HARTLAND CONSOLIDATED SCHOOLS
9525 E. Highland Rd. • Howell, Michigan 48843

Superintendent Search
Ad Hoc Committee meeting
Boardroom
November 13, 2026, 8:00 a.m.

AGENDA

This is a meeting in public for the purpose of conducting the business of Hartland Consolidated Schools and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated on the agenda. Guests are expected to act with civility and not interrupt this school business meeting. Anyone being disruptive will be asked to leave.

I. Call to Order

II. Pledge of Allegiance

III. Approval of minutes: 11-6-26 Superintendent Search Committee meeting

IV. Call to the Public

This portion of the agenda is for citizens to address any questions or comments to the Board. Attendees must register their intention to participate in the public participation portion of the meeting prior to the start of the meeting. Individuals may not register others to speak during public participation.

The committee will listen and take comments and questions under advisement but will not respond at this time. The chairperson will refer any questions to the superintendent for investigation and respond at a later date.

Speakers are asked to express themselves in a civil manner, with due respect for the dignity and privacy of others who may be affected by your comments. Each speaker may be limited to three (3) minutes. No participant may speak more than once.

V. Search Committee Discussion and Recommendations

- Superintendent salary range
- Advertising in other states

VI. Adjournment

HARTLAND CONSOLIDATED SCHOOLS
SUPERINTENDENT SEARCH COMMITTEE MEETING ~ MINUTES
Hartland Educational Support Service Center, Boardroom
November 6, 2026

Present: K. Coleman, G. Gogoleski, G. Keller

Mr. Keller called the meeting to order at 1:00 p.m. The Pledge of Allegiance was recited.

Approval of Minutes: 10/6/26 Superintendent Search Committee Meeting
The committee approved the October 6 committee meeting minutes.

Call to the Public
No community members participated in call to the public.

Discussion Items
Search Committee Discussion and Recommendations

- Posting salary range
    - The committee will recommend that the board opt not to include a salary range in the public posting for the permanent superintendent position. Instead an agreed-upon salary range will be provided to HYA to be shared as they see fit with potential candidates.
    - The committee will invite CFO Rachel Bois to join our next meeting to determine that agreed-upon salary range prior to the job posting going live on January 4.
- Advertising in other states
    - The committee agreed to recommend the following plan to the board regarding advertising:
        - With input from HYA in advance of the job posting, determine a maximum dollar amount for out-of-state advertising and a defined plan for where/how it will be spent.
        - Invite HYA to attend the next committee meeting to participate in the discussion to establish an agreed upon advertising plan to be executed 2-3 weeks after the job is posted, pending the number of Tier 1 candidates.
- Survey type (Google or HYA)
    - The committee will recommend that the board utilize the Google survey throughout the search process, noting that this option is included in HYA's base fees.
- Search timeline
    - The committee agreed to recommend the following dates for the interim search timeline:
        - Nov 23 interviews, if needed (to be determined at the Nov 16 regular board meeting)
        - Nov 30 interim appointment decision

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- The committee agreed to recommend that the board move the date for the permanent position interviews to Saturday, Feb 20, and the presentation of the slate candidates to Tuesday, Feb 16, pending availability of board members.
    - The committee will revisit this in January, as needed.
- The committee recommends keeping the Day in the District (Mar 9) and final interviews (Mar 10) as scheduled, per the discussion in the board's special meeting on Monday, Nov 2.

Adjournment
The meeting was adjourned at 2:25 p.m.

Next Meeting
The next meeting will likely be Friday, Nov 13, time TBD, pending availability of HYA representatives and Rachel Bois for discussions re: out-of-state advertising and superintendent salary range, respectively.

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Superintendent Compensation Comparison

Additional information provided on transparency site for these districts:

	Student Count (2026)	County	2025 Medicare Wages		FICA	RET	Insurance	Total Package	Longevity/ Bonus	BPA	Other Taxable Wage/Benefits
Hartland	4,999	Livingston	$ 220,579		$ 3,198	$ 76,699	$ 27,669	$ 328,145		$ 28,030	
Howell	6,963	Livingston	$ 227,068		$ 14,211	$ 103,643	$ 4,626	$ 349,548	$ 42,683		$ 7,001
Brighton	9,990	Livingston	$ 300,340		$ 15,273	$ 130,872	$ 25,829	$ 472,314			
Romeo	5,335	Macomb	$ 219,465	*	$ 14,100	$ 98,440	$ 25,048	$ 357,053		$ 20,024	
Taylor	5,246	Wayne	$ 180,320		$ 13,533	$ 78,304	$ 2,167	$ 274,324			
Grand Haven	5,205	Ottawa	$ 201,903		$ 14,123	$ 67,423	$ 35,869	$ 319,318			$ 11,077
Bloomfield Hills	4,995	Oakland	$ 275,525	*	$ 14,913	$ 126,700	$ 22,583	$ 439,721			
Caledonia	4,991	Kent	$ 320,127		$ 15,560	$ 82,659	$ 640	$ 418,986			
Saginaw	4,961	Saginaw	$ 313,552		$ 16,487	$ 91,970	$ 22,727	$ 444,736		$ 22,500	
Lincoln Park	4,924	Wayne	$ 207,921		$ 13,933	$ 92,121	$ 21,977	$ 335,952			
Avondale	4,922	Oakland	$ 212,281		$ 13,996	$ 86,912	$ 22,666	$ 335,855			
Novi	6,766	Oakland	$ 301,360	*	$ 15,058	$ 90,246	$ 23,491	$ 430,155			$ 6,000

* reported gross pay, not medicare wages