

CLIO AREA SCHOOLS  
BOARD OF EDUCATION  
Minutes – January 19, 2015

The Board of Education met for a Special Meeting at the Administration Building.

The meeting was called to order by President Mary Ann Dipzinski at 6:05 p.m.

Board of Education Members Present: Mary Ann Dipzinski, Steve Nordstrom, Henry Hatter, Robert Gaffney, Tim Ranville, Lydia Heine and Denise Frappier

Board of Education Members Absent: None

School Administrative Staff Present: Superintendent Fletcher Spears III, Executive Director of Curriculum and Instruction Steve Keskes, Executive Director of Personnel Colleen Mansour, Principals, Neil Bedell, John Lanyi, John Darga and Katy Mitchell,

Student Representatives Present: None

Others Present: Ann Holbin, Cassie Schiebel, Jeff Harrington, Haley Goodhue, Rick Cross, Dan Olmstead and several other teachers and many citizens

**PRESENTATIONS**

None

**COMMENTS BY STUDENT REPRESENTATIVE**

None

Attorney Eric Delaporte shared with the Board of Education his findings in his investigation of Dr. James Tenbusch.

**ACTION ITEMS**

**927: INTENT TO DISCHARGE AND TERMINATE CONTRACT OF ADMINISTRATOR**

BE IT RESOLVED, that the Clio Area Schools Board of Education

WHEREAS, ON January 19, 2015, Superintendent of Schools Fletcher Spears III filed with the Secretary of this Board of Education proposed Charges against Dr. James Tenbusch, the Superintendent of Clio Community High School, recommending that the Board discharge him and terminate his Contract early for cause, and the Board of Education voted to proceed upon those charges; and

WHEREAS, this Board of Education has been advised by its administration of the basis for the proposed Charges, as filed, and has deliberated with regard to whether or not to proceed upon those Charges as filed and whether or not to modify those Charges and to proceed upon the modified Charges or

not, and whether to provide Dr. James Tenbusch of its intent to discharge Dr. James Tenbusch and terminate his Contract early for cause; and

WHEREAS, this Board of Education is informed and advised that Dr. James Tenbusch has been furnished with written notification by letter dated January 14, 2015, from the District's Superintendent of the filing of the proposed Charges, has been provided with a copy of the proposed Charges filed with the Board of Education on this date, and has had an opportunity to respond to those proposed Charges, either personally, by representative, and/or in writing;

NOW, THEREFORE, BE IT RESOLVED THAT:

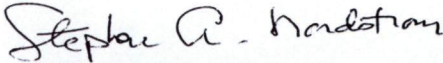
1. This Board of Education hereby decides and determines to proceed upon the proposed Charges as filed by Superintendent Fletcher Spears III on January 19, 2015, without modification, including the recommendation and proposed outcome of dismissal and early termination of Dr. James Tenbusch's Contract for cause, as contained in those charges which shall be considered as the Board's statement of the reasons for said early termination for cause.
2. This Board of Education hereby decides and determines to notify Dr. James Tenbusch of its intent to discharge him from employment and terminate his Contract early for cause, and to provide Dr. James Tenbusch with an opportunity to meet with the Board prior to final action by providing written notice of his request to meet with the Board of Education within Ten (10) days of his receipt of this Resolution. The Board of Education reserves the right to reverse, modify, or proceed with its decision regarding the Charges presented on January 19, 2015, unless Dr. James Tenbusch fails to request a meeting with the Board.
3. This Board of Education hereby decides and determines that should Dr. James Tenbusch fail to request in writing an opportunity to meet with the Board of Education to contest his discharge and the early termination of his Contract within the Ten (10) day period that his discharge and the early termination of his Contract for cause shall become immediately effective.
4. This Board of Education hereby authorizes and directs its Superintendent to provide and to furnish to Dr. James Tenbusch:
  - A. A copy of this Resolution which shall serve as the written decision of this Board of Education to proceed upon the Charges as filed and presented on this date, as well as the Board's decision to provide Dr. James Tenbusch notice of the Board's intent and an opportunity to meet with the Board of Education; and
  - B. A copy of the Charges dated January 19, 2015, which have been filed with this Board of Education on this date and upon which this Board of Education has decided and determined to proceed.
  - C. Written notice of the Board's intent to discharge Dr. James Tenbusch and to terminate his Contract early for cause, unless Dr. James Tenbusch requests to meet with the Board in writing within Ten (10) days of receipt of the notice.
5. The proposed Charges against the affected Dr. James Tenbusch were filed with the Secretary of this Board of Education on January 19, 2015, and that this Board of Education decided and determined to proceed upon those Charges on that same date in accordance with all the requirements of paragraph 18 of Dr. James Tenbusch's Superintendent's Contract with the Clio Area Schools.

4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes: Dipzinski, Hatter, Ranville, Nordstrom, Heine, Frappier

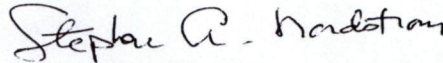
Nays: Gaffney

Motion declared adopted.



Secretary, Board of Education  
Clio Area Schools

The undersigned, duly qualified and acting Secretary of the Board of Education of the Clio Area Schools, Genesee County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on January 19, 2015, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, PA 1976, as amended).



Secretary, Board of Education  
Clio Area Schools

Motion by Ranville, supported by Hatter that the resolution be adopted.

Vote: Yea – Dipzinski, Hatter, Nordstrom, Ranville, Heine, Frappier

Nay – Gaffney. Motion carried.

#### **CLOSED SESSION**

Motion by Ranville, supported by Hatter that the Clio Area Schools Board of Education enter closed session for the purpose of legal opinion.

Vote: Yea – Dipzinski, Hatter, Nordstrom, Gaffney, Ranville, Heine and Frappier

Nay – 0. Motion carried.

The Board of Education recessed at 7:58 p.m.

The Board entered closed session at 8:07 p.m.

Motion by Hatter, supported by Ranville that the Clio Area Schools Board of Education adjourn closed session.

The closed session adjourned at 8:57 p.m.

The Board reconvened in open session at 8:58 p.m.

#### **AUDIENCE PARTICIPATION**

One citizen had a comment of Administrator termination and one citizen had a football question.

**ADJOURNMENT OF MEETING**

Motion by Hatter, supported by Ranville that the Clio Area Schools Board of Education adjourn the meeting.

Vote: Yea 7 - Nay 0. Motion carried.

President Mary Ann Dipzinski adjourned the meeting at 9:00 p.m.

Respectfully submitted,

\_\_\_\_\_, Secretary

\_\_\_\_\_, President