

Executive Summary

October 3, 2017

In accordance with Article 2, Section 2.2 of the First Amendment to the Superintendent's Employment Agreement, dated September 17, 2013, "...the Board and the Superintendent shall meet in a regular or special Board meeting at least 12 months prior to the termination date for this Contract or any amendments to this Contract to determine whether the Superintendent and the Board desire to enter into a successor contract." Further, "It is the Superintendent's responsibility to place such item on the agenda of a Board meeting at least 12 months prior to the termination date for this Contract or any amendments to this Contract." This agenda item serves this purpose and requests the School Board authorize the Chair and General Counsel to enter into contract negotiations with the Superintendent to amend his Employment Agreement.

The 2016-2017 Superintendent's Annual Evaluation resulted in six (6) Highly Effective ratings, one (1) Effective rating, and two (2) Needs Improvement ratings. This year's evaluation showed marked improvement from last year, demonstrating the Superintendent's commitment to continuous improvement and responsiveness to the constructive feedback of the Board. Since the onset of the Superintendent's tenure with BCPS, his focus has been on rebuilding public confidence, increasing student achievement and engagement, being good stewards of taxpayer funding, and improving our educational facilities. Through the collaboration and alignment of our incredible teachers, administrators, staff and resources, coupled with the effective leadership of our School Board, the District continues to make tremendous strides in each of these areas. While there is always more work to be done, the District can be proud of its achievements.

Looking ahead, the District remains focused on its three strategic pillars: (1) high-quality instruction, (2) continuous improvement and (3) effective communication. BCPS has increased our emphasis on early learning and literacy to support a solid foundation for our youngest learners; and continues to improve and personalize services to our students in our Exceptional Student Education programs, while working to meet the varied needs of our students from low-income families.

Agenda Item II-2 will authorize the Chair and General Counsel to enter into contract negotiations for a successor contract with the Superintendent. The negotiation discussions will include, but are not limited to, the following items:

- Article 2 – Position of Superintendent of Schools
- Article 3 – Compensation of Superintendent

School Board Members are encouraged to identify other Articles of interest they desire the School Board Chair and General Counsel to include in these negotiations. Contract negotiation sessions will be held in the Sunshine and adhere to the appropriate requirements for notice and advertisement of meetings.