

GRAND LEDGE PUBLIC SCHOOLS *Board of Education*

Work Session - January 25, 2021

MINUTES

President Clark Pierson called the meeting to order at 6:03 p.m. She led those present in the Pledge of Allegiance.

ROLL CALL

Roll Call by Interim Superintendent Dave Chapin indicated the presence of **Board Members**: Sara Clark Pierson remotely from Eagle Township, Clinton County, Jarrod Smith remotely from the City of Lansing, Ingham County, Nicole Shannon remotely from Oneida Township, Eaton County, Jon Shiflett remotely from the City of Grand Ledge, Eaton County, Denise DuFort remotely from the City of Grand Ledge, Eaton County, Patrick McKennon, remotely from Oneida Township, Eaton County and Ben Cwayna remotely from the City of Grand Ledge, Eaton County **Central Office Administrators**: Dave Chapin, Steve Gabriel, Bill Barnes, Nancy Rasinske, Sara Holding and John Ellsworth. **Others in Attendance**: William Brewer, Peter Flynn, Scott Morrell, John Silveri, Mike Collins, Bridget Cheney, Greg Almy, Colleen Lee, Mitchell Lee, Erik Barnhill, Jay Bennett, Taylor Brush, Katie Casteel, Denise Clarity, Laura Clark, Ellie Darnell, Kathy Dietzel, Elyse Fox, Katie Fox, D'Anne Golub, Jenn Grantham, Laura Guild, Stephanie Horwath, John Hubbard, Cecilia Jones, Matt Junak, Kelci Laugal, Jamie McKennon, Kim Mulvenna, Mike Ostertag, Ann Paquette-Lukens, Erin Pribble, Marlene Promer, Annemarie Reik, Ryleigh Scott, Jeff Sewick, Lucinda Shier, Tracy Smith, Kelly Smith, Rachel VanDeven, Dawne Velianoff, Kelly Williams, Nancy Wireman, Dan Cwayna and Kim Manning

SUPERINTENDENT SEARCH FIRM INTERVIEWS

Presenters from five Superintendent Search Firms presented to the Board of Education.

Each presenter was provided 10 minutes to present to the board, providing an overview of the services their firm would provide to the district to assist them in recruiting, interviewing and hiring the next Superintendent of Grand Ledge Public Schools and 10 minutes to answer questions from the members.

- William Brewer from Global Business Resource Group presented at 6:10 p.m.
- Dr. Peter Flynn from Hazard, Young, Attea Associates presented at 6:35 p.m.
- Scott Morrell from MI Association of School Boards presented at 7:00 p.m.
- John Silveri from MI Leadership Institute presented at 7:25 p.m.
- Michael Collins & Bridget Cheney from Ray & Associates presented at 7:50 p.m.

PUBLIC COMMENT

Board Secretary Shannon in conjunction with Jon Shiflett reminded participants of the rules for providing public comment to the board.

District employee Elyse Fox commended her fellow teaching colleagues for the great work they are doing to provide virtual learning to students throughout the district. She thanked the board and administration for the time and efforts they have put in to ensure the staff, students and community at large remain safe and healthy. She remarked these are challenging times and expressed sympathy and understanding for those parents, students and staff who are struggling in the virtual environment. She expressed that she believes all teachers want to be back with their students, noting the staff misses them, but stressing it must be done safely and the district must be smart; using the metric keeps risks low. She expressed she has sat back and listened to the teacher bashing long enough and felt she must take a stand. She noted she knows many teachers who go above and beyond, stressing there must be some give and take, from both sides. She encouraged those parents or students who are struggling to reach out to their teachers and if that doesn't work, their building administrator. She commended the parents who have lately taken to social media to sing the praises of teachers noting it fills her bucket. She noted there is always light if we are brave enough to see it.

SELECTION OF SUPERINTENDENT SEARCH FIRM

President Pierson opened the floor for board discussion regarding the search firm interviews.

Mr. McKennon advised Hazard, Young and Attea and Ray and Associates were his top two mostly because of the information they shared with regard to profile building and reaching out to the community.

Mr. Smith echoed Mr. McKennon but noting Ray and Associates stood out for him. He noted that he felt like they had the strongest set of resources expressing he felt they presented they would leave no stone unturned. He addressed the cost factor of the proposal but noted the district is looking for longevity in its next Superintendent.

Mrs. DuFort noted she had the same general feel. She noted the diversity the district is looking for, in conjunction with social justice was well addressed by Ray and Associates and Hazard, Young and Attea. She commented the strength of Ray and Associates can through very strong.

Mr. McKennon noted in the spirit of transparency, the contract cost for Ray and Associates is \$21,500 while Hazard, Young and Attea is \$18,500.

President Clark Pierson noted those are the fees for services, but there may be other expenses in addition to the fee charged by the firms. But she feels that expertise can save the district money in the long run.

Mr. Cwayna noted Ray and Associates impressed him with their process. He also expressed that if cost plays a factor, which he noted it doesn't sound like it does, he through MI Leadership Institute represented well for firms from that tier, cost-wise.

Ms. Shannon noted she liked the personnel associated with Hazard, Young & Attea but agrees with Mr. Cwayna with regard to MI Leadership Institute. She expressed she favored Ray and Associates for their longevity.

President Clark Pierson noted that during the presentations, Ray and Associates said some things that stuck with her regarding their placement of women and minorities, but more importantly was the time they spent addressing diversity as a core value along with social justice. She noted changing the culture is an important point. She expressed Ray and Associates would be her first choice with Hazard, Young and Attea a close second.

Mr. Shiflett took a moment to thank Mrs. DuFort for encouraging the board to interview all five firms that presented proposals to the board. He noted his top three area Ray and Associates, MI Association of School Boards or MI Leadership Institute. He noted he believes any firm will bring many of the same candidates and he would be comfortable with any of the firms that presented proposals.

A discussion among the members noted that all the firms are very capable of providing search services to the district but commending the refined process that Ray and Associates brings to the table, their strong community engagement approach, conducting video screenings, experience in conducting a search in a virtual platform and ensuring a good process outline to ensure the district has a good pool of candidates to select from. virtual interviews,

Motion by Mr. Smith seconded by Mr. McKennon for the Grand Ledge Public Schools Board of Education to select Ray & Associates to work with the Board of Education in conducting its search for the next Superintendent of Grand Ledge Public Schools.

ROLL CALL VOTE

Mr. McKennon	YES	Mr. Smith	YES
Mrs. DuFort	YES	President Clark Pierson	YES
Mr. Shiflett	YES	Mr. Cwayna	YES
Ms. Shannon	YES		

The motion carried unanimously.

COMMENTS FROM STAFF AND BOARD

Interim Superintendent Dr. Chapin noted this was a nice process and expressing Ray and Associates will serve the district well. He commented that in the process of the Board's Equity, Diversity and Inclusion Committee, the Grand Ledge United Committee and the Good Trouble Coalition, take on the topics of social justice, equity, racism, systemic racism and national events and how they affect our schools and communities, some strong student voices, and parent / community voices have risen to the top, noting they are very strong and intelligent voices that tell a different story. He noted that rather than dwelling on the past, they are ready to help, ready to move forward and ready to change the conversation about Grand Ledge Public Schools. He stressed this dialogue needs to be part of this conversation.

Mr. Shiflett thanked Ms. Fox for her comments noting there hasn't been enough people sharing the nice things about our staff, noting the vast majority of our staff is doing a tremendous job under the circumstances.

Mrs. DuFort commended President Clark Pierson for her leadership in putting together the search firm spreadsheet noting she feels the board has done their due diligence and expressed she looks forward to working through the process. She went on to commend the strong staff here in Grand Ledge noting we will always have challenges, but the staff has always risen to those challenges.

Ms. Shannon thanked Dr. Chapin for sharing his comments expressing we can all use some positivity. She expressed she is excited to hear that student voices are sending us in a more positive direction. She thanked Ms. Fox for her words acknowledging this has been very hard for everyone and praising staff for doing a good job does not discount the difficulties being experienced by some.

President Clark Pierson noted she felt good about the interview process tonight and commended Mrs. DuFort for encouraging the board to interview all five firms. She noted any of the firms would do a good job for the district but through the process one floated to the top. She noted that the board and administration continues to receive emails expressing concerns for the difficulties that some students are still experiencing as well as the isolation students are going through. She understands it is tough. She noted she understands that building administrators are working hard to find avenues and processes that will allow us to bring more students into the school, but reminds everyone it is a process and will not happen overnight. She commented that putting Grand Ledge Public Schools into a virtual learning atmosphere was a tough decision and she hope we can open soon. In closing she expressed, without violating HIPPA, she would be interested to know the number of staff who have been vaccinated if they would volunteer that information or more so the number of staff who would like the opportunity to receive the vaccine.

ADJOURNMENT

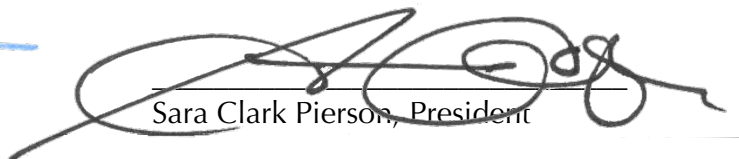
The meeting adjourned at 8:53 p.m.

Respectfully Submitted:

Attest:



Nicole Shannon, Secretary



Sara Clark Pierson, President