

MEMORANDUM

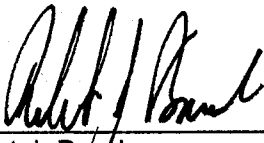
To: Board of Regents
From: Board Office
Subject: Request for Early Retirement
Date: May 6, 2002

Recommended Actions:


1. Approve the request for early retirement for William P. Johnson, Superintendent of the Iowa School for the Deaf.
2. Request that President Newlin develop procedures and processes for a search to replace Superintendent Johnson.

Executive Summary:

Early Retirement Request	Superintendent William Johnson has requested the approval of the Board of Regents to participate in the Early Retirement program, one of the options available to employees of the Board of Regents. Superintendent Johnson requests that he be permitted to begin participation in this program on September 1, 2003. A review of Superintendent Johnson's personnel file indicates that he qualifies for the Regents' early retirement program.
Fifteen Years as Superintendent	Superintendent Johnson has spent nearly 40 years in the field of education, fifteen of those years as Superintendent of the Iowa School for the Deaf. The retirement schedule requested by Superintendent Johnson will allow the Board to conduct a comprehensive search for a new superintendent.
Search Process	It is suggested that the Board of Regents President provide recommendations on a search process and procedures to the Board in June. The procedures should be consistent with Board policy and be based on past executive searches.



 Robert J. Barak

Approved: 

 Gregory S. Nichols



WILLIAM P. JOHNSON, Ph.D.
SUPERINTENDENT

OFFICE OF THE SUPERINTENDENT

April 24, 2002

Dr. Owen Newlin, President
Board of Regents, State of Iowa
11260 Aurora Avenue
Urbandale, IA 50322-7905

RE: Early Retirement Request

Dear President Newlin:

As a follow up to my previous conversations with you, I am requesting the Board of Regents, State of Iowa, grant me an early retirement from my position as Superintendent of the Iowa School for the Deaf. I would like to be enrolled in the Board's early retirement program that is currently available to its employees on September 1, 2003.

The end of the 2002-2003 academic year will conclude my thirty-ninth (39th) year in the field of education. Twenty-seven (27) of those years will have been as a superintendent of a State School for the Deaf. My fifteen (soon to be sixteen) years as Superintendent of the Iowa School for the Deaf have been challenging, exciting, and rewarding. We have seen the enrollment increase, new programs and services established, an interstate initiative with the State of Nebraska was forged, substantial catch-up occur on deferred maintenance projects, and a beautiful new building constructed. Seeing deaf and hard of hearing youngsters develop their skills and confidence has been personally satisfying; and the students are what it has been all about, without question. I am appreciative of the opportunity that the Board of Regents, State of Iowa gave to me in leading this exemplary school for deaf and hard of hearing youngsters.

Though my tenure will conclude, my thoughts will always continue to be with this school...wishing it continued success, always.

Again, thank you for the opportunity to serve the State of Iowa.

Sincerely,

William Page Johnson Ph.D.
Superintendent

1600 South Highway 275 • Council Bluffs, Iowa 51503-7898 • 712-366-0571

As a postscript...for 135 years a member of my family has been involved with the Iowa School for the Deaf. Great grandparents, grandparents, parents, aunts, uncles, cousins...employed or as students. You will not lose this connection, as a 3-year-old cousin is now enrolled in the Iowa School for the Deaf.