
BOARD AGENDA ITEM

Information/Discussion _____
Future Action _____
Action x

Item: Superintendent Three-Year Contract

Submitted by: Kent ISD School Board Committee

Date: 5/8/2026

Recommended by: Kent ISD School Board Committee

Board Meeting Date: 5/18/26

RECOMMENDATION:

Following Superintendent Gorman’s evaluation conducted on April 20, 2026, in which he received the highest rating of “Effective,” the Board created a committee, including Board President Andrea Haidle and Vice President Anne Hamming. This committee undertook a review of his employment contract and total compensation. As part of this process, they benchmarked compensation data from local districts within Kent County as well as Intermediate School Districts (ISDs) across the state.

The primary goal of this review was to ensure the Kent ISD Superintendent’s total compensation is aligned with compensation from superintendents within local districts and ISDs across Michigan.

As a result of this comprehensive review, the Board Committee is recommending a total compensation of \$365,000 for the 2026–2027 school year. Consistent with past practice, the Superintendent will have discretion in allocating this total compensation across the following categories: salary, annuity, merit, longevity, and education pay.

Additionally, the Superintendent’s employment contract is proposed as a three-year agreement, beginning July 1, 2026, and concluding June 30, 2029.

The Board Committee recommends approval of the revised employment contract and has authorized the Board President to sign the agreement on behalf of the Board.