



## **SJPS Board of Education - Questions and Answers Regarding Change in District Leadership**

### **Is Dr. Bruce's resignation related to something inappropriate with a student, staff member, or member of our community?**

No, there have been no allegations of misconduct related to Dr. Bruce.

### **Does this situation have anything to do with COVID?**

No, throughout the pandemic, the District has made COVID-related decisions according to the State of Michigan's Return to Learn laws and the District's Return to Learn Plan.

### **How does this leadership change affect decisions about in-person and remote learning?**

This change in leadership will have no impact on these decisions. All decisions will continue to be made in accordance with the District's Return to Learn Plan, in coordination with the Berrien County Health Department, the Board of Education, and our administrative team.

### **Why did the separation occur mid-school year?**

Dr. Bruce's decision-making related to his resignation is a matter of his personal privacy. There is never a "good" time for change of leadership at the superintendent level. However, the District is well-positioned to manage the change. Kelly Gaideski has over 32 years of educational experience and served as the High School Assistant Principal, Curriculum Director, and Assistant Superintendent in the District. Moreover, Dr. Bruce's resignation at this time allows the District to conduct a new superintendent search in line with the most common schedule for superintendent searches in Michigan.

### **Who is in charge of the District now?**

Interim Superintendent Kelly Gaideski, who reports to the Board of Education. Kelly has over 32 years of educational experience and previously served as the High School Assistant Principal, Director of Curriculum and more recently the Assistant Superintendent in the District.

### **How much will this cost the District?**

Terms of the separation agreement are as follows: Dr. Bruce will be paid pursuant to his contract through the effective date of his resignation, February 5, 2021. Dr. Bruce and the District also agreed on a lump sum severance payment of \$75,000, which effectively pays him through the end of this school year (June 2021).

### **Will it be difficult for the District to attract strong candidates for the superintendent position?**

SJPS is a Lighthouse District in a beautiful, supportive community as well as a top District in the State of Michigan. We are confident that we will attract strong superintendent candidates.