A special meeting of the School Board of said district was held in the Administrative Offices on the above date. The meeting was called to order by President Haidle at 11:00 a.m.

Members Present: Mrs. Bajema, Mr. Drake, Mrs. Haidle and Mr. Joseph
Member Absent: Mr. Rettig

Others Present: Superintendent Caniff and Legal Counsel (Robert Shindler), Dr. William Smith and Legal Counsel (Brad Glazier & Rob Howard), Meg Hackett, Thrun Law Firm, Susan Brummel, Ron Koehler, Stacy Smith, Coni Sullivan, Kathy VanLier, Stephanie Villalta

President Haidle stated that the purpose of the meeting was to consider the recommendation by Superintendent Caniff for termination of Dr. William Smith's employment contract based on just cause. The hearing was held in open session at the request of Dr. Smith.

Upon motion of Member Bajema, supported by Member Joseph, it was resolved to appoint Attorney Meg Hackett from Thrun Law Firm to serve as a hearing officer.

Ayes: Members Bajema, Drake, Joseph and Haidle
Nays: None
Motion declared to have carried.

Attorney Hackett presided over the discipline hearing from this point forward.

Attorney Hackett reviewed the purpose of the hearing officer, a list of procedures and the requirements of board members. She stated that a decision could be made today, and written documentation would be provided within five days.

Counsel for Kent ISD provided an opening statement.

Counsel for Dr. William Smith provided an opening statement.

Counsel for Kent ISD presented the findings of the 3rd party investigation and Superintendent Caniff presented the findings from the internal investigation. Exhibits 1-15 were submitted as supporting evidence for the just cause termination of Dr. William Smith. Counsel for Dr. William Smith cross examined Superintendent Caniff.

Dr. William Smith presented a reduced PowerPoint in response to the allegations. Legal Counsel for Dr. Smith reviewed why the hearing is taking place, what current laws are, what the evidence supports and options available to the board. Exhibits A-D were submitted as supporting evidence for Dr. William Smith. Counsel for Kent ISD cross examined Legal Counsel for Dr. Smith.

Attorney Hackett reviewed the allegations to be determined and the board went into deliberations.
Upon motion of Member Drake, supported by Member Joseph, it was resolved to table the discussion for two weeks and to authorize Superintendent Caniff to negotiate a separation settlement with Dr. William Smith. It was further resolved that Dr. Smith would remain on paid administration leave during this time.

Ayes: Members Drake, Joseph, Bajema and Haidle
Nays: None

*Motion declared to have carried.*

President Haidle provided an opportunity for public comment.

Upon motion of Member Drake, supported by Member Bajema, the meeting was adjourned by President Haidle at 4:25 p.m.

Minutes Approved: October 21, 2019

Andrea Haidle, President

Claudia Bajema, Secretary

/cc