

BOARD OF EDUCATION SPECIAL MEETING Minutes (Approved)

HOLT PUBLIC SCHOOLS

DIMONDALE AND HOLT, MICHIGAN

ADMINISTRATION BUILDING, 5780 WEST HOLT ROAD, HOLT

Tuesday, December 15, 2025 - 4:30 P.M.

Present: Amy Dalton, Jennifer Robel, Jessie Jones, Mark Perry, Matea Caluk, Rob Halgren, Kevin Leonard

CALL TO ORDER – QUORUM - The meeting was called to order at 4:34 pm

CHANGES/ADDITIONS TO THE AGENDA – There were no changes or additions.

PUBLIC COMMENT – There was no public comment

SUPERINTENDENT SEARCH CONSULTANT PRESENTATIONS

Greg Sieszputowski, Michigan Association of School Board (MASB) – 4:35 pm. Greg gave his presentation about MASB and the Superintendent Search services they provide to find our next superintendent.

Trustee Halgren asked what a typical pool is for a district our size? 20 would be phenomenal.

Vice President Robel – With Lansing and Okemos in the mix, what does that mean for us? Mr. Sieszputowski said there will be competition, but we may see internal central office, principals, assistant principals.

Trustee Caluk – If MASB was selected, how will you handle all of the searches that are going on? We have other consultants who lead searches. Mr. Sieszputowski said he would be the lead for our search.

Vice President Robel asked if student surveys are ever done? Mr. Sieszputowski replied there are occasionally student surveys done and if Holt Public wants that, they will be sure students are included in the input sessions and surveys.

Treasurer Perry - What is the average Superintendent longevity? 3-6 years.

President Dalton – You mentioned getting the preliminary posting up prior to the holidays. How long would that take? Mr. Sieszputowski said they could have a preliminary posting out by the end of the week.

Treasurer Perry – How long for the first-round interviews and second interviews? Mr. Sieszputowski replied that typically the Board will interview 5 to 7 candidates. With the interviews lasting 50 min. For the final interviews they recommend narrowing the pool to 2 candidates. The finalists will have a District visit and 75-minute interview.

Trustee Caluk – I like the idea of interviews. Would it be 30 minutes with Central Office, 30 Minutes with the Board and so on. He recommended a District tour for this type of interaction.

Treasurer Perry – The last time we asked the candidates if they have questions. Mr. Sieszputowski, recommended that the Board should do that.

Tom TenBrink, Michigan Leadership Institute (MLI) – 5:03 pm. Mr. TenBrink shared his presentation with the Board highlighting the Superintendent Search services MLI will provide to find our next superintendent.

Trustee Halgren – Do you have data that shows you are attracting candidates that will have longevity? Mr. TenBrink shared that most of the candidates they place are staying over 6 years. He also believes Holt is a destination district and will attract candidates who are not using this as a steppingstone.

Treasurer Perry – What candidates will come because of advertising as opposed to the recruiting? Mr. TenBrink said that candidates from central office, or a secondary principal, are likely internal candidates. He does not believe that an elementary principal would be good for HPS. He believes we need someone with secondary experience. Would you say recruiting would bring in 70% from that and 30% from the posting. He stated that it is a guess but based on his knowledge and experience that is a realistic expectation. If you find us a great candidate, how do we know you will not come back and recruit for another position in a different district. Mr. TenBrink stated that has not been their experience.

President Dalton asked if the leadership academy is most of the candidate pool. Mr. TenBrink responded he knows there will be many with experience who have not attended the academy that MLI has connections with. They do not just pull from the academy. However, it is designed to train and prepare leaders for a superintendency.

Vice President Robel – How long do you put surveys out? Mr. TenBrink said 2-3 weeks would be plenty of time. On your background check do you use the SOM system? Yes. We also go deeper and check in with other leaders in the district they have worked with or teachers. We had what appeared to be a good candidate and did vetting and found out that much of it was made up. They do a lot of digging so there are no surprises.

Trustee Halgren – Do you look for AI language and try to vet candidates that way? AI is new and some use it to clean up things. Some use AI to do everything. We need to get better at discovering the difference.

Treasurer Perry – Are you saying there is something wrong with this? I believe that if someone uses a fully AI process, there is a danger in the candidate not actually having the skillset necessary.

How does the vetting of qualified vs. unqualified candidates happen? Mr. TenBrink replied, first we want to be sure they have the qualifications they state they do. We want to look at their educational journey and professional journey, but it may not be a good fit for Holt Public. They will work with the Board to narrow the selection pool.

You listened to the MASB presentation. What sets us apart is that we are made up of previous superintendents. I worked with MASB often as a superintendent. I think we have the depth of knowledge.

CLOSED SESSION* - IT WAS MOVED by Trustee Jones and supported by Trustee Caluk to go into closed session pursuant to MCL 15.268, Section 8.1(a) of the Open Meetings Act to consider a periodic personnel evaluation of a public officer, employee, staff member, or individual agent, if the individual requests a closed hearing.

Roll Call:

Trustee Leonard – Yes

Trustee Caluk – Yes

Vice President Robel – Yes

President Dalton – Yes

Secretary Jones – Yes

Treasurer Perry – Yes

Trustee Halgren – Yes

The Board entered closed session at 5:35 pm

The Board returned to open session at 6:34 pm.

SUPERINTENDENT SEARCH CONSULTANT DISCUSSION AND DECISION*

The team discussed the differences between the firms. The team was originally split. After discussions, it seemed that Michigan Association of School Boards is the best fit for Holt Public Schools.

IT WAS MOVED by Trustee Halgren and Trustee Leonard to hire MASB to serve as superintendent search consultants. Motion carried by unanimous consent.

ADJOURNMENT* - IT WAS MOVED by Trustee Halgren and supported by Trustee Perry. Motion carried. The meeting was adjourned at 6:52 pm.

Respectfully submitted,

Jessie Jones, Secretary

* Requires Board action