



**SHEPHERD PUBLIC SCHOOLS**  
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January 18, 2022

To: Board of Education

From: T. Starr

RE: Recommendation to Hire Robert Paris for the Shepherd Middle School Principal's Position

Board of Education:

Please accept this letter as formal recommendation to hire Mr. Robert Paris for the position of Shepherd Middle School Principal. Mr. Paris, along with three other candidates; Mrs. Jennifer Huntoon, Mr. Cafer Cengiz and Mr. Chad Podolak interviewed for the position on Monday, January 17, 2022. Additionally, he and the other candidates sent "Introductory Videos" of themselves to the hiring committee before their scheduled interviews. The interview committee consisted of SMS teacher Amanda Moeggenborg, SHS Principal Carrie Gauthier, SMS administrative assistant Stacy Schutt, SPS board member Katie Travis, SMS assistant principal Garth Cornwell, SMS teacher Heath Nestle and myself.

Each candidate brought to the table varying degrees of strengths as each had quite extensive administrative experience. In the end, Mr. Paris was a clear choice for the team. The fact that he communicated how visible he is as an administrator with students and at events, as well as his belief that "relationships are the key" stood out and his extensive background in special education were just a few of the tipping points for the interview committee. When Mr. Paris and I spoke about his coming to Shepherd, he said, "I am so excited to get to work with students/kids again!"

Mr. Paris received a Bachelor of Science degree from Eastern Michigan University. He holds a Specialist in Education focus on Leadership degree and a Master's Degree in Educational Administration both from Central Michigan University. He is currently employed as a Special Education Supervisor with the Saginaw Intermediate School District.

Mr. Paris will plan to begin at Shepherd Middle School on January 31, 2022. His contract will be 260 work days (this includes all paid holidays and vacation days). He will be extended a 1.5-year contract at an annual salary of \$85,500.

Thank you for your attention to this letter of recommendation. Please let me know if you have any questions.

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