

## EXECUTIVE SUMMARY

On July 28, 2021, the School Board approved item 1: Employment Agreement - Interim Superintendent at its Special School Board Meeting. This item approved the Employment Agreement with Dr. Vickie L. Cartwright to serve as the Interim Superintendent of Schools.

At the onset of the Board's search for a Superintendent to replace Mr. Runcie there was discussion to preclude the Interim Superintendent from applying for the permanent position. The fact the Board was originally considering only inside candidates to serve in the Interim Superintendent role; and as a result, there would be a search for the permanent Superintendent were factors in this decision. Ultimately, the Board changed its direction and allowed external candidates to apply for the Interim Superintendent position.

Included within the employment Agreement approved by the Board is the following clause, *"WHEREAS, at its special meeting on July 22, 2021, SBBC offered CARTWRIGHT employment as Superintendent of Schools for SBBC for an interim period. **The Parties agree that CARTWRIGHT would be ineligible to apply for the permanent position of Superintendent;** [Emphasis Added]"*

Additionally, ARTICLE V, Provision 5.1. states, *"This contract may be terminated as follows: A. The resignation of the INTERIM SUPERINTENDENT; B. The appointment by SBBC of a permanent or a replacement Interim Superintendent of Schools; or C. The termination of the INTERIM SUPERINTENDENT by the SBBC with or without cause."*

Although the Employment Agreement states Dr. Cartwright would be ineligible to apply for the permanent position of Superintendent, there is nothing included within the Agreement that would preclude her from being appointed as the permanent Superintendent. This would also comply with Article V of the Employment agreement that states the Interim Superintendent contract would be terminated with the appointment by SBBC of a permanent Superintendent. Again, nothing in this language would preclude Dr. Cartwright from being appointed as the permanent Superintendent.

Therefore, in accordance with Policy 1100A, Section IV, B.6, which states, *"A School Board Member may set agenda items for action, at any time, exclusively concerning the seven matters listed below...Selecting, evaluating, and directing The School Board's direct reports and positions established by statute or School Board rules as reported directly to The School Board, such as an appointed Superintendent and General Counsel (Fla. Stat. 1001.50); and 7. Establishing advisory committees to The School Board (Fla. Stat. §§ 1001.371 and 1001.43(10)),"* this agenda item is requesting the appointment of Dr. Vickie L. Cartwright as the permanent Superintendent of Schools and authorize the Board Chair to negotiate a new Employment Agreement.

In the short time Dr. Cartwright has served as the Interim Superintendent, tremendous progress has been made advancing the many District initiatives. Dr. Cartwright has demonstrated a sense of urgency the District needs at this time. This is evident by her prioritizing the completion of the District's Emergency Communications and Family Reunification Plans. Dr. Cartwright worked with law enforcement, the Broward County's Emergency Management Division, and other Stakeholders to expeditiously complete these plans and have them approved by the Board. Dr.

Cartwright has collaborated with the Broward Teachers Union and external partners to initiate a student reengagement drive that included hundreds of volunteers going door-to-door to offer assistance to our families and students. Dr. Cartwright has also directed staff to introduce a comprehensive education plan to provide support for our students and address dips in student achievement.

Dr. Cartwright has also quickly garnered the trust and support of many District partners and stakeholders through her collaborative leadership style. Her recent testimony in front of the Marjory Stoneman Douglas High School Public Safety Commission successfully communicated the strides BCPS has made to improve the safety and security of our schools. Her testimony was well received by the Commission and represented a positive shift in the District's relationship with the Commission. Dr. Cartwright has also quickly improved the level of communication between the Superintendent's Office and all Board Members. Dr. Cartwright has timely contacted all Board Members to advise them of transpiring events, developing issues, and critical incidents in an effective manner.

The current landscape of public education, particularly as the community continues to deal with the COVID-19 pandemic, requires a sense of stability. Dr. Cartwright is navigating the politics regarding facial coverings to support the Board, and more importantly, protect the health of our staff and students. Dr. Cartwright has successfully minimized the "learning curve" associated with her onboarding; and another transition in leadership associated with another transition in leadership at the highest level could have an adverse impact on the District's response to these challenges. The Board has recently discussed the challenges with recruiting and sourcing leadership in the District. The appointment of Dr. Cartwright to the permanent Superintendent of Schools will also serve to assist with these efforts, as it will send a message of stability. Finally, the Board has also discussed the financial challenges currently facing the District. The appointment of Dr. Cartwright to the permanent Superintendent position will also save tens of thousands of dollars associated with an external firm conducting a national search.