



Growing Together • Learning Together

NORTHMEN FOREVER

PUBLIC SCHOOLS OF PETOSKEY

Regular School Board Meeting

Tuesday, September 17, 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

Joe Sturm, Petoskey

- Expressed concern with Board District Goals emphasizing the dress code instead of more pressing issues
- The tech transition has been difficult
- The high school should explore a more unifying college ready curriculum

Jodi Adams, Petoskey

- Expressed concern that lunches are no longer being provided for substitute teachers
- What can we do to help substitute teachers feel welcome

Rhonda Skippergosh, parent

- Lack of communication when son was injured in a JV football game
- What is the protocol for an injured athlete
- This is not an isolated incident
- Who is going to get back with me?

4. Presentation: Building Action Plans

The building principals provided a presentation of their Building Action Plans to address the results of the Studer Survey.

5. Resolution: Approval - Minutes

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

Regular Meeting Minutes, August 15, 2024

Special Meeting Minutes, August 27, 2024

Moved that the written minutes be approved as recorded. 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

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 \$5,124,855.26. This motion, made by Denise Petoskey 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

7. Resolution: Approval - Employment Recommendation

Dr. Leslie recommended the following candidate for approval.

- Mary Bielaczyc, Elementary Interventionist

Moved that the listed candidate(s) be appointed to the corresponding position(s) for the Public Schools of Petoskey for the 2024-25 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

8. Resolution: Approval - Designation of Organizational and Regular January Meeting

Dr. Leslie recommended the Board's approval.

Moved that the Organizational and Regular January Meeting of the Board of Education for the Public Schools of Petoskey be held on Tuesday, January 14, 2025, in the Spitler Administration Building at 7:00PM. 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

9. Resolution: Approval - Set Graduation Date

Dr. Leslie recommended the Board's approval.

Moved to accept the recommendation to set the Petoskey High School graduation date as Sunday, June 1, 2025, at 7:00PM. 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 - Truck Purchase

Dr. Leslie recommended the Board's approval.

Moved to approve the truck purchase from Kring Chevrolet in the amount of \$72,730.30. 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 - July 2024 Policy Updates

Thrun Law Firm, our policyholder, updated a total of 189 policies. The updates included:

- Minor technical revisions
- Modified, clarified, updated and added language
- Modified, clarified, updated definitions
- Updated legal citations
- Added new requirements
- Updated titles
- Added new policy
- Removed policy that was repealed and replaced

Thirteen (13) of these policies contain optional language to review and adopt. The Board has requested information from Thrun Law Firm, our policyholder, regarding policy 4209, and will table that policy. They will change the language in policy 5409 from six (6) months to five (5) months. The Board noted the optional language choices, and the policies were recommended for approval as discussed.

Moved to approve the July 2024 policy revisions and optional language as discussed. 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

12. Resolution: Approval - District Goals and Strategic Plan

Discussion took place. The District Goals and Strategic Plan were recommended for approval.

Moved to approve the District Goals and Strategic Plan as presented. 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

13. Discussion: Early Graduation

The Board discussed the early graduation request, and the resolution was recommended for approval.

Moved to allow student A to graduate early at the end of the first semester of the 24/25 school year in accordance Board policy 5409. 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

14. Educational Reports

Elementary Updates provided by Jodi Schreiber:

- PBIS update
- Data and testing update
- Therapy Dog update
- Upcoming events
- Try It Tuesdays
- Homecoming events
- Parent-Teacher conferences
- Ok to Say
- PTO fundraisers

Middle School Updates provided by Jon Wilcox:

- First annual kickoff assembly
- PBIS program update
- Summer school update
- New office staff
- Immunizations update
- Hot Topics update

- Welcome Back Dance
- Field trip

High School Updates provided by Deidra Gamble:

- Scheduling update
- PBIS focus
- Polaris update
- Activities / Committee meetings

Teaching and Learning Updates provided by Becky Smith:

- Staff surveys and feedback
- Preschool update
- Both STEM teachers received a grant
- Polaris class went to Camp Daggett

15. Board of Education Reports

Trustee Flynn

- Volunteering

Trustee Attie

- Summer Learning Academy
- Tour of Polaris classroom
- Send invites to events

Trustee Petoskey

- Back to school breakfast
- Release the sturgeon

Trustee Reed

- Tour of Polaris classroom

Trustee Ashley

- Sporting events
- Shout out to OAK and TowerPinkster

16. Financial Report

Mr. Melching provided a financial update to the Board. Mr. Melching will create a document to keep track of the different needs and their costs that will now be supplied by the District.

17. Superintendent's Report

- District provided supplies
- Jody Johnson resigned

- The position is posted
- Construction update
- MacBook and iPad update
- Timelines for safety and security bids

18. Audience Participation

Joe Sturm, Petoskey

- Thank you for listening and responding to concerns
- Shout out to Mindy Horn
- NHS blood drive next month

Jodi Adams, Petoskey

- Provided school supplies are appreciated
- Internal staff cover unfilled substitute positions
- Would the district consider allowing free lunches for substitutes

Stasha Simon, Petoskey

- Thank you to Joe Sturm for speaking at this meeting
- It is very hard to talk to a student about dress codes, staff lose the connection when you have to discuss
- Everyone is doing their best with their clothing
- This affects the impoverished and females the most
- Give people grace

The Board took a short break at 9:10PM.

19. Board Hearing: Grievance

A grievance was submitted on July 2, 2024, alleging a violation of the PEA Master Agreement Section 5.3.F. The grievance proceeded through Step I and Step II. Signed paperwork was submitted on September 4, 2024, bringing the grievance to Step III. The Board Review Committee must meet within ten (10) school days or by September 18, 2024. Our Board Review Committee is a Committee of the Whole. Therefore, this grievance is being brought before the Board for review.

Adam Bedwin, Uniserv Director, introduced himself and reviewed the history of the senior teacher program in the PEA master agreement and the letter of agreement. Mr. Bedwin, Mike Wargel and Bryan Shaw fielded questions from the Board. The Board thanked them for the information.

20. Resolution: Closed Session

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 Jenni Attie and seconded by Beth Flynn, 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 into closed session at 9:37PM.

The Board returned to open session at 10:04PM.

21. Resolution: Grievance Hearing Results

Moved that

- The Board has carefully reviewed the July 12, 2024, grievance and the arguments both for and against sustaining the grievance.
- The June 26, 2023, Letter of Agreement between the Board and the Association governs the resolution of this grievance.
- The Letter of Agreement clearly identifies the adjustment payment that deducts senior teacher compensation and includes two adjustment examples to explain the deduction, including example 2 which describes Jane Doe who is similarly situated to the Grievants.
- Sections 1.1 (Agreement) and 1.2 (Preamble) state that the parties' Agreement was made pursuant to professional negotiations in accordance with Michigan law. Here, the parties collectively bargained Section 5.3, as well as the Letter of Agreement signed on June 26, 2023, to address senior teacher compensation.
- 1.7.A.1 (Grievance Procedure) limits a grievance to the alleged "violation of the express terms of this Agreement". Here, the express terms of the Agreement as further addressed through the June 26, 2023, LOA were followed.
- The Board agrees with the Superintendent that Grievants did not meet their burden of proof to establish a violation of Section 5.3. as governed by the June 26, 2023, Letter of Agreement between the Board and the Association.
- For all these reasons, the grievance is denied.

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

Board discussion took place on the below topics:

- Concerns about the dress code
 - Dr. Leslie will request the high school principal have a discussion with the Student Advisory committee.
 - He will also look into how many violations of the dress code there have been.
- A Board member inquired about eligibility for school of choice/out of district students transferring to PHS
- The Board requested an update on students that have been expelled

22. Adjournment

The meeting adjourned at 10:39PM.

Moved to adjourn the meeting. This motion, made by Denise Petoskey 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