

FOR ACTION

Flint Board of Education
Special Board Meeting, April 22, 2020
Volume 146

1.6 FINAL NONRENEWAL OF ADMINISTRATORS' EMPLOYMENT CONTRACTS

Pursuant to Section 1229 of the Revised School Code, MCL 380.471a, the Board must make its final determination on the consideration to nonrenew an administrators' contract, and the Superintendent shall give the administrator written notice of that decision at least 60 days prior to the expiration of the administrators contract.

WHEREAS, each of the following individuals named in Appendix A are employed as an administrator with the School District of the City of Flint ("the District") pursuant to an individual contract of employment for a period of one (1) year having a term commencing on July 1, 2019 and concluding on June 30, 2020; and

WHEREAS, the notice for nonrenewal of contract must provide reason(s) that are not arbitrary or capricious. Administrator contracts may be nonrenewed for any or all of the following reasons: (a) Economic necessity (b) Reorganization/restructuring (c) Performance and (d) Continuing Education or Certification Requirements; and

WHEREAS, considering the District's current fiscal restraints, potential school consolidations and central office reorganizations, and/or performance deficiencies which may result in the loss of positions and subsequent employment contract terminations, it is essential that nonrenewal notices be issued to the administrators name in Appendix A.

WHEREAS, this Board, at its Regular Board meeting of March 25, 2020, resolved to undertake consideration of non-renewal of the administrators named in Appendix A individual employment contract with the District for the above-stated reasons, as more fully set forth in the Board's March 25, 2020 Resolution; and

WHEREAS, the individual administrator were each subsequently given written notice of the Board's March 25, 2020 resolution and, further, was advised of their individual right to meet with not less than a majority of the Board of Education of the City of Flint ("the Board") for purposes of discussing the reasons underlying the Board's consideration of non-renewal of their individual contracts of employment with the District; and

WHEREAS, after due consideration of the stated and communicated reasons for considering nonrenewal of the administrator's individual contract of employment with the District and the discussion of those reasons with each individual administrator in separate meetings held for the purpose of discussing the stated reasons, the Board has determined that it is in the best interest of the District that the individual contracts of employment of each administrator named in Appendix A not be renewed for another term and discontinued effective June 30, 2020;

Now, Therefore, Be It Resolved That

The Flint Board of Education

1. This Board has determined that nonrenewal of the administrators individual employment contract named in Appendix X is in the District's best educational and operating interests for the reasons stated in the written recommendations dated March 25, 2020, said reasons having been substantiated to the satisfaction of the Board of Education.
2. This Board authorizes and directs the District's Superintendent or designee to:
 - A. Provide each administrator named in Appendix A with written notice that the Board has approved the nonrenewal of their employment contracts including statement of the reasons the Board considered for nonrenewal; and
 - B. Provide each administrator named in Appendix A individual, with notice of this Resolution which represents the decision of this Board to non-renew their individual contract of employment with the District, effective June 30, 2020.
3. That this resolution is enacted in conformance with Section 1229 of the Revised School Code, MCLA 380.1229.
4. Resolution declared adopted.

I hereby certify that this is a true copy of the Resolution acted upon and adopted by the Board of Education of the School District of the City of Flint at its Special meeting held on the 22th day of April 2020, and that said Resolution is in full force and effect as of the date hereof. I further certify that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, Public Acts of Michigan, 1976, as amended).

Betty Ramsdell, Secretary
Flint Board of Education

Reviewed and Submitted by: Cassandra Washington

Date: April 20, 2020

APPENDIX A

CONGRESS: ADMINISTRATOR CONTRACTS NONRENEWED

FIRST NAME	LAST NAME	JOB TITLE	LOCATION	REASON(S)
Matthew	Lane	Principal, Secondary	Flint Jr. High School	Economic Necessity, Reorganization, Performance
Richard	Robart	Assistant Principal, Secondary	Southwestern Classical Academy	Economic Necessity, Reorganization, Performance
Donald	Whitman	Principal, Elementary	Eisenhower Elementary School	Economic Necessity, Reorganization, Performance