

May 23, 2024

289 4th Ave
Holland, MI 49424

Dear Christian,

Thank you for meeting with us today. This is a difficult situation, and it is critical for everyone's benefit that we follow the relevant state statutes and University policy.

This letter provides written documentation summarizing our discussion today. This benefits both you and the University. Please let me know if there is information in the summary that does not reflect your recollection or if there is information you believe should be included.

Meeting Summary:

On May 23, 2024, at 11:30 a.m., Matt Shane, Erin Moore, and Scott Korpak met with Christian Kleinjans to inform him that his role as an MSU Extension Community Nutrition Instructor conflicts with his position as an Ottawa County Commissioner.

Mr. Shane conveyed the following points to Mr. Kleinjans:

- *Mr. Kleinjans is a respected member of MSU Extension.*
- *The University's legal counsel and Administrative Human Resources determined that holding both positions simultaneously is incompatible.*
- *This decision is based on Michigan's Incompatible Public Offices Act of 1978 and the MSU Extension Administrative Handbook, specifically the section on Political Activities.*
- *Mr. Kleinjans is offered a leave of absence until December 31, 2025.*

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- *If Mr. Kleinhans is reelected in the November 2024 election, it is the University's understanding that he will resign. If not, the University would move to terminate his employment with MSU Extension.*

Mr. Kleinjans confirmed he plans to run for re-election in November 2024 and is the only Democratic candidate in the August primary.

*Mr. Kleinjans inquired about transferring to another county, but Mr. Shane explained that the conflict would still exist. Mr. Kleinjans suggested recusing himself from votes on the MSU Extension Memorandum of Agreement, but Mr. Shane emphasized the numerous *connections between MSU Extension and Ottawa County partners.*

The time commitment for the commissioner role was briefly discussed but deemed irrelevant due to the clear incompatibility of the two positions, as defined by state statute.

Mr. Kleinjans ended the meeting, stating he would no longer participate without his attorney present and that the University should proceed as they deemed necessary. Mr. Shane concluded the meeting, noting he would inform Human Resources of Mr. Kleinjans' decision regarding the leave of absence offer.

Again, please let me know if there are any sections in the above notes that you believe should be edited. If you have other questions, please tell me, and I will route you to the correct person promptly.

Sincerely,

Scott Korpak

Scott Korpak
District 7 Director

*While not specifically noted in today's meeting, there is a distinct difference between a "conflict of interest" and how "incompatible office" is defined and determined.