasure of Native culture, heritage, and people and to ensure a quality contemporary education for future generations.

Attendance

Board Members in attendance included Board Chair Jonathan Light, Board Vice Chair Amber Langworthy, Director Nicole De Graff, and Director Ken Kohl - virtual attendance.
Absent: Director Bob Brew.

District staff and community members identified included Acting Superintendent Jodi O'Mara, Martie Steigleder, Brian Richardson, Jeff Michna, Rob Hess, Aaron Bayer, Trent Grundmeyer via Zoom, George Mendoza via Zoom, Betsy Frost, Jonathan Gault, Jeff Michna, Ian Holser, and Nadine Ibrahim.

2. DISCUSSION

A. Interim Superintendent Search

Chair Light

Chair Light announced that the board had selected the search firm, Grundmeyer Leader Services (GLS) and Dr. Hess in the search for a new superintendent. The GLS search team includes Consultant and Oregon Superintendent Aaron Bayer, Consultant and District Superintendent of Central Lynn Rob Hess, Consultant and Superintendent of La Grande School District George Mendoza, and Trent Grundmeyer of Trent Grundmeyer Leader Services. Hess, Bayer, and Mendoza each has extensive experience within the education field. A detailed explanation of each step in the search and of the interview process was provided, including a summarization of the timeline and stakeholder involvement.

Trent Grundmeyer Leader Services (GLS) Overview:

Based in Iowa, they also conduct searches in Missouri, Texas, Colorado, Utah, Washington, Oregon, and California.

GLS believes in the importance of quality contemporary education for future generations.

Between 80-85 searches are conducted annually, primarily for superintendents.

GLS provides post-hire support, such as training, onboarding workshop, insight, and monthly coaching.

GLS is committed to a defined, clear, transparent and thorough recruitment process, including social media checks and background checks on all finalists.

GLS takes pride in their repeat customers and the objective lens they bring to recruitment.

Community involvement through a survey was recommended, including a public final day for the interim search.

The importance of personal connections through forums and listening sessions was emphasized.

Discussion and outline process of planning the search, identifying desired qualifications, and finalizing the anonymous survey, which will be easily accessed through the use of QR codes and/or links.

GLS will present synthesized data results from the survey to the board to review.

Include feedback from staff, students, and family members to ensure a comprehensive decision.

Board Discussions:

Desirable qualities for the interim superintendent, such as stability, accountability, and transformative leadership.

The importance of community and staff engagement, leadership with humility, clear and frequent communication, and a focus on CTE programs.

The search for collaborative, authentic leaders with a deep understanding of Springfield's needs.

GLS will conduct the stakeholder survey process and distribution for the interim superintendent search.

- Survey link and data collection.

- Anonymity and Google school considerations.

The board's involvement in the interview process.

- The board will make the final candidate decision.

- The creation process of a screening committee.

- Balancing the right feedback rather than simply involving people and possible consideration of using standing committees or groups for representation.

- Public versus Executive Sessions.

George Mendoza exited the meeting at 12:08 p.m.

GLS will provide the board with weekly updates through each phase of the process.

The importance of transparency while maintaining confidentiality until the finalists are identified.

Discussion on board meeting scheduling conflicts and the creation of a proposed timeline for hiring.

Challenges of the superintendent position and the importance of attracting a competitive pool of candidates.

The board discussed and agreed on a comparable proposed salary range for the interim superintendent of \$210,000 - \$250,000, with consideration of cost-of-living differences.

The board discussed and agreed to publish a salary range to manage expectations.

The job posting will reflect a one-year contract, including a full benefits package.

Trent Grundmeyer exited the meeting at 12:45 p.m.

GLS guarantees the selected candidate for one year from their contract start date. If the candidate leaves within the first 12 months, GLS will conduct a replacement search at no cost. The board will consider their choice of the top-most professional skills to be included when choosing survey questions.

Director DeGraff exited the meeting at 12:54 p.m.

Next Steps

School District

Share survey
Share candidates
Consider interview teams
Reserve interview rooms
Review superintendent contract

GLS

Update posting
Update survey
Update application
Targeted recruiting
Stakeholder survey report
Draft formal interview schedule
Weekly updates

3. ADJOURNMENT

Chair Light adjourned the Springfield Board Work Session at 12:59 p.m.

(Minutes recorded by Trenay Ryan, LCOG)