

BOARD MEMO

Date: October 15, 2020
For ACTION ___
For INFORMATION ___
Board Agenda: Yes ___
No ___

FROM: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Cindy Anderson, Chair, and
Members of the Alexandria City School Board

TOPIC: Superintendent Contract Provision: Other Work Activities

ACPS 2025 STRATEGIC PLAN GOAL:

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

SY 2020-2021 FOCUS AREA:

- Focus Area 2: Policy Equity Audit
- Focus Area 3: Strategic Plan Implementation

FY 2021 BUDGET PRIORITY:

- Increased Staff Retention
- Human Resources Audit Implementation
- Facilities Audit Implementation
- Cultural Competence for All Staff
- Outreach to Hispanic Families to Improve Attendance and Graduation
- Outreach to Underserved Communities to Increase Engagement
- Improving Customer Relationship Services and Management

SUMMARY:

The Division Superintendent would like to inform the Board of professional activities related to Section VIII of the Superintendent’s contract. The Superintendent will continue serving as a mentor with The School Superintendents Association (AASA) during the 2020-21 academic year and serve as a lecturer/facilitator for the Urban Superintendents Academy, Howard University and the University of Southern California with the 2020-21 aspiring superintendents’ cohort. These events will take place on evenings or weekends; therefore, leave is not necessary. In addition the Superintendent authored a chapter of the AASA publication, The American Superintendent, 2020 Decennial Study, being released in 2020. The Superintendent is also co-authoring a book with Georgetown Professor, Dr. Douglas Reed, and planning to have the book published by late 2021.

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BACKGROUND:

As stipulated in the Superintendent's Contract, Section *VIII Other Work Activities*: "The Board may approve activities of the Division Superintendent to include consultative works, speaking engagements, writing, lecturing, teaching, or other professional activities for compensation provided that such activities do not cause a conflict of interest, and that they are undertaken during annual or personal leave, or at other times which, in the opinion of the Board, do not reduce the availability of the Division Superintendent for fulfilling his full-time responsibilities hereunder. Pursuant to Section 22.1-66 of the Code of Virginia, the office of Superintendent shall be deemed vacant upon the Superintendent engaging in any other business or employment without such prior approval by the Board."

RECOMMENDATION:

The Superintendent recommends that the School Board approve the activities provided in this memo.

IMPACT:

Allows the Superintendent to build professional capacity and contribute his areas of expertise to the education profession.

ATTACHMENTS:

Employment Agreement

CONTACT:

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