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Northland Pines School District

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ADMINISTRATION

Dr. Mike Richie, District Administrator

FOR IMMEDIATE RELEASE

Northland Pines School District Board of Education

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EAGLE RIVER, WI - June 26, 2018 -- Northland Pines Board of Education today announced that at the regular board meeting held the evening of June 25, 2018, the Board took action to appoint Scott Foster, current High School Principal, as Assistant District Administrator, effective July 1, 2018. Foster will be mentored for one year by Dr. Mike Richie, current District Administrator, prior to Richie's retirement in 2019. Upon Richie's retirement on June 30, 2019, Scott Foster will be the District Administrator for Northland Pines School District.

The decision came following several months of closed session discussion at both the Personnel Committee and full Board levels, as Dr. Richie had announced his retirement back in November 2017. The Personnel Committee had extensive conversations regarding District Administrator candidate options, including potential internal candidates and their unique qualifications. The Board obtained proposals from search firms and thoroughly discussed the pros and cons of having an outside search conducted, as well as the cost to taxpayers in this regard. The Board did not wish to spend taxpayer money on an outside search firm at this time; that cost can range anywhere from \$10,000 to \$30,000 or higher, depending on the search firm chosen. The Board also spoke informally with numerous stakeholders throughout the district.

After serious discussion and consideration, the Personnel Committee unanimously recommended a solid, complete administrative transition plan, which included hiring Scott Foster as stated above; the Personnel Committee presented the plan to the Board at the regular board meeting closed session on June 25, 2018. The Board concurred that in Scott Foster they had a strong, internal, qualified candidate who is highly personally invested in the district and community. The Board also believes that the district's time, assets and resources will be better spent in preparation for the next operational referendum, noting that Dr. Richie can now spend the time mentoring Scott Foster, which will be invaluable to the district.

"Dr. Richie will have served the district well for 15 years upon his retirement in 2019. The Board took many factors into consideration during our discussions. Primarily, the Board does not wish to lose the forward momentum and positive direction which Dr. Richie's leadership has afforded Northland Pines. The Board believes Scott Foster is the appropriate choice for leading the district into the future." ~David Weber, Board President~

"Scott Foster is passionate about education and helping students succeed. He is a true leader who will provide continuity for staff, students and community; he will continue to move the district forward in a positive manner. The Board made a great decision in this regard and I fully support the decision. It is the right move for Pines." ~Dr. Mike Richie, District Administrator~

The completion of the Personnel Committee's recommendation, which was also Board approved, included the appointments of Dan Marien, current Middle School Principal, as the 7-12 Principal and Josh Tilley, current Dean of Students, as Assistant 7-12 Principal, also effective July 1, 2018. Due to this innovative administrative transition plan, after Dr. Richie's retirement of June 30, 2019, this plan will reduce one administrative position beginning with the 2019-20 school year, while still providing the best possible outcome for students, staff and community.