

Tawas Area Schools
Special Board of Education Meeting
July 10, 2024

A special meeting of the Tawas Area Board of Education was called to order by President Bruning at 5:32 p.m. on Wednesday, July 10, 2024, in the boardroom at the administration office.

Mrs. Bruning led the Pledge of Allegiance.

Roll Call:

Present: Edmonds, Jenkins, Lentz, Klenow, Bruning

Absent: Ulman

Tardy: Butzin

Administrators Present: Klinger.

PUBLIC COMMENTS – INFORMATION AND PROPOSALS

Mrs. Bruning asked if anyone had comments on agenda or non-agenda items. There were no comments.

Board Work Session

Mr. Klinger began by informing the board that we must have an official record of who the Board chooses to interview. He stated that the decision of who to interview cannot be done anonymously.

The Board decided that they would go through each candidate and vote on who they would like to eliminate and who they would like to interview for the Superintendent position.

Candidate #1 lacked experience and their resume showed gaps in employment in the field of education. Motion by Klenow, with support by Jenkins to eliminate candidate #1. Motion carried unanimously.

Candidate #2 was let go in March of 2024 from a previous position and was given a large payout. There is major litigation surrounding this candidate's departure from another district. Motion by Lentz, with support by Jenkins to eliminate candidate #2. Motion carried unanimously.

Candidate #3 did not appear to be a good fit for the district and seems to bounce around a lot. This candidate also has limited experience in the United States. Motion by Klenow, with support by Lentz to eliminate candidate #3. Motion carried unanimously.

Candidate #4 is very qualified for this position. Motion by Butzin, with support by Edmonds to interview candidate #4. Motion carried unanimously.

Candidate #5 raised some red flags when researched online. The past history of this candidate is concerning as is the fact that the candidate left their previous position prior to the end of their contract. Motion by Klenow, with support by Jenkins to eliminate candidate #5. Motion carried unanimously.

Mrs. Lentz shared some concerns with candidate #6. She stated that she knows this candidate personally and has worked with them. Mrs. Lentz states that this candidate is not dependable and lacks follow through. This candidate also has a lack of experience. Motion by Klenow, with

support by Butzin to interview candidate #6. Yes: Klenow; No: Edmonds, Jenkins, Lentz, Butzin, Bruning. Motion fails. Candidate #6 will not be interviewed.

Mrs. Jenkins shared some concerns about candidate #7 not including their work history in their resume. However, it was pointed out that when questioned about this via follow up email, this candidate explained the gap in history very eloquently and was forthcoming about it. Motion by Lentz, with support by Klenow to interview candidate #7. Motion carried unanimously.

Mrs. Klenow said that she watched an interview that was done with candidate #8 and she thought the candidate seemed very patient. Motion by Klenow, with support by Jenkins to interview candidate #8. Motion carried unanimously.

Candidate #9 was the second runner up for the New Lothrop Superintendent position and has special education and teaching experience, which is a plus. This candidate did not send references, which was a bit of a concern. However, this candidate has over 400 hours of subbing in Genesee County. Motion by Klenow, with support by Butzin to interview candidate #9. Yes: Edmonds, Jenkins, Klenow, Butzin, Bruning; No: Lentz. Motion carries.

Candidate #10 does not have enough experience. This candidate's resume shows that they were an assistant principal and then subsequently took a job as an instructional coach, which would appear to be a step down. Motion by Klenow, with support by Edmonds to eliminate candidate #10. Motion carried unanimously.

Mr. Klinger stated that the Board would need to discuss the signing bonus and decide on an amount, finalize interview questions and finalize interview dates and times.

The Board asked Mr. Klinger if he had any knowledge of what a signing bonus for a Superintendent would typically be. Mr. Klinger stated that there is not much data out there on this subject, as it is not common to offer a signing bonus for a Superintendent position. Upon researching online, he said that it can be anywhere from 5% to 20% of the salary.

Mrs. Klenow said she thinks 10% is a fair amount, but should not be given all at one time.

Mrs. Jenkins suggested 7%.

Mrs. Edmonds suggested 5%.

Mr. Butzin said that offering a signing bonus would help with the expense of moving.

The Board decided to meet in the middle. Motion by Jenkins, with support by Klenow to offer a signing bonus to the new Superintendent of 7% of the salary to be split into 2 equal payments; one half in the first pay and one half in the last pay of the fiscal year for one year. Yes: Jenkins, Lentz, Klenow, Butzin, Bruning; No: Edmonds. Motion carried.

Next, the board discussed and finalized the interview questions for the first round interviews. These questions are a compilation of questions submitted by the teachers' union and questions suggested by board members. They settled on 16 total questions for the interview.

Finally, the Board agreed to conduct first round interviews on Tuesday, July 16, 2024. Interviews would take place at 1:00, 2:15, 3:30 and 4:45 on that day. Due to the current location of the interviewees, the Board did state that attending the first round interview virtually would be

acceptable, but not preferable. They stated that they would expect anyone who is invited back for a 2nd round interview to appear in person. Second round interviews were tentatively scheduled for August 6, 2024, after 4:00 p.m.

Motion by Edmonds, with support by Butzin to adjourn the meeting at 6:38 p.m. Motion carried unanimously.