

OWOSSO PUBLIC SCHOOLS
Board of Education Minutes
Special Board Meeting
January 31, 2024
Report 23-107

Present: Easlick, Henne, Krauss, Mowen, Ochodnicky, Quick
Absent: Webster

President Rick Mowen called the Board of Education Meeting to order at 5:30 p.m. The meeting was held at the Washington Campus Administration Building, 645 Alger St, Owosso MI 48867.

Pledge of Allegiance

Financial Consultant/Business Office Presentation – Shelbi Frayer

Lansing Deputy Mayor and Financial Consultant Mrs. Shelbi Frayer gave a fifteen-minute presentation to the Board of Education on the current state of the Owosso Public Schools business office. Mrs. Frayer explained to the Board the district has hired her to work with the business office and provide guidance in the absence of a Chief Financial Officer. Mrs. Frayer has about fifteen years' experience working with public school districts in a similar capacity. Mrs. Frayer said the district is in great shape; the 2023 audit came back clean with no findings. She said it is rare for a district to have such a clean audit, and the previous Chief Financial Officer did an outstanding job. Mrs. Frayer assured the Board that she has no concerns regarding the district being in financial trouble or at-risk. She said the budget is not due until June and the audit will start in the summer. Mrs. Frayer shared that in her experience, a district of Owosso's size typically employs four to five positions in the business office. Those positions include the Chief Financial Officer at the head of the business office, an accountant that tracks the districts' books, an accounts payable specialist and an accounts receivable position. Mrs. Frayer recommended to the Board that the business office be restructured to include these positions, or at least to include a right-hand to the Chief Financial Officer to keep the business office afloat in the event of an extended leave or resignation.

Trustee Henne asked if Mrs. Frayer recommends a full-time or part-time accountant. Mrs. Frayer suggested that if the Board creates a position for an accountant, it should be a full-time position. She explained further that school finance is incredibly complicated, and a full-time accountant could alleviate the CFO of some smaller responsibilities, and allow the CFO to focus on the big picture and guide the superintendent in financial matters.

Trustee Ochodnicky asked what the average salary for a school accountant is. Mrs. Frayer responded that the salary could range from \$70,000-\$100,000 depending on the complications of the district.

Mrs. Frayer shared with the Board that since the district posted the CFO position on January 12, there have been six applicants. Of those six applicants, none have school experience. Mrs. Frayer

said that according to the Michigan School Business Organization, there are sixteen different CFO positions available in the state. She explained that the CFO positions are not difficult to get when you have some experience, and it may behoove the Board to compensate the position to attract someone with knowledge of school finance.

Mrs. Frayer explained that because the district is soon to be without a superintendent, it may be difficult to find a CFO willing to onBoard when they do not know who they will report to. Mrs. Frayer said that she believes once a superintendent has been hired, it will be easier to fill the other positions. Treasurer Quick asked if it is Mrs. Frayer's recommendation to fill the superintendent position first and then the CFO position. Mrs. Frayer responded it depends on the timeline of the superintendent search. Mrs. Frayer said if the Board expects the superintendent search to last until July 1, she would recommend a CFO before that. She said the business office is managing day-to-day at the moment, but the office needs a leader to provide stability and prevent falling behind.

President Mowen asked Mrs. Frayer if the current salary the district is offering for a CFO is adequate. Mrs. Frayer responded that because of the time of year and the vacancies in other districts, OPS will have to get creative in terms of a compensation that will attract a CFO with experience. Mr. Jay Bennett, Michigan Association of School Board representative, added here that typically the superintendent prefers to hire their CFO. It is Mr. Bennett's opinion that the salary OPS is offering for the CFO position is a little light.

Trustee Ochodnický asked how long the district can stay without a CFO. Mrs. Frayer responded that the next big project for the business office is the budget amendment. She explained that a budget amendment is not required by law, however it would be prudent for the district to have one and typically budget amendments are put together in the months of January and February. Mrs. Frayer said ideally, a CFO would be hired in the next thirty to sixty days. Mr. Bennett added that if the Board hires a superintendent with some school finance experience, that will help bridge the gap as well.

Trustee Ochodnický thanked Mrs. Frayer for her presentation as the district is in uncertain and unprecedented times. She thanked her for her time and expertise.

Mrs. Frayer ended her presentation by sharing with the Board that the members of the business office have really stepped up to help the district, and all team members in the central office have been essential in progressing the district forward.

Michigan Association of School Boards, Superintendent Search – Jay Bennett

Mr. Jay Bennett, former school board member and current Assistant Director of Superintendent Search Services for the Michigan Association of School Boards, explained to the Board that he works with school districts primarily in superintendent searches and evaluations. Mr. Bennett provided the following overview of his presentation:

- Role and Leadership of the Board
- Superintendent Job Description
- Effective School District Leadership

- Role and Responsibilities of the Superintendent
- Qualifications of the Superintendent
- Search Environment
- Open Meetings Act & FOIA
- Overview of Basic Search Process
- Stakeholder Engagement
- Timeline

Mr. Bennett explained MASB has worked with school districts for 35 years in providing guidance in superintendent searches. He alone has done 30-40 superintendent searches in his tenure. Mr. Bennett explained that in regards to the superintendent, the Board is responsible for recruiting, hiring, and evaluating the superintendent's job performance. By law, a district must have a superintendent on record and by law that superintendent must be evaluated. Mr. Bennett explained NEOLA policy 1230 outlines the job description for the superintendent. Per policy, the superintendent is to keep the Board informed of school operations, is to ensure the district is compliant with state law and regulations, is to ensure appropriate implementation of the district-wide instructional plan, is to increase district resources, is to assign and evaluate staff, is to analyze the instructional program, is to work with principals, is to collaborate with parents community groups, is to work cooperatively with the Board, and is to perform other duties as assigned as the Board may direct.

Mr. Bennett explained there is some research to support exactly what successful superintendents do. Effective superintendents include all relevant stakeholders; including central office staff, building level administrators, and Board members in establishing goals for the district. Effective superintendents do not create goals for the district in a vacuum, they ensure that stakeholder input is included in the decision-making process. Effective superintendents assure that the collaborative goal setting process results in non-negotiables in two areas: student achievement and classroom instruction. Mr. Bennett said everything the district does should be related to student achievement and classroom instruction. He continued that research shows that effective superintendents continually monitor district progress through achievement and instructional goals. Effective superintendents ensure the district has the necessary resources, including time, money, personnel, and materials in order to accomplish goals. Mr. Bennett explained a superintendent may have high goals for a district, but those goals may be unattainable if the district does not have the appropriate funds or staff.

Mr. Bennett continued with qualifications of the superintendent. The bare minimum for qualifications for superintendents in the state of Michigan is twofold: a bachelor's degree and an administrative certification. The caveat to that, Mr. Bennett explained, is that the vast majority of superintendents have a masters degree or higher. The reason for that is the natural trajectory of a teacher, to an assistant vice principal, to a building principal, to an assistant or deputy superintendent, and then finally a superintendent. Every now and again a district will promote a central office employee to superintendent who followed a different trajectory. There may also be a situation where a district hires outside of the state, in which the candidate has all qualifications except the Michigan certification. In that scenario, Mr. Bennett said the process for hiring a non-

certified superintendent is to apply for the non-certified permit through the Michigan Online Educator Certification System (MOECS) and the district would have to provide justification as to why the district is hiring an uncertified superintendent. It is the Board's responsibility to make sure they hire a certified individual or to ensure that person becomes certified within six months. It is the Board that will be held responsible if the state finds out the district is operating with a non-certified superintendent. The state may fine a district that does not comply with the certification standard.

Mr. Bennett explained most districts hire within the state simply because the outside candidate pool is typically pretty small. There are a variety of reasons for this such as mortgage interest rates, as well as relocation of spouses and families. As a result, most Michigan districts hire Michigan educators for superintendent positions.

If the district is looking to hire a first-time superintendent, Mr. Bennett said the Board should look for evidence that the candidate has accomplished projects in their career that have prepared them to be a superintendent. The candidate will have the education background and related advanced degrees that show the candidate has continued their education further in order to prepare themselves for a higher position. The Board should look to see that the candidate has completed some professional development related to the superintendent role, again as evidence that the candidate has done the proper preparation for the position. The Board should look to see that the candidate has a history of district-wide responsibilities. For example, if the candidate is a building administrator, have they participated in contract negotiations? Were they responsible for their building level budget? Were they responsible for the maintenance needs of their building? These are the questions the Board should ask when looking at a first-time superintendent candidate.

Mr. Bennett said when it comes to the district vision, the Board is to establish the vision and the superintendent is to address 'how' to implement the vision. When it comes to district structures, the superintendent will recommend and the Board will approve the recommendation. When it comes to district progress, the superintendent is to monitor and report progress to the Board. The Board is to evaluate if that progress is appropriate. When it comes to school and community relations, the superintendent is to recommend ideas and the Board is to approve those recommendations. The superintendent is to evaluate staff and the Board is to ensure evaluations comply with state law and regulation. The superintendent supports Board performance, but the Board must take responsibility for their performance.

As the district prepares for the superintendent search, Mr. Bennett said the Board should consider if they have a viable, qualified internal candidate. If the Board has a qualified internal candidate that is interested in the superintendent position and the Board is interested in vetting them as a candidate, then MASB recommends the Board conduct an internal search first. The position would be posted internally for a week or two, the Board would review applications and schedule interviews for qualified candidates, the interviews would be conducted in an open session, the Board would then decide on a candidate to hire. The decision could be to move forward with an internal candidate, or the Board could move to a full external search. MASB recommends an internal search first, because external candidates are less likely to apply if they believe the Board

is going to 'give' the position to an internal candidate. Mr. Bennett said that even with an internal search, MASB recommends that the staff and community be surveyed to hear what the stakeholders are looking for in a new superintendent.

Trustee Ochodnický asked how long it would take to do a survey. Mr. Bennett recommended to release a survey and allow the community at least two weeks to participate. The survey would take about ten minutes. Mr. Bennett said in the two weeks the survey is posted, the Board could conduct meetings to encourage public engagement and hear from stakeholders that way. Trustee Ochodnický asked if MASB would provide and conduct the survey. Mr. Bennett responded yes, if MASB is hired to do the search they would provide the survey. Mr. Bennett added that the internal search is going to account for 65% of the cost of the full search. Treasurer Quick asked if it is Mr. Bennett's recommendation to hold the survey first and then the internal search. Mr. Bennett responded that will be up to the Board. He said putting the survey out first could provide the Board guidance as to what type of candidate they should be looking for. For example, if one category of the survey is 'Familiarity with the district' and this category scores high among stakeholders, that would be an indication to the Board that the community would prefer an internal candidate that has history with the district. President Mowen asked if the survey and the internal post could take place at the same time. Mr. Bennett responded absolutely, and that is what he would recommend if the Board is trying to condense the search. The Board would collect internal applications while they also collect stakeholder input. The survey would then aid the Board in their decision if there are qualified internal candidates. Trustee Easlick asked if in Mr. Bennett's experience, do districts with qualified internal candidates tend to hire those candidates. Mr. Bennett said it varies; if nothing else the process needs to be transparent. He would recommend that even if the district has a qualified, interested internal candidate, that the candidate be interviewed in a public setting so that the Board can receive feedback from stakeholders and consider that feedback in the decision-making process. Mr. Bennett said that occasionally Boards will appoint a superintendent but then get pushback from the community and staff because they were not allowed a voice in the process. It is up to the Board to decide what will work for the district.

Mr. Bennett does not recommend that a Board conduct a superintendent search without a search firm. He said the process is complex and there are too many opportunities for the Board to violate the Open Meetings Act (OMA) without the intention to. Mr. Bennett said the Board does not have to hire MASB to do the search as there are other firms that can help.

Mr. Bennett said district policy will determine if the Board is required to do a 'Request for Proposals' to hire a search firm, although typically costs to hire a firm do not run that high. Mr. Bennett said in order to choose a search firm, the Board may collect proposals and choose from those proposals, or they may collect proposals and then set a meeting in which those firms present what they have to offer. The Board may also pick a firm they are familiar with. Mr. Bennett encouraged the Board to follow district policy.

In an external search, Mr. Bennett expects the OPS district to receive 10-15 applicants for this superintendent position. He expects that 7-8 of those applicants would be a viable candidate for the district, and the remaining candidates will probably not have the experience that OPS is

looking for. He repeated his sentiments from earlier in the evening that MASB recommends the district do an internal search first. Mr. Bennett told the Board that courtesy interviews are not a good practice. He said the Board should only interview candidates that are a serious consideration for the position.

Mr. Bennett explained to the Board that the OMA in Michigan makes it difficult for sitting superintendents that are looking for an opportunity to put themselves out there. If a sitting superintendent is interested in another position and they proceed through the application process to not receive the job, that superintendent has to come before their Board and community and explain why they wanted to leave their district. Mr. Bennett explained many Boards are understanding of a superintendent looking to expand their opportunities, and while it is not easy to lose a superintendent to a better job offer, it is relatively normal.

Mr. Bennett said approximately 35% of vacancies are filled by current sitting superintendents and the rest by building principals and front-line staff.

Mr. Bennett estimates the cost of the superintendent search for the OPS district would range from \$5,500 to \$7,500. Cost factors that are considered by search firms are: experience and maturity of the Board, community involvement, challenges and opportunities, and compensation range.

Mr. Bennett explained to the Board that it is MASB's recommendation that every part of the search take place in an open meeting. MASB's practice when it comes to discussion of applicants is that MASB promises anonymity up to the point that a candidate accepts an interview. Mr. Bennett said that if there is a large pool of applicants, including internal applicants, then it may be good practice to go into closed session solely to discuss internal candidates, and then return to open session to review the rest of the candidate pool. Mr. Bennett explained the reason for that is it is much easier for Board member to accidentally reveal information about an internal applicant simply because the Board member is familiar with them.

Mr. Bennett said the Board may decide to have candidates participate in pre-employment behavioral testing. This is more data for the Board to consider. The tests would be provided by the search firm and the results may be discussed by the Board in a closed session. If the results of those tests are discussed in an open meeting, the Board may violate a confidentiality agreement or HIPPA laws.

Mr. Bennett continued with the discussion around confidentiality. Mr. Bennett asked the Board to consider that building principals and building level administrators that apply for the position and do not receive an offer still have to return to their building, their staff, and students. Mr. Bennett said the more confident a candidate is in the confidentiality of the Board's process, the more likely they are to apply. He encouraged complete confidentiality until the accepted interviews. He asked the Board to refrain from 'checking out' candidates until the interviews are accepted. Mr. Bennett advised each Board member make their initial impression of candidates just based on their application materials. He encouraged Board members to not research, or Google, candidates prior to interviews as that may influence their opinion about the candidate. He encouraged Board members to trust that the search firm will vet candidates ahead of time.

Mr. Bennett said the search firm will often break up candidates into tiers. The top tier will be candidates that most exemplify what the Board is looking for, and the bottom tier will be candidates that either don't meet all the qualifications or candidates that presented some red flags during the search firm's research.

Mr. Bennett asked the Board to remember that all materials on paper that are related to the search are subject to the Freedom of Information Act (FOIA). Mr. Bennett said all notes taken on interview packets should be G-rated and appropriate because it is all subject to FOIA.

Mr. Bennett reviewed common 'Danger Zones' with search firms. Mr. Bennett advised that the Board stay away from 'targeted searches' in which the search firm tells the Board of a single candidate that would work for them. Mr. Bennett said these targeted searches can create disasters because if the recommended candidate doesn't work out, then there is no one to fall back on. Mr. Bennett said another danger zone is inviting candidates out to dinner to get to know them. Unless the Board plans on inviting the entire community to a dinner, then it would be a violation of the OMA. Mr. Bennett also advised against Board members reaching out to candidates during the search process. Most postings for superintendent positions will include a line item asking candidates to not reach out to Board members directly. Mr. Bennett said that is another potential OMA violation. Mr. Bennett advised the Board to not do the search themselves as that work load will often fall on someone in the district.

The search process typically takes about 13-15 weeks, although it can be condensed or expanded depending on the Board's needs. Mr. Bennett suggested that if the Board moves to a full external search, then the posting should be left up for at least four weeks, ideally closer to six weeks. Mr. Bennett explained the search firms need time to recruit candidates and for many applicants, it may be the first time they are applying for a position in a long time and will need time to polish up their applications materials. External candidates may also need time to prepare their family for relocation.

Mr. Bennett explained to the Board that during the search phase the search firm will prepare a timeline, prepare salary comparisons, they will draft a preliminary posting, facilitate stakeholder input sessions, release the survey, and they will start advertising the opening. The preliminary posting is notification to interested candidates to start getting their application materials together. The Board will then approve the timeline and the process, set the salary range for the job, approve the preliminary posting, identify the stakeholder groups that will be involved, promote the input sessions as a district, and will communicate the process to the community. The district staff will post the meetings, post the preliminary posting on the website, arrange the stakeholder feedback sessions, promote the online survey, and promote the open session.

During the planning phase, or the first Board workshop, the Board will review roles and responsibilities, review the timeline, discuss the posting information, and review the compensation. During the preparation phase the Board will put together their ideal candidate profile, and the profile will be added to the posting. The profile will help candidates decide if the position is right for them, and help candidates put together the proper application materials. Mr. Bennett said the salary range should be agreed upon before the search begins and should be

included the posting. Mr. Bennett said he will not allow a Board to go below their lowest salary offer, however Boards may go above their ceiling if they so choose. The bottom range needs to be honored. To choose a salary range, Mr. Bennett advised the Board to compare salaries from similarly sized districts. The contract of the previous superintendent should be consulted, and the district's legal team should review the new contract. Ideally, the contract should be ready to go by the time the Board narrows down the applicant pool to two candidates. This ensures the Board is not starting from scratch once negotiations begin.

Mr. Bennett said a lack of transparency results in distrust and a deep sense of insecurity. The Board needs to ensure they are as transparent as possible and that they comply with the OMA in every step of the process. Mr. Bennett said people will support what they help create and the Board will want to provide avenues for input while also maintaining the Board's role in the decision-making process. Stakeholder perspective is essential to get outcomes that must be carefully planned for. If the Board neglects to engage their stakeholders, then the district will have a common point of failure. Mr. Bennett advised the online survey, focus groups, and feedback forms after each interview are great ways to provide for stakeholder engagement. The Board may also provide question cards to audience members after the second interviews in which stakeholders can write down questions, the questions are then given to the Board president, and those questions may then be asked of the candidate. Additional opportunities for feedback are public comment periods at Board meetings, emails from community and staff members, public shout-outs, etc.

In the recruitment phase, the search firm will market the position, will contact potential candidates, will receive and pre-screen applications, check references, and will continue in that cycle until candidates are selected. In the Board recruitment workshop, the search firm will provide a status update to the Board, will discuss the stakeholder input, and will talk about how they are promoting the position. The search firm will compile and present input to the Board, draft the selection criteria, post the selection criteria, continue to promote the opening, recruit candidates, and continue to research candidates. During this time, the Board will consider stakeholder input, will revise and improve the selection criteria, will begin working on the contract language, and any candidates that reach out to the Board during this time will be redirected to the search firm. If the Board has a candidate they would like to apply, the Board may ask the search firm to reach out to that candidate. During this phase, the district will post meetings, will post the selection criteria, will continue to promote the opening, and direct candidates to the search firm. Mr. Bennett advised the Board to create a webpage specifically for the purpose of the search linked off the main page that will include the link to the survey, the meeting dates, dates of interviews, the job description, and all related search information.

Mr. Bennett shared with the Board that there is research to suggest that interviews are the least reliable indicator of success in the entire process. Anyone can look up superintendent interviews and absolutely knock an interview out of the park from that research alone, but their application materials may show a lack of experience. Conversely, a candidate may have all necessary qualifications and the experience the Board is looking for, but the interview goes poorly. Mr. Bennett asked the Board not to automatically dismiss a candidate that interviews poorly but

looks great on paper, because he said everyone has bad days and superintendent interviews can put enormous pressure on individuals as they are potentially interviewing in front of the entire community. Mr. Bennett said the best indicator of success in a future role is success in a past similar role. Mr. Bennett advised the Board to ask questions that focus on what the candidate has done, not what they think they would do. Mr. Bennett advised the Board against open-ended questions and advised against asking the candidate to put together a 90-day plan. Mr. Bennett said 90-day plans may be too grandiose to live up to, and then the candidate is perceived as a failure. Interviews can not replace reference checks and due diligence checks of their background. Mr. Bennett said the Board may choose to give the interview questions to the candidates ahead of time. Candidates will know to expect questions about their experience and curriculum, about school finance, about discipline of employees, and so on. If the Board gives the candidates the questions a day or two before the interview the candidate can better prepare themselves and collect their thoughts. The Board is more likely to hear well thought out answers and the interviews are more likely to go smoothly.

The first-round interviews will be very controlled. The same questions will be asked of all the candidates to provide consistency in the decision-making process. Mr. Bennett said the Board may choose to do first round interviews over two evenings, or they could choose to do first-round interviews over the course of one day. Mr. Bennett recommends the Board split the interviews to allow the Board to be fresh and attentive for each interview. During this phase, the search firm will screen candidates, facilitate the winnowing process, assist with interview prep and background checks, notify candidates about interviews, and collect community input. The Board will be responsible for reviewing the resumes prior to the workshop, identify desired candidates and firm up contract language. The district will ensure confidentiality, post the meetings, request the professional conduct check and manage the facility logistics.

The second-round interviews usually include the two best candidates and may include a tour of the district. Second interviews are usually more casual and more conversational. The Board will encourage the candidate to talk more about their strengths, and the Board will ask follow-up questions. The search firm will facilitate the selection of finalists, notify the candidates, assist the Board with interview prep, collect the community interview questions, collect the community input, and help plan the site visit. The Board will identify finalists, clear up contract language, identify questions, conduct the interviews, consider community questions, and consider community input. The district will post the meetings, post the press releases, and manage logistics. Mr. Bennett said Board members should feel free to research candidates between the first and second interviews and share any concerns with the search firm. Mr. Bennett advised the Board that as soon as candidate names are released, the Board should expect to receive feedback of various kinds from various stakeholders. He suggested the Board send all candidate feedback to the search firm, and the search firm will help determine the validity of the feedback.

During the decision-making process, the Board will coalesce around the candidate that they think will be the most successful. The Board will offer the position contingent upon the agreement, the Board will negotiate the agreement, and then there will be a public announcement of the chosen candidate. Some indicators of success would be leadership context, cognitive function and past

performance. As the Board begins the decision-making process, the search firm will make itself available for questions. The Board will decide on a candidate and offer the position. The Board will vote on the superintendent contingent upon the agreement. The district will post the meetings, post the press releases, and work with Human Resources on starting the onBoarding process. The search firm should facilitate a post-search workshop and should also check-in with the new superintendent periodically. The new superintendent should take an active part in their onBoarding process, participate in the post-search workshop, and work with the Board to establish expectations. Mr. Bennett also has a list of retired superintendents that he will often ask to check-in with new superintendents across the state. MASB also provide a small gift to new superintendents.

Mr. Bennett said that if the Board chooses MASB to conduct the search, he recommends the Board have MASB facilitate the first superintendent evaluation. It is an effective process especially for first-time superintendents.

President Mowen expressed concern regarding a search that lasts until July 1, as the district would be without a superintendent and without a CFO. Mr. Bennett responded that it is a tough situation. Most building level leaders will want to finish out the school year, and if the Board condenses the search, he expects to see candidates ask if the Board can extend their start date to July 1 anyway.

President Mowen asked how the Board should hire an interim superintendent. Mr. Bennett said the ideal interim superintendent is a retired superintendent who is willing to come in a couple days a week and work with the district to keep everything moving. The second choice for an interim superintendent is a staff member in the district who is not interested in the permanent position. Mr. Bennett explained that if the Board chooses an interim superintendent who is interested in and qualified for the position, then this may deter outside candidates from applying.

President Mowen asked if the RESD could provide an interim superintendent. Mr. Bennett responded it is a temporary fix, as the county superintendent already has a full plate.

President Mowen asked if MASB could provide a list of retired superintendents who are willing to be an interim superintendent. Mr. Bennett said he would provide that list to the Board. Mr. Bennett said pay for an interim will depend on how many days/hours a week the Board would like the interim to work and will also depend on the contract language of the superintendent role. Mr. Bennett said that if the Board chooses an internal staff member to take on the interim role, then the Board will want to consider paying that person a stipend as they are taking on the superintendent tasks as well as their own workload. Mr. Bennett suggested the Board recruit an interim sooner rather than later.

The Board announced a special meeting on February 7, 2024 at 5:30pm to continue the superintendent search discussion, to hear further from MASB on the superintendent search, and hear guidance on hiring an interim superintendent. The meeting will be held in the Washington Campus gymnasium at 645 Alger St, Owosso Michigan.

Treasurer Quick asked if a lack of a CFO will impact the district's ability to hire an interim superintendent. Mr. Bennett responded he does not believe that the lack of CFO will affect the interim superintendent position.

Trustee Ochodnicki, Secretary Krauss, President Mowen, and Treasurer Quick all expressed confidence in MASB to do the search, and said MASB did a wonderful job facilitating the last superintendent search in Owosso.

Treasurer Quick moved to hire MASB to conduct the superintendent search for Owosso Public Schools, Trustee Easlick supported the motion. Motion carried unanimously.

Mr. Bennett thanked the Board for their confidence in MASB, and informed the Board he has a consultant in mind that will do a great job for the district.

Board Comments

Trustee Ochodnicki appreciates that the Board took the time to hear from MASB. She said tonight's presentation and discussion were extremely informative. She is relieved that the Board is employing MASB for the search.

Trustee Henne thanked Mr. Bennett for his thorough presentation. Trustee Henne has full confidence that MASB will do a great job. He said time is of the essence considering the open leadership positions in the district. Trustee Henne believes the Board can both be speedy and thorough in their search process.

Secretary Krauss thanked Mr. Bennett for his presentation. He is looking forward to the search process and being transparent with community.

Treasurer Quick thanked Mr. Bennett for his presentation and the invaluable information. She thanked the central office staff for keeping the district afloat while without a CFO and now without a superintendent. She looks forward to moving the district forward.

Trustee Easlick thanked Mr. Bennett and Mrs. Frayer for her presentation. He thanked Dr. Dwyer, Mr. Brooks, and central office staff for stepping up and keeping the district moving. He appreciates the patience of all staff as the Board works through the search process.

Public Participation

President Mowen stated that the Board of Education is a public body and recognizes the value of public comment on education issues. Time has been included in the meeting's agenda for public participation. Members of the audience were reminded they should announce their name and group affiliation when applicable and to limit their participation time to three minutes or less. Comments should be directed to the Board and be relevant to the business of the Board of Education. This is not an opportunity for dialogue with the Board of Education. The rules of common courtesy should also be observed.

The following participants addressed the Board:

- Tom Manke

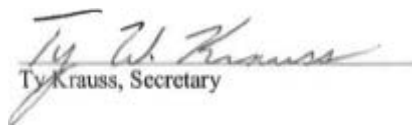
- John Pappas

Adjournment

Moved by Quick, supported by Easlick to adjourn at 7:36 p.m. Motion carried unanimously.

Minutes recorded by Brooke Barber.

Respectfully submitted,


Ty Krauss, Secretary