

**COVINGTON INDEPENDENT PUBLIC  
SCHOOL DISTRICT  
COVINGTON, KENTUCKY**

**RESOLUTION**

**A RESOLUTION OF THE COVINGTON INDEPENDENT PUBLIC SCHOOL  
DISTRICT BOARD OF EDUCATION TO SEEK INFORMATION AND OR  
PROPOSALS FROM NATIONAL RECRUITMENT AND OR PROFESSIONAL  
SEARCH FIRMS**

***WHEREAS***, it is the intention and desire of the Covington Independent Board of Education (herein “Board”) to contract with a national professional search firm or recruiting firm for the anticipated Superintendent search which will take place in the year 2026.

***WHEREAS***, the Board in compliance with its obligations regarding notice to the current Superintendent Mr. Garrison and in an effort to remain transparent about the Board’s objectives and to seek information and guidance during the anticipated Superintendent search has determined professional services will be required;

**IT IS HEREBY RESOLVED BY THE BOARD OF EDUCATION FOR THE  
COVINGTON INDEPENDENT PUBLIC SCHOOL DISTRICT:**

1. The Board of Education directs and authorizes Board Chair Tom Haggard to provide formal written notice that the Board does not intend to re-appoint Mr. Alvin Garrison as Superintendent of the Covington Independent School District.
2. The Board of Education directs and authorizes Board Chair Tom Haggard in conjuncture with Adams Law, PLLC to seek and or solicit information for national professional search firms who may assist with the anticipated Superintendent search in the year 2026.

3. The Board of Education further authorizes Board Chair Tom Haggard in conjuncture with Adams Law, PLLC to execute whatever documents necessary and to take whatever action necessary to obtain information including but not limited to proposals, drafts of contract for services, and any and all information that would be relevant when selecting a search firm for the Superintendent search.
4. The Board of Education directs Board Chair Tom Haggard in conjuncture with Adams Law, PLLC to present information to the Board regarding professional search firms and or recruiting firms no later than July 24, 2025. Further, any delays to this deadline shall be communicated to the Board providing context and details for said delay.
5. The Board of Education authorizes Board Chair Tom Haggard and Adams Law, PLLC to act on behalf of the Board in obtaining and negotiating contracts with any potential professional search firms or recruitment firms. This authorization is being given so that the Board Chair in conjuncture with Adams Law, PLLC will be able to present the professional service options to the Board no later than August 28, 2025. Any delays to this deadline shall be communicated to the Board providing context and details for said delay. Any final action regarding contracting with a professional service shall be done upon motion and corresponding vote.
6. This Resolution is made by the Board's duly elected members: Tom Haggard, Stephen Gastright, Hannah Edelen, Kareem Simpson, and Michelle Williams.

**That this Resolution has been approved by the Covington Independent Public School Board at its regularly called meeting and in open session on the 26<sup>th</sup> of June, 2025.**

**BOARD OF EDUCATION COVINGTON  
INDEPENDENT PUBLIC SCHOOL DISTRICT**

**APPROVED:**

**BY:** \_\_\_\_\_  
**Tom Haggard, Board Chair**

**DATE:** \_\_\_\_\_

