



Growing Together • Learning Together

NORTHMEN FOREVER

PUBLIC SCHOOLS OF PETOSKEY

Regular School Board Meeting

Thursday, July 18, 2024, 7:00 PM

Spitler Administration Building, 1130 Howard Street, Petoskey, MI 49770

Mark Ashley: Present
Jenni Attie: Present
Beth Flynn: Present
Denise Petoskey: Present
Kathy Reed: Present

1. Call to Order and Roll Call
Called to order at 7:00PM.
2. The Pledge of Allegiance
President Ashley led the Pledge of Allegiance.
3. Audience Participation
Sara Jonker, Petoskey
 - Summer School is amazing
 - Thank you to the custodial staff
 - Thank you to Becky and Dr. Leslie for the invitation to be on the interview committee
4. Resolution: Approval - Employment Recommendation(s)
Dr. Leslie recommended the following candidate(s) for approval.
 - Jodi Beatty, Director of Special Education
 - Taylor Golding, Middle School Assistant Principal
 - Jennifer Perrault, Central Elementary PrincipalMoved that the listed candidate(s) be appointed to the corresponding position(s) for the 2024-2025 school year. This motion, made by Jenni Attie and seconded by Beth Flynn, Passed.
Mark Ashley: Yea

Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

5. Resolution: Approval - Minutes

Dr. Leslie recommended the Board's approval of the minutes below.

- Regular Meeting Minutes, June 20, 2024

Moved that the written minutes be approved as recorded. This motion, made by Kathy Reed and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

6. Resolution: Approval - Warrants

Dr. Leslie recommended the Board's approval.

Moved that the warrants paid, as submitted by the administration, be approved in the amount of \$3,931,984.35. This motion, made by Jenni Attie and seconded by Kathy Reed, Passed.

Mark Ashley: Yea
Jenni Attie: Yea
Beth Flynn: Yea
Denise Petoskey: Yea
Kathy Reed: Yea
Yea: 5, Nay: 0

7. Resolution: Approval - Accept Superintendent Evaluation Report

Dr. Mike Washburn, Education consultant with Char-Em ISD, facilitated the Superintendent's evaluation on June 18, 2024. At the conclusion of that evaluation, the Board rated Dr. Leslie's job performance as "Highly Effective."

The Board extended Dr. Leslie's contract through June 30, 2027, at their Regular Meeting on June 20, 2024.

Dr. Washburn has provided an evaluation report for the Board. The report is recommended for approval.

Moved to accept the evaluation report provided by Dr. Mike Washburn. This motion, made by Kathy Reed and seconded by Beth Flynn, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

8. Resolution: Approval - Bank Authorization

It is necessary to approve an authorized signature for the various checking accounts of the school district. The banks require a Certificate of Authority which makes it necessary for the Board of Education to approve a resolution authorizing the appropriate person or people to sign checks and perform banking duties.

Moved that the Director of Finance; the School Board Treasurer; and the School Board 2nd Vice-President be authorized to perform the banking and check signing duties of the Public Schools of Petoskey for the 2024-25 fiscal year, effective immediately. This motion, made by Jenni Attie and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

9. Resolution: Approval - Delegation of Authority - Chief Election Officer

Normally, a school district's Chief Election Officer is the person who holds the office of Secretary of the School Board. However, sometimes this person is unable to perform the duties of Chief Election Officer; therefore, one or more alternates should be appointed.

Moved that the Director of Finance be delegated the authority of the school district's Chief Election Officer in instances where the Secretary of the School Board cannot fulfill the appropriate election duties. This motion, made by Kathy Reed and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

10. Resolution: Approval - Delegation of Authority - Investment of Funds

Policy 3204 allows for the investment of District funds in a way designed to emphasize safety and liquidity. Revised School Code Section 1223 lays out very specific guidelines for the Director of Finance of the allowable investment vehicles, procedures, and reporting.

Per Board Policy 3204, the board is required to annually pass a resolution delegating authority to the Director of Finance to invest surplus funds of the District and conduct the related day-to-day activities that accompany investments.

Moved to delegate the investment of District Funds to the Director of Finance, in accordance with Board Policy 3204 and Revised School Code Section 1223. This motion, made by Beth Flynn and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

11. Resolution: Approval - Designation of Depositories

Dr. Leslie recommended the Board's approval.

Moved that Citizens National Bank - Petoskey (Sinking, General, Food Service, Building/Site, Debt Service and Safety Bond Fund); Bank of Montreal (Purchase Cards); Michigan Liquid Asset Fund/PFM Asset Management LLC (Investments); Citizens National Bank - Petoskey (CD's) be designated as depositories of the school funds for the Public Schools of Petoskey for the 2024-25 fiscal year. This motion, made by Denise Petoskey and seconded by Kathy Reed, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

12. Resolution: Approval - PEA Three-Year Labor Contract

After productive negotiations, the PEA and the Board's bargaining team developed the attached proposed labor contract for the 2024-25, 2025-26 and 2026-27 school years. The PEA has ratified the proposed contract which included the following financial components:

- 3% added to each step for each year of the contract
- Eligible bargaining employees advance one (1) step on the salary schedule each year of the contract
- All employees will receive a \$2,000 off-schedule payment each year of the contract

- Addition of two contractual days

Dr. Leslie noted that there will be workgroups created to discuss:

- Schedule B responsibilities, expectations, and compensation
- Essentials
- Preschool
- Counselors' extra duty assignments

Moved to approve the three-year agreement (August 1, 2024, through July 31, 2027) with the Petoskey Education Association as attached. This motion, made by Kathy Reed and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

13. Resolution: Approval - Administrative Staff Three-year Wage Adjustments

The recommendation for administrative staff includes the following financial components which mirror those offered to the PEA. The Administrative Staff group includes Superintendent, Director of Teaching and Learning, Director of Finance, Director of Special Education, Director of Technology, Principals, Assistant Principals, Athletic Director, Maintenance Supervisor, and Assistant Technology Director. The adjustments will be for 2024-25, 2025-26, and 2026-27 years.

- 3% added to each step of the salary schedule each year
- Eligible employees will advance one step on the salary schedule each year
- Off-schedule payment of \$2,000 each year

Moved that the wages adjustments of administrative staff, which includes Superintendent, Director of Teaching and Learning, Director of Finance, Director of Special Education, Director of Technology, Principals, Assistant Principals, Athletic Director, Maintenance Supervisor, and Assistant Technology Director be adjusted as presented for the 2024-25, 2025-26 and 2026-27 years. This motion, made by Jenni Attie and seconded by Beth Flynn, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

14. Resolution: Approval - Central Office/Technology Staff Three-year Wage Adjustments
Central Office/Technology staff includes Executive Assistant to the Superintendent, Administrative Assistant/Human Resources, Administrative Assistant/Registrar, Accounts Payable, Payroll and Benefits, and Technology Support. The wage adjustments for the Central Office/Technology Staff mirror the settlement with the PEA group which includes the following financial components.

- 3% added to each step of the salary schedule each year
- Eligible employees will advance one step on the salary schedule each year
- Off-schedule payment of \$2,000 each year

Moved that the wage adjustments of Central Office/Technology Staff, which includes Executive Assistant to the Superintendent, Administrative Assistant/Human Resources, Administrative Assistant/Registrar, Accounts Payable, Payroll and Benefits, and Technology Support, be approved as presented for the 2024-25, 2025-26 and 2026-27 years. This motion, made by Beth Flynn and seconded by Denise Petoskey, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

15. Resolution: Approval - District Aides and EDUStaff Employees One-year Wage Adjustments
The wage adjustments for District aides and all EDUStaff employees mirror the settlement with the PESPA group which includes the below financial components.

- 2% added to each step on the wage schedule
- One-step advancement on the wage schedule
- One-time off-schedule payment of \$1,200

Moved that the wages of district aides and EDUStaff employees be adjusted as presented for the 2024-2025 school year. This motion, made by Kathy Reed and seconded by Jenni Attie, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

16. Educational Reports

There were no building updates.

Teaching and Learning Updates provided by Becky Smith:

- Administrator Retreat at Camp Daggett was canceled
- Therapy Dog Update
 - Four Doodles
 - Poppy - High School
 - Henry - Lincoln
 - Auggie - Central - will start in the fall of 2024
 - Bodie - Sheridan - will start in the fall of 2024
 - Two Yellow Labs - will start in the spring of 2025
 - Ace - Middle School
 - Hutch - Ottawa
 - The Pack Fund has been depleted. We are looking at options for fundraising.
- Grow Your Own
- Summer School
- Course alignment
- Leadership Academy
- Professional Development

17. Board of Education Reports

Trustee Flynn

- Interview committee
- Summer school tour

Trustee Attie

- Summer school
- Interview committee
- Thank you to Trustee Reed, Trustee Petoskey and Dr. Leslie for the time that you put into negotiations

Trustee Reed

- Summer school
- Interview committee
- Petoskey United Methodist Church's after-school childcare
 - Plan to open in the fall

Trustee Ashley

- PEF Golf Outing
 - Honored Jim Kan
 - Will fund a scholarship in his name
- Stadium looks good
- Parking lots

18. Superintendent's Report

The Superintendent provided updates on the below topics:

- After School Child Care
- Welcome to new staff members
- Turf update

- Construction update
- Tennis fundraiser
- Senior citizens will get in to sporting events for free
 - They will have to get a sports pass from the athletic department
 - For district residents only, verification required
 - 65 and over
 - Thank you for supporting our millages
- Summer school
- Out of formula explanation

19. Audience Participation

There was no audience participation.

20. Board Hearing: Grievance

A grievance was submitted on May 21, 2024, alleging a violation of the PEA Master Agreement Sections 4.2.A.1 and 4.2.A.3. The grievance proceeded through Step I and Step II. Signed paperwork was submitted on July 8, 2024, bringing the grievance to Step III. The Board Review Committee must meet within ten (10) school days or by July 22, 2024. Our Board Review Committee is a Committee of the Whole. Therefore, this grievance was brought before the Board for review.

Lisa Penberthy-Keene presented to the Board what she felt was a violation of the contract. The Board listened to her grievance and thanked her for her time.

21. Resolution: Closed Session – To Consider Material Exempt from Disclosure

Moved that the Board meet in closed session to consider material exempt from discussion or disclosure by state or federal statute as permitted in Section 8(1)(h) of the Michigan Open Meetings Act. This motion, made by Denise Petoskey and seconded by Jenni Attie, Passed.

ROLL CALL VOTE

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

The Board entered Closed Session at 8:40PM.

The Board returned to Open Session at 9:25PM.

22. Resolution: Grievance Hearing Results

Moved that the Board has carefully reviewed the May 21, 2024, grievance and the arguments both for and against sustaining the grievance and for the reasons stated below, the Board denies the grievance.

- Section 4.2.A.3. of the PEA collective bargaining agreement is clear and unambiguous - paid personal leave "will not" be granted immediately before or after a school vacation.
- The parties agreed that the exception to this standard may only be granted by the Superintendent for "extenuating circumstances".
- The Board agrees with the Superintendent that the "circumstances" presented by Grievant were not extenuating, especially since they apply to other bargaining unit employees.
- The Board also notes that Grievant, through the Association, submitted a proposal to revise Section 4.2.A.3. to support her grievance argument. The District rejected that proposal, which the Association eventually withdrew. The Grievant cannot use the grievance process to obtain what she could not through collective bargaining.

This motion, made by Kathy Reed and seconded by Beth Flynn, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0

Discussion was had about what will happen with the Behavioral Task Force for the next school year and options for cognitively impaired elementary students.

23. Adjournment

The meeting adjourned at 9:34PM.

Moved to adjourn the meeting. This motion, made by Jenni Attie and seconded by Beth Flynn, Passed.

Mark Ashley: Yea

Jenni Attie: Yea

Beth Flynn: Yea

Denise Petoskey: Yea

Kathy Reed: Yea

Yea: 5, Nay: 0