

BOARD OF EDUCATION REGULAR MEETING MINUTES (Approved)

HOLT PUBLIC SCHOOLS

DIMONDALE AND HOLT, MICHIGAN

ADMINISTRATION BUILDING, 5780 WEST HOLT ROAD, HOLT

Monday, November 14, 2022 - 7:00 P.M.

Present: Mark Perry, Amy Dalton, Jessie Jones, Robert Halgren, Marisa Anderson, Kevin Leonard, Jennifer Robel, David Hornak

Central Office Team Present: Jessica Cotter, Steve Netzel, Matt Morales, Mike Dunckel, Christine Lopez

CALL TO ORDER – QUORUM; Pledge of Allegiance, Mission/Vision Statement – The meeting was called to order at 7:11 p.m.

Dr. Hornak gave opening thoughts. He said energy and school spirit remains high across the district. Last year we experienced a lot of incivility. Overall, this year we are receiving very positive comments about the state of the district. Children are observing us and are we should be modeling good behaviors. They are taking their cues from us.

He gave an update on the ongoing contract negotiations with our paraeducators. Last year prior to the expiration of the contract, the parties entered into a Letter of Agreement to provide a \$1.25/hour increase to wages for the 21-22 school year. During current collective bargaining, the District offered additional wage increases for two additional years, which would have provided an unprecedented 20+% increase in paraeducator wages over 3 years, which includes the 21-22 letter of agreement. Unfortunately, the parties could not come to an agreement. Both parties are in currently in mediation with a 3rd party mediator assigned by the Michigan Employment Relations Commission. The parties have met two times in mediation and the District has expressed its desire to continue mediation in good faith in attempt to negotiate a successful agreement. By law, if the parties to a contract cannot negotiate a successor agreement prior to the expiration date of the current contract, the District is legally required to implement a freeze on any wage increases until a successor agreement is reached and ratified by both parties. The District is waiting for the next opportunity to mediate and remains optimistic that mediation will lead to a successor agreement.

He also shared that many items were covered in the Committee of the Whole. We will be moving the placeholders for 6 and 7 to their regular placeholders on the regular agenda.

We have received a lot of positive press recently about the HEF Mini-Grants and the drone class at HHS.

CHANGES/ADDITIONS TO THE AGENDA – There were no changes – Student A & B should be struck and add Student G and H should be added.

PUBLIC COMMENT – Gloria Allen – Paraeducator Union President. She stated that that Dr. Hornak's statement regarding a raise was accurate. The district approached her to get a letter of agreement to get a raise. We are always short staffed. People quit after two weeks. People who quit due to working

conditions. They are pulled for other jobs such as cafeteria or supervisor on the playground. The district has students who have not been in the classrooms for more than two hours in a week. Last year paras were placed in classrooms as teachers. They served and made \$200 additional. They were given initiatives to stay and no raises for many years. Students were not treated fairly. She stated the district needs to do better.

Brandon Currin – Teacher at HHS and HEA liaison to the BOE. He is speaking on behalf of the paras. For less than a starting pay of a manager at McDonalds these folks are responsible for supporting students. They put their lives at stake to ensure our students have a safe learning environment. How can we say this is fair and right? Without them we are not fulfilling our duties to these students. Everyday our students go without because we treat them unfairly and we do not care. It is time to recognize this. For not even \$20 an hour. It is hard to say we care for our students when we do not pay the paras. He asked that the Board and Administration prove to them they deserve better. I could not do my job without para support. Please treat them like the best and brightest that we have because they are.

Kimberly Mooney - A paraeducator since 2008. In that time she has had a lot of chances to hug, laugh, cry with students. She has worked with students who are diabetic, a wheelchair bound student with a trach, with gen-ed students with behavioral issues. She has been spat upon, hit, punched, kicked. It is hard. Harder when the district does not care about you. With the way we are treated. It is not a job worth doing. A coworker gave notice. She stated she is contemplating if the job is worth it anymore. New paras coming in saying there is not enough pay for this. The Board does not care for us. She asked for the Board to consider giving them a retention bonus and decent wage.

Shannon Stavischeck - 22nd year as a teacher. 19 in HPS. She is here to advocate for the paras. During her time in Holt Public she has seen, and the paras have shared that they have been hit, spit on, thrown up on, threatened, chased down halls by students with scissors, wash/dry soiled clothes. They are loved, revered, sought after for comfort, and aid any child in need. They provide educational support to our students. We as a district have not cared for them. A long-time para is making \$18.01 per hour. The para is essential to a classroom. The teacher without a para is like a doctor without a nurse, a superintendent without a personal secretary. They deserve to be paid for their vision and hard work. We need to empower all the people who make this happen.

Wendy Curtis – Kindergarten for 26 years at DES. She is here to support paras. As teachers we are asked to support our students and we cannot do that without our amazing paraeducators. Not only do they work hard every day, but they become the backbone to our school. They help our teachers do their jobs better. They deserve respect and a fair living wage. It is concerning that a server at Qdoba makes more than a long-term para in our district.

Dawn Parks – Paraeducator at Horizon. Somewhere out there is a paraeducator wiping a nose, wiping tears for the love of a child. A para cheering a student in a wheelchair all for the love of a child. Showing a student how to go through the lunchroom, change their clothes, cleaning a classroom, teaching a lesson, striking a deal, a para lying awake at night and anxious about a new day. All for the love of a child. They are the backbone and hero to some. Each day this is all for the love of a child. There are many paras working

two and three jobs because the pay is so low. There is a starting para at Dimondale for \$12.33. You can go to QD and make more than that. We do it because we love the children.

Marcie Abdullah – Special Ed teacher in HPS since 1988. She has worked with some of the same paraeducators for the entire time she has been at HPS. She said she is here in support of and gratitude for these amazing hard-working educators. We could not do our jobs without them. She has the responsibility for scheduling the paras. They are always willing to go wherever and do whatever needs to be done. During COVID shutdown they went above and beyond in google meets as well as general ed classes. They met with students individually and in group meets. They would also run help rooms for drop in help in any subject. This provided academic and emotional lifelines for many of our students. This group is 100% dedicated to our students. Every para went to cheer on our student athletes in Special Olympics. We want to see them fairly compensated for the hard work they do day in and day out.

Janette Barnes – Music and Art teacher at Elliott. She wanted to say she is here to support our paras as well. She has paras during her lessons, and it makes a world of difference in real time for the students who have their support. She hears about the abuse our paras are enduring. With the economy we are losing many amazing paras to other positions and she challenges the Board to hold on to our Paras.

Kerry Boomershine-Whitbeck – She is a school nurse, parent, and community member. She serves 3300 students of those many are dependent on their paras to safely attend school. The students have diabetes, seizures, cancer, cerebral palsy, and many other diagnoses. The paras perform tasks and are trained to support our medically dependent students in our buildings. Without the highly trained and skilled paras we would not be able to properly support these students. A para's work is crucial to our school environment. They are a necessity for our students who need them. She asked the Board to consider giving the paras the pay and support they need. She has seen many leave to take other positions to get a living wage.

Shelly Brown – I am in my 9th year as a para at Elliott. She said it is “all aboard the crazy train” as she starts each day. They must keep a sense of humor. She challenged the Board to come in and do their job for a week. Maybe then you would understand the need for our paras and pay them the wage they deserve. We need bodies. We are losing good paras. We are a vital part of student success. Please do what is necessary to retain us.

Natalia Szychcek – She is a para. They are not being treated equally. Staff are saying one thing and doing another. She does not feel safe. They do not have the appropriate training. She went out and got special needs training to do my job. She was unprepared to be a para and the school did not provide the appropriate training. We dedicate our time and energy to care for the students.

Bridget Gonzalez – Wilcox para. She has spent every year in this district working 2-3 jobs to be able to support herself. She takes care of as many as 20 students. She spends every minute of her day letting her students know they matter. She does not feel supported by the district. She must stretch every dollar to live. It is not fair when she is expected to do what she is doing for our students. She loves and cares deeply about her job. She stated paras find it difficult to continue in their jobs as administrators are walking past

them while they are in tears. She reminds her students I am here to help you. I know you have big feelings and I am here to listen to them. Please listen to us.

Mary Aldecoa – She is with the MEA. She wants to speak about the students. She was a teacher for at risk in Fowlerville. She spends a lot of time at school board meetings. She thanked the Board for their dedication to public education. We educate every single child. She dedicated her life to helping at risk students. The relationship with her students is the same relationship our paras have with our students. It is paramount to their success. She could not have had a successful classroom without having paraeducators in her classroom.

CONSENT AGENDA APPROVALS* *Note: All matters listed under the Consent Agenda are routine in nature and will be approved by one blanket motion.*

Minutes of the Committee of the Whole Meeting of October 3, 2022*

Minutes of the Regular Meeting of October 3, 2022*

Minutes of the Special Meeting of October 27, 2022*

Gifts*

Holt Band Boosters - Donation of new Band Trailer estimated value at \$13,500*

Novak Orthodontics - \$500 Donation to Science Olympiad*

Approval of Bills Paid*

IT WAS MOVED by Trustee Jones and supported by Trustee Robel to approve the consent agenda items as presented. Motion carried by unanimous support.

REPORTS

Ja’Niya Lawson-James is our new student representative to the Board of Education. She is a junior. She works at Target and enjoys spending time with her family and friends.

Student Representative Report – Lukas Hartley congratulated Ja’Niya. He also wanted to highlight how important the paraeducators are. He makes \$12 an hour as a high school student and hopes the Board and Admin team support the paras. He thinks energy is still high across the district. Last year there were some high-profile issues and this year there are not. There is a better sense of community. Student mental health is also higher. Lukas also stated that seniors at North Campus are frustrated that they must pay to have a parking permit.

Amy Dalton, Chairperson – Curriculum Policy Meeting Update – Trustee Dalton stated they met and discussed aligning the EOSP with the Curriculum. There is a book study going on at the Junior High. There is a lot of work to continue and they will meet again in a couple of months.

Jessie Jones, Chairperson – Policy Committee Meeting Update – Trustee Jones stated the policy committee met recently to discuss the fall policy update. There is a first read of several policies tonight

PO 6108 – New policy ACH and Electronic Fund Transfers. - President Perry asked a question to see if the current bills paid report does not indicate if it was paid via ACH. Mike has reviewed and he can check into adding the ACH payments on the monthly report.

PO 6460 – Revised Vendor Relations - President Perry asked about how often we have to solicit preferred vendors. We would go out for bids we would do it once and then could select preferred vendors and it would be this going forward. Dr. Hornak recommended adding language about a periodic review every few years. School pictures is another situation that has us using a preferred vendor.

PO 6700 – Revised Fair Labor Standards Act (FLSA) - This policy deals with nursing mothers and providing a designated space for them. We currently abide by this and will continue to do so.

PO 7440.03 – Revised Small Unmanned Aircraft Systems - This adds language that is required to be consistent with state and federal laws.

PO 9150 – Revised School Visitors - This is updated to reflect recent changes to the sex offenders list. This revision should be put into place

Jennifer Robel, Chairperson – Transportation and Safety Committee, gave the final discipline determination recommendations from the recent due process hearings for Students C, D, E, F, G, H*

IT WAS MOVED by Trustee Halgren supported by Trustee Dalton to approve the final discipline recommendation of suspension for Student C. Motion carried by unanimous consent.

IT WAS MOVED by Trustee Halgren and supported by Trustee Dalton to approve the final discipline recommendation of permanent expulsion for 180 days for Student D. Motion carried by unanimous consent.

IT WAS MOVED by Trustee Halgren and supported by Trustee Dalton to approve the final discipline recommendation of expulsion through the end of the school year of 150 days for Student E. Motion carried by unanimous consent.

IT WAS MOVED by Trustee Halgren and supported by Trustee Dalton to approve the final discipline recommendation of expulsion through the end of the school year of 143 days for Student F. Motion carried by unanimous consent.

IT WAS MOVED by Trustee and supported by Trustee to approve the final discipline recommendation of for expulsion 60 days for Student H. Motion carried by unanimous consent.

Robert Halgren, Treasurer – Ingham School Officers Association (ISOA) Update – Trustee Halgren reported on the meeting. A copy of the minutes from the meeting are on file with the official Board meeting materials located in the Superintendent’s Office.

Robert Halgren, Chairperson - Building & Grounds Committee Update – Trustee Halgren stated he had the pleasure of meeting with Trustee Dalton and Trustee Robel and was enlightened about the plans and happenings around the district.

Superintendent's Report – Dr. Hornak shared highlights from his Superintendent's Report. A copy of the report is on file with the official Board meeting materials located in the Superintendent's Office.

Current Year Behavior and Discipline Dashboard Data:

Daily attendance percentage rate is 91%

Percent suspended vs not suspended – 97% have not been suspended.

Conducted 109 Restorative Circles.

Trained 122 employees on Youth Mental Health First Aid.

Percentage of 3 or fewer discipline logs - 94%

This data will be added to our website. It will be updated 3 or 4 times per year.

Trustee Halgren asked how we came up with 3 or fewer discipline logs. There was a committee that looked nationally, and these are the categories that are shared most.

Trustee Halgren said for him it might helpful to subdivide the categories for suspensions. We will discuss at the next Transportation and Safety Committee. Trustee Robel asked if it was broken down by race. It is not.

President Perry, Chairperson Critical Infrastructure Committee (CIC) Update. The committee met recently and discussed Phase I buildings Midway, Elliott, and Wilcox and where each of these buildings are at currently in the construction cycle.

IT WAS MOVED by Trustee Halgren and supported by Trustee Jones to approve the Horizon Design and Development Plan as presented. Motion carried by unanimous consent.

Finance Committee Update - There was a discussion on cost overruns and setting aside money from the general fund budget for the bond projects given the situation in a post COVID world. There was discussion of adding an FTE to the finance department.

WRITTEN PETITIONS AND COMMUNICATIONS

SRO Report – Deputy Megan gave an overview of her monthly SRO report. A copy of her report is on file with the official Board meeting materials located in the Superintendent's Office.

Trustee Robel asked how many of the 55 hours were spent at Main Campus – what do those hours entail? Deputy Jordan stated she typically will write reports at the high school and spend most of her time there. She does not spend time at Dimondale as it is in Eaton County. Trustee Robel stated it is in our district and she would have back-up in the area if something were to happen there. There is more space at the high

school for her to be visible. Trustee Robel asked for Deputy Jordan to consider spreading out the hours she spends in the district to be sure she is visible in all of our schools.

Wrestling Tournament Overnight/Extended Student Trip Approval* - IT WAS MOVED by Trustee Dalton and supported by Trustee Leonard to approve the wrestling trip with the stipulation they receive the requested information as the trip gets closer. Motion carried by unanimous consent.

DISTRICT DELEGATIONS AND PRESENTATIONS

Curriculum Office Update – Jessica Cotter gave the Board a presentation on the Curriculum Office updates. A copy of the presentation is on file with the official Board meeting materials located in the Superintendent's Office.

Approval of Holt Junior High Links Course* - IT WAS MOVED by Trustee Dalton and supported by Trustee Leonard to approve the Holt Junior High Links Course as presented. Motion carried by unanimous consent.

HR Report – Dr. Hornak filled in for Dr. Quinlan on the monthly HR report.

Trustee Jones asked how we are doing with postings. We currently have 21 postings.

Trustee Halgren asked when retirees need to notify the district they are retiring. There is a survey set out in January. There is new guidance from MDE making sure that all certified staff are in positions they are certified to teach. Dr. Hornak answered that there is an incentive for them to share early. However, many will submit but ask that it remain confidential until a certain date.

Letter of Agreement on Schedule B Positions* - IT WAS MOVED by Trustee Jones and supported by Trustee Halgren to approve the letter of agreement for Schedule B positions as presented. Motion carried by unanimous consent.

Office of Diversity, Equity, and Inclusion Update – Matt shared a couple points of pride and provided highlights of some data that he shared with the Board during the Committee of the Whole meeting.

He wanted to give shout-out to Lucas Schrauben regarding 25 of our students and educators attended a trades program for students of color.

Our teachers, staff and students took part in the student led PD. It was extremely well received and there were some uncomfortable conversations but also many being open to growing our learning community. The student led PD has really helped our marginalized student populations. He gave a lot of credit to the staff. There were a lot of great conversations and restored relationships. The secondary students are wanting to start a peer mentorship program with our middle school students. We are going to pilot a mentoring program at Hope Middle School. Having student reps on our building leadership teams would be a great addition.

FINANCIAL MATTERS

September/October Monthly Financial Packet – Mike went over the September/October monthly packet with the Board. A copy of the packet is on file with the official Board meeting materials located in the Superintendent’s Office.

President Perry asked if we had paid off the old energy bond. Yes. President Perry said he saw the current energy bond payment and he thought we would not pay until the project was over. Mike stated that is not true. He did hear someone say that last year, but he checked into that and it is not true. We hope the expenditures will be all completed this year. However, there is a good possibility it will not. He will check with Rick and report back to the Board.

Accept the 2021-2022 Audited Financial Statements* - IT WAS MOVED by Trustee Halgren and supported by Trustee Leonard to accept the 2021-2022 Audited Financial Statements.

Roll Call:

Perry – Yes

Dalton – Yes

Jones – Yes

Halgren – Yes

Anderson – Yes

Leonard – Yes

Robel – Abstain due to conflict of interest due to personal relationship with Maner Costerisan

Motion carried.

Food Service Equipment Purchase Approval* - Evan Robertson gave a presentation on the spend down plan for Food Service. A copy of the presentation is on file with the official Board meeting materials located in the Superintendent’s Office.

Trustee Dalton asked what happens to the equipment being replaced. He reaches out to local shelters/food kitchens to see if they would like them. Otherwise he tries to send it to auction or scrap it if it is too bad.

Evan also said we would like to move forward with free breakfast program across the district through the CEP program. Trustee Dalton asked if we could get a push out to families from building principals.

IT WAS MOVED by Trustee Dalton and supported by Trustee Halgren to approve the Food Service Equipment Purchase and spend down plan as presented up to \$464,127 pending approval from the MDE. Motion carried by unanimous consent.

OLD BUSINESS – There was no old business.

NEW BUSINESS – There was no new business.

ADJOURNMENT* - IT WAS MOVED by Trustee Halgren and supported by Trustee Robel to adjourn the meeting. Motion carried by unanimous consent. The meeting adjourned at 9:29 p.m.

Respectfully submitted,

Jessie Jones, Secretary