

Resolution of the Board of Education

Leadership transition plan, appointment of acting superintendent and approval of consulting Services:

WHEREAS, the Board of Education for the Grosse Pointe Public School System ("Board") accepted Dr. Andrea Tuttle's retirement notice on February 9, 2026, effective September 1, 2026; and

WHEREAS, on March 9, 2026, the Board appointed Dr. Roy Bishop, Jr. as the next Superintendent, effective September 1, 2026; and

WHEREAS, the Board recognizes the importance of maintaining continuity of leadership, preserving institutional knowledge, and ensuring an orderly transition of responsibilities during the period preceding Dr. Tuttle's retirement and Dr. Bishop's assumption of the Superintendent position; and

WHEREAS, the Board, Dr. Tuttle, and Dr. Bishop all agree that it is best for the orderly transition of responsibilities to appoint Dr. Bishop as Acting Superintendent prior to Dr. Tuttle's retirement effective date so that Dr. Tuttle can provide transition support in a consulting capacity prior to her retirement;

NOW, THEREFORE, BE IT RESOLVED THAT Dr. Tuttle shall transition to the role of Consultant to the Acting Superintendent, effective June 13, 2026, through August 31, 2026. During this time, she is no longer expected to perform the services of Superintendent;

BE IT FURTHER RESOLVED that in her role as Consultant to the Acting Superintendent, Dr. Tuttle's services shall be defined as:

- Providing guidance on Dr. Bishop's planned leadership and transition activities;
- Consulting on District operations, budgeting, personnel, strategic planning, and other matters as requested by Dr. Bishop

BE IT FURTHER RESOLVED that Dr. Bishop is hereby appointed as Acting Superintendent effective June 13, 2026. Dr. Bishop will remain as Acting Superintendent through August 31, 2026. Effective September 1, 2026, Dr. Bishop will assume the position of Superintendent pursuant to the terms and conditions of his employment agreement.

BE IT FURTHER RESOLVED that during the transition period of June 13, 2026, through August 31, 2026, Dr. Tuttle shall continue to be employed and compensated in accordance with the terms and conditions of her employment agreement, which is unmodified except as explicitly set forth in this Resolution. In particular, nothing in this resolution is meant to alter, diminish, or reduce the salary, benefits, or insurances guaranteed under Dr. Tuttle's existing employment agreement. In this regard, it is explicitly noted:

- Dr. Tuttle's compensation will continue to be remuneration for services being provided to the District and, therefore, the District's payroll department is directed to report all such wages and retirement contributions to ORS on standard Detail 2 (DTL2) and Detail 4 (DTL4) electronic records as active, reportable compensation to ensure zero disruption or negative impact to her final average compensation (FAC) or service credit calculations;
- Upon her retirement effective September 1, 2026, Dr. Tuttle shall receive full financial compensation for all earned, accrued, and unused vacation leave days in accordance with her employment agreement, Board policy, and applicable law. To maximize tax-deferred status, the value of these accrued days shall be paid by the District as a non-elective employer contribution directly into Dr. Tuttle's designated 403(b) account, up to the maximum legal contribution limit allowed under Internal Revenue Code (IRC) Sections 403(b) and 415(c);
- If the total value of the accrued vacation leave exceeds the maximum legal IRS contribution limit for the current calendar year, any remaining balance exceeding said limit shall be paid into Dr. Tuttle's designated 403(b) account in January of 2027.

BE IT FURTHER RESOLVED that during the transition period of June 13, 2026, through August 31, 2026, Dr. Bishop shall be compensated at the per diem rate established under his Superintendent employment agreement; and

BE IT FURTHER RESOLVED that the Board President and the District's authorized representatives are delegated the authority to finalize and execute any agreements and documentation necessary to implement this translation plan, subject to review by legal counsel and compliance with applicable law and Board policy.

BE IT FURTHER RESOLVED that this resolution shall take effect immediately upon its adoption at a duly noticed public meeting of the Board of Education.