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March 22, 2013

Board of Education
Clio Area School District
430 N. Mill Street
Clio, Michigan 48420

RE: LETTER TO BE READ TO OPEN SESSION AT THE REGULAR MEETING OF THE CLIO BOARD OF EDUCATION ON MARCH 26, 2013. SAME TO BE ATTACHED TO MINUTES OF THE MEETING.

Dear Clio Area School District Board Members,

I entreat the Board to conduct this meeting in a manner that will avoid a repeat of what the public was made to endure during our last board meeting. That unfortunate event was authored and produced by two board trustees, apparently intent on using this public forum to embarrass, demean, and demoralize me in my role as chief executive of this school district. In spite of this unfortunate event, my yearly evaluation process was eventually completed by the contractually required deadline of March 1st, resulting in the board's composite score of 91.0 or "highly effective." The following day, one of those same two trustees, Board Treasurer Ranville, determined that he wanted to lower his ratings, based on what can only be ascribed to a personal agenda on his part.

I respectfully request that all board members have the integrity to hold the broad interests of the entire Clio Learning Community to heart, versus the special interests of the few; and to remain steadfast to their ethical purpose and vote not to support any motions by Board President Dipzinski or Board Treasurer Ranville to obfuscate and derail the Resolution to approve my completed evaluation.

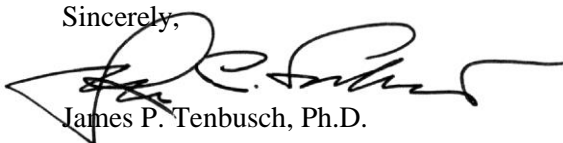
I would also request that the Board abandon any further attempts to pass a resolution calling for the delay of approving that evaluation "another four to six months," as moved by Treasurer Ranville at the last meeting, nor allow for the admission of a "new evaluation," as proposed by President Dipzinski.

The strictly defined nature of the evaluation instrument and process was one that the Board chose to deploy and was duly executed with the composite score finding of "highly effective" in my performance as Superintendent-----despite board members Dipzinski and Ranville methodically registering universal ratings of the lowest caliber in direct violation of the precise and prescriptive item-requirements of the evaluation instrument. Now, after completion of the prescribed evaluation process, those same board members (Dipzinski and Ranville) are attempting to move to arbitrarily abandon and revoke my completed evaluation.

History is replete with examples of what happens to the people in a community who live in a house divided. I believe that the Board must face some grave school governance issues, or else be destroyed by them. I believe it is time to discontinue the practice of using school board meetings as a public forum to give life to discussing matters born strictly from ill-will and private agendas, and move that the board and superintendent engage in a professionally moderated process to explore the dynamics of a proper board-superintendent relationship. We must find a remedy to our persistent struggle regarding board member vs. staff member lines of authority, as well as the roles that each member plays in fulfilling our district's mission.

Thank you for your attention to this important matter,

Sincerely,



James P. Tenbusch, Ph.D.