

BOARD OF EDUCATION MEETING PACKET

June 6, 2022

7:00pm

Bates Boardroom



Our Vision:

Champion Learning –

Develop, Educate, and Inspire!

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is time for public participation during the meeting as indicated in the agenda below. Upon request to the Superintendent the District shall make reasonable accommodation for a person with disabilities to be able to participate in this meeting.

BOARD MEETING AGENDA

A. CALL TO ORDER

1. Roll Call

B. MEETING MINUTES (5/16/2022)

C. APPROVAL OF AGENDA

D. SCHOOL PRESENTATIONS

1. Retiree Recognition

E. PUBLIC PARTICIPATION (up to ~30 minutes/max 5 per person)

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent
 - a. Multigenerational Activity Millage Website & Community Forum
2. Board President
3. Student Representatives

G. CONSENT ITEMS

1. Personnel - Retirements

H. ACTION ITEMS

1. Bid Package # 26-23-06 Mechanical Installation
2. Policies – First Reading

I. DISCUSSION ITEMS

1. 2022-2023 Board Meeting Calendar
2. Multigenerational Activity Millage Committee Policy Draft Discussion
3. 2022-2023 Budget

J. PUBLIC PARTICIPATION (up to ~15 minutes/max 3 per person)

K. BOARD COMMENTS

L. INFORMATION ITEMS

1. Board Bulletin (May 15)
2. Facilities Minutes (April 28)
3. Finance Minutes (May 3)
4. Nice Job Notes (April 2022)

M. CLOSED SESSION – per MCL 15.268c

1. Negotiations

N. ADJOURNMENT

CALENDAR

*June 7 – M.A.M. Community Forum 7:00pm - via Zoom [Registration Link](#)

*June 20 – Board Meeting 7:00pm - Bates

Public Participation Policy 0167.3: Those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce his/her name and address and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting.

BOARD MEETING NOTES

JUNE 6, 2022

A. CALL TO ORDER

1. Roll Call.

B. MEETING MINUTES

Your packet includes meeting minutes from 5/16/2022.

- * An appropriate motion might be, "I move that the Board of Education approve the minutes from 5/16/2022 as presented/amended."

C. APPROVAL OF AGENDA

1. Approval of Agenda. Board policy provides that the Superintendent of Schools shall prepare an agenda for all Board meetings as directed by the President of the Board of Education.

- * An appropriate motion might be, "I move that the Board of Education approve the agenda as presented/amended."

D. SCHOOL PRESENTATIONS

1. Retirement & Recognition.

Your packet contains a list of DCS employees who have reached benchmark years of service as well as a list of those staff retiring this year. All retirees were invited to submit comments and statements from those who wrote them are included.

E. PUBLIC PARTICIPATION (full guidelines at link)

Each speaker is allotted a maximum of 5 minutes for a total of 30 minutes unless otherwise notified. At this point in the meeting, those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce his/her name and district of residence and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting nor yield their time to another speaker. The Board does not respond to comments during the meeting. Those wishing to receive a personal response from the Board or Superintendent must complete a [public comment form](#) available at the meeting entrance and on our website.

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent
 - a. [Multigenerational Activity Millage website](#) and Community Forum
2. Board President
3. Student Representatives

G. CONSENT ITEMS

1. Personnel - Retirements.

Your packet includes retirement letters from Todd Fry and Cory Bergen.

- * An appropriate motion might be, "I move that the Board of Education acknowledge the retirements of Todd Fry and Cory Bergen."

BOARD MEETING NOTES
JUNE 6, 2022

H. ACTION ITEMS

1. Bid Package #26-23-06 - Mechanical Installation.
The facilities committee met May 24, 2022 to review bids for bond construction work. Your packet includes a recommendation letter and bid tabulation.

* An appropriate motion might be: "I move that the Board of Education award contracts for *Bid Package #26, Category 26-23-06: Mechanical Installation* to W.J. O'Neil for the base bid amount not to exceed \$1,887,000, and assign contracts to Granger for management.
2. Policies - First Reading.
Your packet contains draft policies 8320 (*Personnel Files*), 8310 (*Public Records*), 3120 (*Employment of Professional Staff*) and draft bylaw 0100 (*Definitions*). All include minor changes drafted by NEOLA to bring the policies into alignment with current law. These are presented for first reading this evening.

* An appropriate motion might be, "I move that the Board of Education approve draft policies 8320 (*Personnel Files*), 8310 (*Public Records*), 3120 (*Employment of Professional Staff*) and draft bylaw 0100 (*Definitions*) for first reading as presented.

I. DISCUSSION

1. 2022-2023 Board Calendar.
Your packet includes a draft meeting calendar for the 2022-2023 school year and a blank 2022-2023 calendar for reference. This item is presented for discussion this evening and will return for action June 20th in order to be adopted prior to June 30th.
2. Multigenerational Activity Millage Committee Policy Draft.
At its June 2, 2022 meeting, the policy committee discussed an attorney-drafted Multigenerational Activity Millage Committee draft policy. Your packet includes a rough draft copy for discussion only this evening.
3. 2022-2023 Budget
Your packet includes a memo and draft 2022-2023 budget from CFO Sharon Raschke. This was discussed May 3 and June 1 by the finance committee. The public budget hearing will take place at the June 20, 2022 meeting, and the 2022-2023 budget must be adopted by June 30, 2022. This item is presented for discussion only this evening.

J. PUBLIC PARTICIPATION (up to ~ 15 minutes/max 3 per person)

Each speaker is allotted a maximum of 3 minutes for a total of 15 minutes unless otherwise notified. At this point in the meeting, those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce his/her name and district of residence and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting nor yield their time to another speaker. The Board does not respond to comments during the meeting. Those wishing to receive a personal response from the Board or Superintendent must complete a [public comment form](#) available at the meeting entrance and on our website.

BOARD MEETING NOTES
JUNE 6, 2022

K. BOARD COMMENTS

L. INFORMATION ITEMS

1. Board Bulletin (May 15, 2022)
2. Facilities Minutes (April 28, 2022)
3. Finance Minutes (May 3, 2022)
4. Nice Job Notes (April 2022)

The Superintendent has scheduled a closed session for the purpose of discussing negotiations.

- * An appropriate motion might be, "I move that the Board of Education move into closed session for the purpose of discussing negotiations following a five-minute break."

M. CLOSED SESSION - *per MCL 15.268c*

1. Negotiations

N. ADJOURNMENT

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
MAY 16, 2022**

A. CALL TO ORDER – 7:00pm

1. Roll Call

Members Present: Daniel Alabré, Brian Arnold, Elise Bruderly, Mara Greatorex, Jennifer Kangas, Dick Lundy, Melanie Szawara; Student Representatives Aidan Naughton and Griffin Patel

Members Absent: none

Administrative & Supervisory Staff: Ryan Bruder, Craig McCalla, Barb Santo, Mollie Sharrar, Christopher Timmis, Hope Vestergaard

DEA: Jessica Baese

Press: none

Guests: Betsy Schmidt, Leah Tatara, Deb Eber, Roxanne Kohler, Susan Karsch, Natalie Hanlon, Anouk Weiss, Katie See, Krista McDonough, Maureen Kline, Tracy Baker, Elizabeth Hashikawa, Kristen LInn, Emily Arbour, Danna Webber, Alexis Lamb, Evelyn Erickson, Kris Bowman, Kylie Benson, Ryan Fisher, Kelli Nowaczak, Mel Joling, Debora Featherly, Cecilia Gardner, Andrew Parker, Shannon Javis, Sheri Ackerman, Stacey Wing, Rhonda Haines, Bill Bernard, Murphy Hansen, Lee [illegible], Katie [illegible], Todd [illegible], BetsyBluhm, Wylie students and parents, Jen Warner, Meredith Nickerson, Sarah Russell.

B. MEETING MINUTES

Melanie Szawara made a motion to approve the meeting minutes from 5/2/2022 as presented. Elise Bruderly seconded the motion. **Motion Carried (unanimous).**

C. APPROVAL OF AGENDA

The agenda was amended to add a retirement to the consent agenda. Elise Bruderly made a motion to approve the agenda as amended. Daniel Alabré seconded the motion. **Motion Carried (unanimous).**

D. SCHOOL PRESENTATIONS

1. Wylie SEMIS Community Forum Presentation.

Principal Katie See and Wylie teachers Betsy Schmidt, Leah Tatara, Deb Eber, Roxanne Kohler, Susan Karssch, Natalie Hanlon, and Anouk Weiss and more than twenty Wylie students shared their work on place-based projects on elements of the Mill Creek ecosystem.

E. PUBLIC PARTICIPATION

1. Retired Secretary Stacey Wing commented on negotiations.
2. A Dexter High School student commented on negotiations.
3. Paraprofessional Jen Warner comments on negotiations.
4. Teacher Murphy Hansen commented on negotiations.
5. Teacher Meredith Nickerson commented on negotiations.
6. Teacher Sarah Russell commented on negotiations.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
MAY 16, 2022**

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent Update.

a. Dr. Timmis shared:

- The Multigenerational Activities Millage website will be live later this week: [<https://www.dexterrecmillage2022.com/>]
- Elise Bruderly has earned certified board member status from MASB.

2. Board President

Mara Greatorex said it has been a pleasure to see familiar faces (teachers) among the community members speaking up at meetings and stated how much she appreciates the significant impact those teachers and coaches have had on her own kids' lives. She noted that everyone on the board currently has children or great-grandchildren attending Dexter schools and said all the trustees know firsthand how important teachers are to the district. She said the Board and the unions have traditionally had a working relationship of mutual trust and respect and it is her goal that [the parties] continue that.

3. Student Representatives Update.

Aidan Naughton and Griffin Patel briefly summarized recent goings-on at district buildings. This was Aidan's last meeting as senior representative. President Greatorex praised Adan's contributions and thanked him for his service.

G. CONSENT ITEMS

1. Melanie Szawara made a motion that the Board of Education approve the consent items in bulk. Elise Bruderly seconded the motion. **Motion Carried (unanimous).**

- a. The Board of Education accepted the resignations of Karen Walls, Amy Yu, Molly Visel, and Laura Krinock.
- b. The Board of Education acknowledged the retirement of Lynne Gronvall.
- c. The Board of Education received the April 2022 budget report.

H. ACTION ITEMS

1. Bid Packages.

- a. Melanie Szawara made a motion that that the Board of Education award contracts for *Bid Package #26, Category 26-23-03: Rooftop Units* to TRANE for an amount not to exceed \$67,096, and assign contracts to Granger for management. Jennifer Kangas supported the motion. **Motion Carried (unanimous).**
- b. Brian Arnold made a motion that the Board of Education award contracts for *Bid Package #26, Category 26-23-04: Chiller* to TRANE for an amount not to exceed \$209,875, and assign contracts to Granger for management. Melanie Szawara supported the motion. **Motion Carried (unanimous).**

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
MAY 16, 2022**

2. Summer Learning Institute.

Elise Bruderly made a motion that the Board of Education approve the Summer Learning Institute. Melanie Szawara supported the motion. **Motion Carried (unanimous).**

3. WISD 2022-2023 Budget.

Elise Bruderly made a motion that the Board of Education adopt the attached approval resolution regarding the proposed WISD 2022-2023 budget. Brian Arnold supported the motion. **Motion Carried (unanimous).**

4. Creekside Kitchen Walk-In Evaporator & Condenser Replacement.

Melanie Szawara made a motion that the Board of Education award contracts for the Kitchen Walk-In Evaporator and Condenser Replacement to Refrigeration & Mechanical Services, Inc. for an amount not to exceed \$59,362. Brian Arnold supported the motion. **Motion Carried (unanimous).**

I. DISCUSSION ITEMS

1. Establishment of Recreation Millage Advisory Committee.

At its May 2, 2022 meeting, the Board of Education voted to place a recreation millage proposal on the August 2, 2022 ballot. If the millage passes, the Board will need to establish a Recreation Advisory Committee to create short and long term multi-generational recreation plans for the entire Dexter Community. Dr. Timmis shared advisory committee composition options based on other communities' existing recreation millage advisory committee structures. Board members asked questions and offered suggestions. The District will have their attorneys draft a policy based on legal requirements and board discussion. The policy will first be reviewed by the policy committee and will come to the full board for in-depth discussion in June.

J. PUBLIC PARTICIPATION

1. Bill Bernard commented on the multigenerational activities millage.

K. BOARD COMMENTS

1. Jennifer Kangas said she loved the Wylie presentation and noted that phosphorus is also a serious environmental concern for waterways.
2. Elise Bruderly thanked Wylie students and staff for sharing their work and said presentations like these make her wish she were a student again.
3. Dick Lundy noted that Aidan Naughton brought a new level of organization to student representative participation in Board meetings and increased the representation of all schools in the activities summary.
4. Aidan Naughton said he enjoyed his board service.
5. Brian Arnold wished Aidan luck, said he loved the SEMIS presentation, and thanked staff who spoke during public participation.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
MAY 16, 2022**

L. INFORMATION ITEMS

1. Board Bulletins (4/28/2022; 5/2/2022)

At approximately 9:10pm, Melanie Szawara made a motion that the Board of Education move into closed session for the purpose of discussing negotiations following a five-minute break. Jennifer Kangas supported the motion. **Motion Carried (unanimous).**

M. CLOSED SESSION

At approximately 10:00pm, the Board returned to open session.

N. ADJOURNMENT

At approximately 10:01pm, President Mara Greateorex adjourned the meeting.

MINUTES/hlv

Brian Arnold
Secretary
Board of Education

Ken Koenig
Interim Principal
Mill Creek Middle School
7305 Dexter Ann Arbor Rd
Dexter, MI 48130

May 27, 2022

Dear Mr. Koenig,

As of June 30, 2022, I will be retiring from my teaching position at Mill Creek Middle School and Dexter Community Schools.

I feel fortunate to have spent twenty-four of my twenty-five years in Dexter and at Mill Creek. During this time, I was privileged to have worked with many caring, compassionate, and exceptional teachers, administrators, and support staff. I will sincerely miss my colleagues, the students, and staff at Mill Creek but feel the need to venture onto other passions in life.

Sincerely,

A handwritten signature in blue ink, appearing to read "Todd Fry", with a large, stylized flourish extending from the end of the name.

Todd Fry

cc: Barb Santo, Executive Director of Human Resources

May 25, 2022

Dear Dexter School Board Members:

Please accept this letter as my official retirement from my position as a high school teacher at Dexter Community Schools. My final day of employment will be Jun 30, 2022 . After much thought, I have come to the conclusion that I need to redirect my energies to my personal and my family's needs at this stage in my life.

It is with much gratitude and a full heart that I leave the district's employ. I feel so lucky to have been blessed with such a wonderful and unexpected career in Dexter. After feeling like something was missing while embarking on a career as a corporate lawyer out East, I found what I was looking for through coaching and teaching while also raising a family right here in Dexter. I want to thank the district for providing me with a fulfilling career and an opportunity to work with so many incredible students, families, faculty and staff over the last twenty-six years.

Many thanks,

Cory L. Bergen



DEXTER COMMUNITY SCHOOLS

Craig McCalla, Principal for Operations
2704 Baker Road, Dexter, Michigan 48130
(734) 424-4100 ext. 1344 fax (734) 424-4108
mccallac@dexterschools.org

TO: Board of Education

FROM: Craig McCalla, Principal for Operations

DATE: June 02, 2022

RE: 2022 SITEWORKS Bid Package #26 - District Wide Mechanical Equipment Replacement - Installation

Bid Package #26 - Bid Category 26-23-06

The plumbing and mechanical installation for bid package 26 was due May 13th, 2022. We received three bids. Attached is the bid tabulation.

Post-bid meeting contact was made with WJ O'Neil Company to review the scope of work, bidder's proposal, and timelines. Greg Brand, from Granger Construction, was involved in the preliminary communication with WJ O'Neil Company. He reviewed the scope of work, bidder's proposal, and timeline. The committee recommends the Board approve base bid for a total of \$1,887,000.

2017 BOND PROJECT
BID PACKAGE 26 DISTRICT-WIDE MECHANICAL EQUIPMENT REPLACEMENT
BID TABULATION

BID CATEGORY: 26-23-06 Plumbing and Mechanical

PROJECT #:	1710-00
OWNER:	DEXTER COMMUNITY SCHOOLS
SITE:	DISTRICT-WIDE
DELIVERY:	CONSTRUCTION MANAGEMENT
ARCHITECT:	PETER BASSO ASSOCIATES
BID DATE:	May 13, 2022

APPARENT LOW BIDDER BID AMOUNT:	Base Bid	Remarks
WJ O'Neil Company	\$1,887,000	

[illegible]

Book	Policy Manual
Section	Vol. 36, No. 1 - September 2021
Title	Vol. 36, No. 1 - September 2021 Revised PERSONNEL FILES
Code	po8320 first reading
Status	
Adopted	March 17, 2003

8320 - **PERSONNEL FILES**

It is necessary for the orderly operation of the School District to prepare a personal information system for the retention of appropriate files bearing upon an employee's duties and responsibilities to the District and the District's responsibilities to the employee.

The Board of Education requires that sufficient records exist to ensure an employee's qualifications for the job held; compliance with Federal, State, and local benefit programs; conformance with District rules; and evidence of completed evaluations. Such records will be kept in compliance with the laws of the State of Michigan.

The District shall not disclose an employee's home address or contact information to a third party without the employee's written authorization.

The Board delegates the maintenance of an employee personal information system to the

~~(x)~~ Superintendent.

~~(-) Business Manager.~~

~~(-) Assistant Superintendent for Personnel.~~

~~(-) _____.~~

A single central file shall be maintained, and subsidiary records shall be maintained for ease in data gathering only.

~~(-) and shall be destroyed annually.~~

~~{ }~~ Only that information which pertains to the professional role of the employee and submitted by duly authorized school administrative personnel and the Board may be entered in the official record file. Employees shall provide necessary information for their personnel files. If providing the requested information is optional, employees shall be informed of their right to decline to supply the information.

Employee medical records, including, but not limited to, insurance forms, medical certifications by a physician, and requests for leave or accommodation, shall not be maintained in the employee's personnel file and shall instead be maintained in a confidential medical file.

~~{ }~~ ~~A copy of each such entry shall be given to the employee upon request.~~

~~(-) except for matters pertaining to pending litigation.~~

~~{ }~~ ~~A copying cost will be charged for each copy given to the employee at his/her request at the rate determined by the~~

An employee may review their personnel record upon written request.

~~{ } (-) The employee may periodically review their his/her file at reasonable intervals, generally not more than two (2) times in a calendar year or as otherwise provided by law or by a collective bargaining agreement.~~

Personnel wishing to review their own records shall:

A. **request access in writing;**

- B. (x-) review the record in the presence of the administrator designated to maintain said records or designee;
- C. (x-) make no alterations or additions to the record nor remove any material therefrom;
- D. (x-) sign a log attached to the file indicating date and person reviewing.

Personnel records

(x-) shall be available to Board members and school administrators as may be required in the performance of their jobs.

~~(-) shall not be available to Board members and school administrators except as may be required in the performance of their jobs.~~

~~[] The personnel files shall be reviewed annually and material no longer required shall be destroyed. (-) and no record shall be maintained of said destruction.~~

~~[]~~ Any employee who inappropriately releases information, or uses confidential information for personal reasons, will be disciplined in accordance with established policies and procedures. If an employee is approached to provide information inappropriately, the employee must refuse to release the requested information in accordance with applicable procedures or refer the requestor to the employee's immediate supervisor.

~~Personnel wishing to review their own records shall:~~

- A. ~~(-) request access in writing;~~
- B. ~~(-) review the record in the presence of the administrator designated to maintain said records or designee;~~
- C. ~~(-) make no alterations or additions to the record nor remove any material therefrom;~~
- D. ~~(-) sign a log attached to the file indicating date and person reviewing.~~

Personnel wishing to appeal material in their record as to its accuracy, completeness, relevance, or timeliness shall make a request in writing to the administrator delegated to maintain the records and specify therein:

- A. (x-) name and date;
- B. (x-) material to be appealed;
- C. (x-) reason for appeal.
- D. (-) _____.

[x-] The responsible administrator shall hear the appeal and make a determination within ninety (90) days of the appeal in accordance with law.

If the appeal does not resolve the disagreement, the employee may submit a written statement, not exceeding five (5) sheets of 8 1/2 inch by 11 inch paper, explaining the employee's position. This written statement shall be kept in the employee's file.

Records Retention

Generally, personnel files shall be maintained for the duration of the individual's employment with the District, plus six (6) years. Files maintained on employees who were cited for unprofessional conduct shall be maintained for the duration of employment plus fifty (50) years.

Medical files shall be maintained for the period during which the individual is employed by the District or receiving benefits, whichever is longer, plus seven (7) years.

Per the State of Michigan Records Retention and Disposal Schedule for Public Schools, 404A.

State of Michigan Records Retention and Disposal Schedule for Public Schools at 400A and 400B.

~~The Superintendent shall prepare administrative guidelines defining which personnel records are to be maintained and the procedures for their maintenance and review.~~

Book	Policy Manual
Section	Vol. 36, No. 1 - September 2021
Title	Vol. 36, No. 1 - September 2021 Revised PUBLIC RECORDS
Code	po8310 first reading
Status	
Adopted	March 17, 2003
Last Revised	February 16, 2010

8310 - PUBLIC RECORDS

The Board of Education recognizes its responsibility to maintain the public records of this District and to make such records available to residents of Michigan for inspection and reproduction.

The public records of this District include any writing or other means of recording or retaining meaningful content prepared, owned, used, in the possession of, or retained by the District, its Board, officers, or employees, subject to certain exemptions according to the Michigan Freedom of Information Act (FOIA). The District shall not disclose the confidential address of a student or of an employee who has provided proper notice of a participation card issued by the department of the attorney general under the address confidentiality program act.

Any person may make a written request for any public records of the District. The person may inspect, copy, or receive copies of the public record requested. The District shall respond to such requests within five (5) working days after receipt unless otherwise agreed to in accordance with the Freedom of Information Act.

An individual may purchase copies of the District's public records upon payment of a fee. No original public record may be removed from the office in which it is maintained except by a Board officer or employee in the course of the performance of his/her duties. Neither the Board nor its employees shall permit the release of the social security number of an employee, student, or other individual except as authorized by law (see Policy 8350 and AG 8350).

Option #1

~~The Board authorizes the Superintendent to provide, upon written request, enhanced i.e. immediate access to any public record which the District has stored in an electronic database and is not confidential or exempt from disclosure by State or Federal statute. Such a record may be provided by means of a computer disk provided by the requestor, electronic mail, or a modem providing the requestor has paid the fee established for such transmission.~~

Option #2

The Board chooses not to provide for enhanced access to any of its public records.

{END OF OPTIONS}

~~[X-]~~ The Board has determined that personal and confidential information provided to and retained by the District on parents, students, staff and others will be considered exempt from disclosure pursuant to a Freedom of Information Act request, unless advised specifically by the District's legal counsel that the particular information must be released. Such personal and confidential information shall include home addresses, telephone numbers, e-mail addresses, ~~or~~ website pages, or social media (e.g. My Space, Facebook), except as they are specifically related to the operation of the schools, or specifically authorized for release by the individual, or the parent/guardian if the individual is a minor.

Nothing in this policy shall be construed as preventing a Board member from inspecting in the performance of his/her official duties any record of this District, except student records and certain portions of personnel records.

The Superintendent is authorized to dispose of correspondence on a daily basis including those transmitted by means of voice mail or E-mail, providing the message does not alter existing District records.

The Superintendent is responsible for transmission of data contained in the single record student data base established by the Michigan Department of Education. Such transmission shall be in accordance with procedures established by the

Washtenaw ~~Intermediate School District~~ and the Center for Educational Performance and Information (CEPI).

The Superintendent shall establish administrative guidelines to ensure proper compliance with the intent of this policy and the Freedom of Information Act.

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Legal

M.C.L. 15.231 et seq.

M.C.L. 445.81 et seq.

Michigan Federation of Teachers v. University of Michigan, 481 Mich. 657 (2008)

Book	Policy Manual
Section	Vol. 36, No. 1 - September 2021
Title	Vol. 36, No. 1 - September 2021 Revised EMPLOYMENT OF PROFESSIONAL STAFF
Code	po3120 first reading
Status	
Adopted	March 17, 2003
Last Revised	February 24, 2020

3120 - **EMPLOYMENT OF PROFESSIONAL STAFF**

The Board of Education recognizes that it is vital to the successful operation of the District that positions created by the Board be filled with highly-qualified and competent personnel. ~~Further, pursuant to the Administrative Rules Governing the Certification of Michigan Teachers, the~~ The Board requires that anyone employed as a professional staff member with instructional responsibilities in an elementary or secondary school in this District hold a certificate, permit, or vocational authorization valid for the positions to which s/he is assigned, ~~and that the individual meets the established criteria to be highly qualified in his/her assignment.~~

The Board shall approve the employment, and also, when not covered by the terms of a negotiated, collectively-bargained agreement, fix the compensation, and establish the term of employment for each professional staff member employed by the Board.

Individuals employed in the following categories shall be considered members of the professional staff:

- A. ☒ Teachers
- B. ☒ School Psychologists
- C. ☒ Social Workers
- D. ☒ Speech Pathologists
- E. ☒ Occupational Therapists
- F. ☒ Physical Therapists
- G. ☒ Instructional Coaches
- H. ☒ Graduation Coaches
- I. ☒ School Counselors

All professional staff are subject to a criminal history record check. See Policy 3121.

☒ Such approval shall be given only to those candidates for employment recommended by the Superintendent.

~~☐ Such approval shall be given only to those candidates for employment chosen by the Board from a group selected by the Superintendent.~~

~~☐ When any recommended candidate has been rejected by the Board, the Superintendent shall make a substitute recommendation.~~

~~☐ All applications for employment shall be referred to the _____.~~

Relatives of Board members may be employed by the Board, provided the Board member does not participate in any way in the discussion or vote on the employment when a conflict of interest is involved.

☒ Relatives of staff members may be employed by the Board, provided the staff member being employed is not placed in a position in which s/he would be supervised directly by the relative staff member.

~~☐ The Board will not employ (but may reemploy) the~~

~~(-) children, siblings, spouse, parents, in-laws, or bona fide dependents (IRS criteria) of a Board member;~~
~~(-) children, siblings, spouse, parents, in-laws, or bona fide dependents (IRS criteria) of a regular full-time professional staff member.~~

[x-] Applications for employment will not be accepted from any current District Board member. If a Board member wishes to apply for a position, his/her resignation must be accepted by the Board prior to submitting an application.

[x-] Any professional staff member's intentional misstatement of fact or omission material to his/her qualifications for employment or the determination of salary shall be considered by this Board to constitute grounds for dismissal.

[x-] The temporary employment of professional staff members prior to approval by the Board is authorized when their employment is required to maintain continuity in the educational program. Employment shall be recommended to the Board at the next regular meeting.

[x-] No candidate for employment to the professional staff as a nonadministrator shall receive recommendation for such employment without having proffered visual evidence of proper certification or that application for such certification is in process, except **as otherwise permitted by law, under the following circumstances:**

- A. ~~The Superintendent may employ noncertificated, nonendorsed teachers to teach, in grades 9-12, a course in computer science, foreign language, mathematics, biology, chemistry, engineering, physics, robotics, or any other course approved by the State Board, providing they meet all of the conditions established by law and by the Superintendent.~~
- B. ~~The Superintendent may also employ a teacher without a valid teaching certificate as a substitute teacher, on a day-to-day basis, if the person has at least sixty (60) semester hours of college credit or an associate degree from a college, university or community college and, for substitute teaching in grades 9 to 12, or for a full school year if the person has met all other conditions established by law and by the Superintendent.~~
- C. ~~The Superintendent may hire an individual who does not hold a valid teaching certificate to serve in a counseling, social worker or speech pathologist role provided s/he meets all the requirements established by law. Policy 3120 and Policy 3121 shall apply with respect to that individual in the same manner required for employing a person with a teaching certificate.~~
- D. ~~The Superintendent may employ noncertificated teachers to teach in an industrial technology education program or career and technical education program providing they meet all of the conditions established by law and by the Superintendent.~~

Prior to hiring an applicant, the Superintendent shall obtain from the applicant a signed Consent to Obtain Records (Form 3120 F2) and shall obtain from the applicant's current or immediately-previous employer any records, including the applicant's personnel file relating to unprofessional conduct in which the applicant engaged. Any such records are to be reviewed prior to a recommendation for employment and may be disclosed to those individuals directly involved in evaluating the applicant's qualifications.

The Superintendent shall prepare administrative guidelines for the recruitment and selection of all professional staff.

~~REQUIREMENTS FOR HIGHLY QUALIFIED STATUS~~

~~Pursuant to State law, "Highly Qualified" means:~~

- A. ~~full State certification as a teacher or passed State teacher licensing exam and holds current license to teach; certification or license requirements may not be waived on emergency, temporary, or provisional basis;~~
- B. ~~for elementary teachers new to the profession, this also requires:~~
 - 1. ~~at least a bachelor's degree;~~
 - 2. ~~passing a rigorous State test on subject knowledge and teaching skills in reading, writing, math, and other areas of elementary curriculum (State certification test may suffice);~~
- C. ~~for secondary or middle school teachers new to the profession this also requires:~~
 - 1. ~~at least a bachelor's degree, and~~
 - 2. ~~passing a rigorous State test in each of the subject areas s/he will teach (State certification test may suffice); or~~
 - 3. ~~for each academic subject taught, having an academic major, course work equivalent to an undergraduate major, a graduate degree, or advanced certification or credentialing;~~
- D. ~~for elementary, middle, or secondary school teachers with prior experience, this also requires:~~
 - 1. ~~at least a bachelor's degree, and~~
 - 2. ~~meets standards for new teachers (above); or~~
 - 3. ~~demonstrates competence in all academic subjects s/he teaches based on a uniform State standard of evaluation (standard for academic subject matter and teaching skills set by the State).~~

REQUIREMENTS FOR TEACHERS IN DISTRICT RECEIVING TITLE I FUNDING

All teachers hired for a Title I supported program or a core subject area must be "highly qualified."

~~As a condition of employment, all newly hired teachers in a Title I supported program or in core subject areas shall be required to submit documentation that they are "highly qualified" as described above.~~
~~As designated by Federal law, core subject areas shall include the following: English, reading or language arts, science (which includes physics, chemistry, biology, earth science, and physical science), mathematics, arts (which includes instrumental music, vocal music, visual arts, dance, and drama/theater), foreign languages, government and civics, history, economics and geography.~~
~~The Superintendent shall prepare a plan that will result in all teachers who are employed in professional staff positions with instructional responsibilities in Title I supported programs and/or core subject areas to be highly qualified by a date specific, and the Superintendent shall show annual progress towards meeting these teacher qualification requirements.~~

M.C.L. 380.1229 – 1231, 380.1233, 380.1233b, 380.1237, 380.1531d, 380.623

~~20 U.S.C. 6319 & 7801~~

R 390.1105

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Legal	M.C.L. 380.1229 – 1231, 380.1233, 380.1233b, 380.1237, 380.1531d, 380.623
	R 390.1105

Book	Policy Manual
Section	Vol. 36, No. 1 - September 2021
Title	Vol. 36, No. 1 - September 2021 Revised DEFINITIONS
Code	po0100 first reading
Status	
Adopted	March 17, 2003
Last Revised	February 10, 2020

0100 - **DEFINITIONS**

Whenever the following items are used in these (~~x~~) bylaws and policies (~~bylaws~~), policies and administrative guidelines, they shall have the meaning set forth below:

Administrative Guideline

A statement, based on policy, usually written, which outlines and/or describes the means by which a policy should be implemented and which provides for the management cycle of planning, action, and assessment or evaluation.

Agreement

A collectively negotiated contract with a recognized bargaining unit.

Apps and Services

Apps and services are software (i.e., computer programs) that support the interaction of personal communication devices (as defined in Bylaw 0100) over a network, or client-server applications in which the user interface runs in a web browser. Apps and services are used to communicate/transfer information/data that allow students to perform actions/tasks that assist them in attaining educational achievement goals/objectives, enable staff to monitor and assess their students' progress, and allow staff to perform other tasks related to their employment. Apps and services also are used to facilitate communication to, from and among and between, staff, students, and parents, Board members and/or other stakeholders and members of the community.

Board

The Board of Education.

Bylaw

Rule of the Board for its own governance.

Classified or Support Employee

An employee who provides support to the District's program and whose position does not require a professional certificate.

District

The School District.

Due Process

Procedural due process requires prior knowledge (a posted discipline code), notice of offense (accusation), and the opportunity to respond.

Procedural due process may require consideration of statutorily mandated factors, right to counsel and/or confrontation or cross examination of witnesses, depending upon the situation.

Family Member

"Family member" means a person's spouse or spouse's sibling or child; a person's sibling or sibling's spouse or child; a person's child or child's spouse; or a person's parent or parent's spouse, and includes these relationships as created by adoption or marriage. (See Bylaw 0144.3)

Full Board

Authorized number of voting members entitled to govern the District.

Information Resources

The Board defines Information Resources to include any data/information in electronic, audio-visual or physical form, or any hardware or software that makes possible the storage and use of data/information. This definition includes but is not limited to electronic mail, voice mail, social media, text messages, databases, CD-ROMs/DVDs, web sites, motion picture film, recorded magnetic media, photographs, digitized information, or microfilm. This also includes any equipment, computer facilities, or online services used in accessing, storing, transmitting or retrieving electronic communications.

May

This word is used when an action by the Board or its designee is permitted but not required.

Meeting

Any gathering which is attended by or open to all of the members of the Board, held with the intent on the part of the members of the body present to discuss or act as a unit upon the specific public business of that body.

Parent

The natural or adoptive parents or individuals with a valid power of attorney for the care and custody of the student for purposes other than educational placement. Parent also refers to any individual appointed by the State or court as a legal guardian or custodian for the student. Both parents will have equal access to records and rights regarding the student's education absent a court order restricting such rights.

Personal Communication Devices

Personal communication devices ("PCDs") include computers, laptops, tablets, e-readers, cellular/mobile phones, smartphones, () telephone paging devices (e.g., beepers or pagers), () and/or other web-enabled devices of any type.

Policy

A general, written statement by the governing Board which defines its expectations or position on a particular matter and authorizes appropriate action that must or may be taken to establish and/or maintain those expectations.

President

The chief executive officer of the Board of Education. (See Bylaw 0171.1)

Principal

The educational leader and head administrator of one (1) or more District schools or programs, as designated by the Board of Education. The Principal must hold an appropriate school administrator certificate or permit. The Principal is responsible for the supervision of the school or program consistent with Board policy and directives of the Superintendent and may delegate responsibility to subordinates as appropriate.

Professional Staff Member

An employee who implements or supervises one (1) or more aspects of the District's program and whose position requires a professional credential from the State.

Relative

The mother, father, sister, brother, spouse, parent of spouse, child, grandparents, grandchild, or dependent in the immediate household as defined in the negotiated, collectively-bargained agreement.

Secretary

The chief clerk of the Board of Education. (See Bylaw 0171.3)

Shall

This word is used when an action by the Board or its designee is required. (The word "will" or "must" also signifies a required action.)

Social Media

Social media are online platforms where users engage one another and/or share information and ideas through text, video, or pictures. Social media consists of any form of online publication or presence that allows interactive communication, including, but not limited to, text messaging, instant messaging, websites, web logs ("blogs"), wikis, online forums (e.g., chat rooms), virtual worlds, and social networks. Examples of social media include, but are not limited to, Facebook, Facebook Messenger, Google Hangouts, Twitter, LinkedIn, YouTube, Flickr, Instagram, Pinterest, Skype, and Facetime. Social media does not include sending or receiving e-mail through the use of District-issued e-mail accounts. Apps and web services shall not be considered social media unless they are listed on the District's website as District-approved social media platforms/sites.

Student

A person who is officially enrolled in a school or program of the District.

Superintendent

The chief executive officer of the School District responsible to supervise all programs and staff of the District and to implement Board policy and follow Board directives. Consistent with Board policies and directives, the Superintendent must hold an appropriate school administrator certificate or permit. Consistent with Board policies and directives, the Superintendent may delegate responsibility to subordinates as appropriate.

Technology Resources

The Board defines Technology Resources to include computers, laptops, tablets, e-readers, cellular/mobile telephones, smartphones, web-enabled devices, video and/or audio recording equipment, projectors, software and operating systems that work on any device, copy machines, printers and scanners, information storage devices (including mobile/portable storage devices such as external hard drives, CDs/DVDs, USB thumb drives and memory chips), the computer network, Internet connection, and online educational services and apps.

Treasurer

The chief financial officer of the District. (See Bylaw 0171.4)

Vice-President

The Vice-President of the Board of Education. (See Bylaw 0171.2)

Voting

A vote at a meeting of the Board of Education. Except to accommodate the absence of any member of the Board due to military duty or for any other purpose permitted by law, Board members must be physically present to have their vote officially recorded in the Board minutes. ~~(-) [OPTIONAL LANGUAGE] unless the Board member has notified the Board President prior to the meeting that s/he must participate remotely and the Board President approves remote participation by the Board member.~~

Citations to Michigan Compiled Laws (M.C.L.) are shown as M.C.L. followed by the Section Number (e.g., M.C.L. 380.1438). Citations to the Michigan Administrative Code are prefaced A.C. Rule (e.g., A.C. Rule R380.221). Citations to the Federal Register are noted as FR, to the Code of Federal Regulations as C.F.R., and to the United States Code as U.S.C.



DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION

Bates School, 2704 Baker Road, Dexter, Michigan 48130
(734) 424-4100 fax (734) 424-4111
www.dexterschools.org

2022-2023 Meeting Schedule

Guidelines for public participation are on the [Board of Education website](#). Upon request to the Superintendent, the District shall make reasonable accommodation for a person with disabilities to be able to participate in meetings.

All meetings are held at the Bates School Board Room at 7:00 PM unless otherwise noted.

<u>DAY</u>	<u>DATE</u>	<u>HOLIDAYS / NO SCHOOL DAYS</u>
Monday	July 18, 2022	Business Meeting
Monday	August 8	
Monday	August 22	Labor Day = Sept. 5
Monday	September 12	
Monday	September 26	
Monday	October 10	
Monday	October 24	
Monday	November 7	
Monday	December 5	Winter Break = Dec. 23 – Jan 6
Monday	December 19	
Monday	January 30	sometimes January and Feb are just one meeting
Monday	February 6 or 13	
Monday	February 27	workshop
Monday	March 6	
Monday	March 20	Spring Break March 27 – 31
Monday	April 10	
Monday	May 8	
Monday	May 22	Memorial Day = May 29
Monday	June 12	
Monday	June 26	

Note: Additional Board of Education workshop(s) and special meetings may be set during the year and will be posted prior to meetings. **Meetings scheduled after the calendar adoption are indicated by bold print.**

2023

March							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
		1	2	3	4	5	
6	7	8	9	10	11	12	
13	14	15	16	17	18	19	
20	21	22	23	24	25	26	
27	28	29	30	31			

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

September							
Sun	Mon	Tue	Wed	Thu	Fri	Sat	
				1	2	3	
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29	30		

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

September						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

1_____ - **Multigenerational Activity Millage Committee (Recreational Millage)**

Pursuant to and in compliance with Bylaw 0155, the Board of Education shall establish a Multigenerational Activity Millage Committee (Recreational Millage) to operate during the duration of any Recreation and Playground millage authorized by the qualified electors of the District pursuant to Act 156, Public Acts of Michigan, 1917.

The Multigenerational Activity Millage Committee shall meet at least 4 times per year and the responsibilities of the Multigenerational Activity Millage Committee shall include: preparation and recommendation to the full Board of an annual recreational millage budget; short and long-term recreation program planning and operations of a system of public recreation and playgrounds.

The Multigenerational Activity Millage Committee shall be comprised of at least nine (9) and not more than sixteen (16) representatives the District and from various stakeholders in the District community. All members shall be formally appointed by the Board prior to serving on the Committee.

The Multigenerational Activity Millage Committee shall be comprised of the following District and community members:

- District Superintendent (Ex-Officio)
- District Chief Financial Officer (Ex-Officio)
- District Community Education Director (Ex-Officio)
- One (1) Board representative
- One (1) District Student Representative
- Two (2) Dexter Senior Center Representatives
- One (1) Representative from the Dexter Community Fund
- Four (4) to Eight (8) Dexter Residents who represent the following:
 - Fine Arts
 - Adult Recreation and Enrichment
 - Youth Recreation and Enrichment
 - General Community Interests

Members of the Multigenerational Activity Millage Committee that are not District representatives shall serve three (3) year terms, unless the Board determines that a lesser term is appropriate and in the best interests of the District, provided that the District Student Representative shall serve a two (2) year term. The terms of initial Committee members may be staggered from one (1) to three (3) years to allow for future continuity of the Committee.

Board Discussion Language Needed: Need to define "Ex-Officio" and "Quorum" in the policy????

Should the voters approve the Multigenerational Activity Millage, the Board will provide a public notice for a minimum of 14 days for interested district residents to apply to serve on the initial Multigenerational Activity Millage Committee. **Board discussion about the process for selection of Board Rep, Senior Center Rep, Dexter Community Fund Rep, and Steps for appointing a full committee.**

When vacancies occur, a public notice will be provided for a minimum of 14 days for interested district residents to apply. After the application period, the Committee shall recommend a replacement member(s) from within the applicants representing the stakeholder community affected by the vacancy, which recommendation shall be approved by the Board at its earliest convenience.

The Multigenerational Activity Millage Committee must comply with the Open Meetings provisions in Bylaws 0168.1 and 0168.2, and Public Participation provisions in Bylaw 0167.3.

39216852.1/022912.00003

TO: Board of Education

FROM: Sharon Raschke, CFO

DATE: June 6, 2022

RE: 2022-23 Budget Discussion

Included in your packet is the 2022-23 budget for discussion. The budget process included:

May 3, 2022 - The Superintendent presented preliminary budget parameters and budget scenario for the 2022-23 budget to the Finance Committee.

June 1, 2022 - The Finance Committee discussed the draft budget and alternative scenarios. The Finance Committee authorized the 2022-23 budget carrying forward existing programs be taken to the Board of Education for discussion.

The key parameters included are:

- State Foundation allowance \$9,135, a \$435 increase from 2021-22
- Other State categorical funding (non-COVID) continued at 2021-22 amounts
- Student count 3,522, a 105 student increase
- Wage changes of 1% on all employee groups. All bargaining contracts expire June 30, 2022 and in negotiations at the time of preparation of the budget
- Employee level and step increases included
- The employer contribution towards health benefits increased 1.3% based on the 2022 increase under PA 152
- MPSERS Retirement Rate 43.52% per ORS communication and our specific staff retirement elections (including the UAAL rate currently subsidized with a State categorical funding)
- No Academic staff increase is included at this time

Several major variables were not fully known at the time of budget preparation. Contract settlements will impact the budget to the extent settlements differ from the carry-forward assumptions. Federal and State ESSER COVID relief funding and associated expenses are included. Summer school expenses authorized not to exceed \$300,000 are not included. Differences in student count, state foundation, and state categorical grants will also have a large impact.

Recognize that we have prepared this budget in order to meet our obligation in good faith. Further information and decisions will continue to be made both before and after the budget hearing and budget adoption. We will end this year and start next year with a budget that will not reflect all known data. The November revision to the budget will be the real operating plan for the year. The budget for 2022-23 must be adopted by June 30, 2022.

**Dexter Community Schools
General Fund
Long Range Trend**

	2020-21 actual	2021-22 budget (November)	2022-23 June Budget	2023-24 trend	2024-25 trend	2025-26 trend	2026-27 trend
Revenue	46,114,251	49,413,439	48,144,329	48,590,148	49,403,710	50,934,114	52,392,153
Expense	44,387,472	48,684,306	48,407,869	49,606,227	51,138,203	52,318,213	53,642,589
Revenue over (under) expense	1,726,779	729,133	(263,540)	(1,016,079)	(1,734,493)	(1,384,098)	(1,250,435)
Fund Balance planned adjustment	-	-	-	-	-	-	-
Operational Revenue over (under) expense	1,726,779	729,133	(263,540)	(1,016,079)	(1,734,493)	(1,384,098)	(1,250,435)
FUND BALANCE							
Non-spendable-Prepaid Expenditures	61,001	61,001	61,001	61,001	61,001	61,001	61,001
Committed-Facilities	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Committed-Athletic Facilities	950,000	950,000	950,000	950,000	950,000	950,000	950,000
Committed-Health Benefit Claims	-	-	-	-	-	-	-
Committed-Instructional Equipment	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Committed-New Programs Implementation	2,400,000	2,400,000	2,400,000	2,400,000	2,400,000	2,400,000	2,400,000
Committed-New Programs Startup Costs	300,490	300,490	300,490	300,490	300,490	300,490	300,490
Committed-Performing Arts Equipment	150,000	150,000	150,000	150,000	150,000	150,000	150,000
Committed-Retirement/Severance	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Committed-Supply Carryover	314,162	314,162	314,162	314,162	314,162	314,162	314,162
Committed-Employee Off Schedule Payment	-	-	-	-	-	-	-
Committed-Technology	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000	1,500,000
Committed-Textbooks	-	-	-	-	-	-	-
Assigned for Subsequent year expenditures	653,524	653,524	653,524	653,524	653,524	653,524	653,524
Unassigned	2,251,960	2,981,093	2,717,554	1,701,475	(33,018)	(1,417,116)	(2,667,551)
TOTAL FUND BALANCE	11,581,137	12,310,271	12,046,731	11,030,652	9,296,159	7,912,061	6,661,626
%	26.1%	25.3%	24.9%	22.2%	18.2%	15.1%	12.4%
Unassigned	2,251,960	2,981,093	2,717,554	1,701,475	(33,018)	(1,417,116)	(2,667,551)
%	5.1%	6.1%	5.6%	3.4%	-0.1%	-2.7%	-5.0%
STATE FUNDING							
State per pupil foundation	\$ 8,328	\$ 8,700	\$ 9,135	\$ 9,363	\$ 9,551	\$ 9,742	\$ 9,936
State per pupil foundation change (\$)	\$ -	\$ 372	\$ 435	\$ 228	\$ 187	\$ 191	\$ 195
Effective per pupil change							
STUDENT ENROLLMENT							
New student additions (general ed & special ed FTE)	(54.72)	(155.98)	105.00	105.00	25.00	25.00	25.00
Student Enrollment (October)	3,573.28	3,417.30	3,522.30	3,627.30	3,652.30	3,677.30	3,702.30
PROJECTION ASSUMPTIONS							
Academic staff (FTE)	248.50	262.30	-	-	-	-	-
Increase support staff (FTE)	-	-	-	-	-	-	-
Salary/Wage DEA change (%)	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
State Blended Count Method	superblend	10%/90%	10%/90%	10%/90%	10%/90%	10%/90%	10%/90%
MPERS Retirement Rate	42.83%	43.40%	43.52%	43.64%	43.76%	43.88%	44.00%
FICA Employer Tax Rate	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%	7.65%
District Insurance Cost change	3.00%	3.00%	1.30%	3.00%	3.00%	3.00%	3.00%
WISD Special Education Reimbursement	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Indirect Cost Rate to Self-supporting Programs	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%	10.00%
Inflation (discretionary)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

SCHOOL PRESENTATIONS

Wylie SEMIS Community Forum Presentation

Students from several Wylie Elementary classes presented both virtually and in person at the SEMIS Community Forum the week of May 16th. Wylie Elementary has partnered with SEMIS for the past several years to provide resources and opportunities for teachers integrating place-based learning in the classroom.

Deb Eber, Natalie Hanlon, Susan Karsch, Betsy Schmidt, Leah Tataara, and Anouk Weiss are among the teachers whose students have been studying the ecosystems and wildlife of Dexter, and specifically Mill Creek, this past year. Using posters, slideshows, podcasts, a “fishbowl” discussion group, and even a student-composed song, 3rd and 4th graders presented their research and observations to Trustees in preparation for their presentations at the Community Forum. Topics included the importance of beavers in our local environment, how de-icing salt affects the water supply, the impact of pollution on storm drains, raising and releasing brown trout in cold water rivers, and taking pride in our community by keeping it trash-free. Watch the [meeting video](#) to enjoy these engaging student presentations. Several Wylie Elementary student presentations are also available on the SEMIS website at <https://semiscoalition.org/gallery/>.

FIRST OPPORTUNITY FOR PUBLIC PARTICIPATION

A retired secretary, a current student, a current paraprofessional, and three teachers commented on negotiations.

ADMINISTRATIVE & BOARD UPDATES

Superintendent Update

The Multigenerational Activities Millage informational [website](#) will go live Tuesday, May 17th featuring an overview of the proposed millage, voter information, and a FAQ’s section. Superintendent Dr. Chris Timmis shared that a community forum to garner public feedback will be held on Tuesday, June 7, 2022 at 7:00 p.m. via Zoom. To register for the forum, please visit <https://us02web.zoom.us/meeting/register/tZwkd-GvrTkiEt0tLDdySC3C-L84RI-A2sD6>.

Dr. Timmis recognized Board Vice President Elise Bruderly for being named a Certified Board Member through the Michigan Association of School Boards (MASB). To receive this designation, a Trustee must complete nine 100-level courses developed as a core curriculum for board members to gain a better understanding of all aspects of their position.

In closing, Dr. Timmis thanked teachers and staff for everything they do for Dexter kids and our community.

Board President Update

Board President Mara Greatorex expressed her pleasure in seeing so many teachers and staff in attendance, sharing that many are people who have made a huge impact on her kids' education and athletic careers. Greatorex noted that all Trustees on the Board have kids (or great-grandkids) in the District, and they know how much teachers give to Dexter students. She said the Board intends to come up with a package that will show teachers how much we value them, in words as well as with compensation.

Student Representative Update

This meeting marks senior Aidan Naughton's last as a student representative. Naughton reported that students at Beacon recently witnessed eggs hatching into chicks, Anchor students are learning about the importance of worms in composting, and Wylie will host a Water Walkers event for the community on June 3. Also, Mr. Glynn at Anchor Elementary is once again offering a walk/run club for DEEC students before school.

Junior Griffin Patel shared that 6th graders recently participated in portable pond naturalist activity, and Creekside choir, band and orchestra concerts will be held this month. Mill Creek 8th graders recently returned from their trip to Washington DC, and 7th graders were one again able to attend a 7th grade lock-in. At DHS, a very successful prom was held this past weekend, sophomores and juniors will be inducted into NHS this week, and 8th grade move-up is scheduled.

Trustees expressed their gratitude to Naughton for his service to the Board.

CONSENT ITEMS

The evening's consent items were approved in bulk, including the April Budget Report and letters of resignation from Karen Walls (DHS), Amy Yu (Wylie) & Molly Visel (DHS). The Board also acknowledged Lynn Gronvall's retirement.

ACTION ITEMS**Bid Packages**

Bid packages for rooftop units (amount not to exceed \$67,096) and a chiller (amount not to exceed \$207,875), both to be awarded to TRANE, were unanimously approved.

Summer Learning Institute

The proposal for a summer reading and math targeted learning support program (Summer Learning Institute or SLI) for students currently completing kindergarten through fifth grade was presented and discussed at the May 2, 2022 meeting. Following a short discussion regarding the assessment process and the amended budget, the proposal was unanimously approved.

WISD 2022-2023 Budget

After a short presentation and discussion, Trustees adopted the approval resolution regarding the proposed WISD 2022-2023 budget.

Creekside Kitchen Walk-In Evaporator & Condenser Replacement

The evening's board packet included a recommendation letter and bid tabulation from Food & Nutrition Director Jennifer Mattison regarding the purchase of a Kitchen Walk-In Evaporator and Condenser Replacement. During the pandemic, Food & Nutrition built up a small reserve which must be spent on needed improvements. This proposal is a good use of the funds, and will be paid from the Food & Nutrition Fund Balance. The Board approved awarding the contracts to Refrigeration & Mechanical Services, Inc. for an amount not to exceed \$59,362."

DISCUSSION ITEMS

Establishment of Multigenerational Activities Millage Advisory Committee

Dr. Timmis began the discussion by sharing information gathered so far regarding ways other communities with recreation millages (Saline, East Grand Rapids, Alpena) have approached the advisory committee process. Suggestions for the committee included Board appointment of 9-15 members with staggered terms. The committee should include the DCS Superintendent, CFO, Community Education Director, a BOE Trustee, representatives from the Dexter Senior Center, Dexter Community Fund and 4-8 residents serving fine arts, youth recreation, adult recreation and the community at large. Trustees discussed committee composition and balance, diversity, and student representation.

SECOND OPPORTUNITY FOR PUBLIC PARTICIPATION

A community member commented on the Community Education summer offerings for students and the rec millage.

BOARD COMMENTS

Jennifer Kangas shared her excitement about the earlier student presentations, and thanked teachers and staff for attending the meeting.

Elise Bruderly also thanked Wylie students for their exciting and well-prepared presentation.

Dick Lundy expressed his appreciation for Aidan Naughton's service to the Board, saying he came aboard during a difficult time but brought more to the position than has been demonstrated in the past. Naughton responded that the experience has been great and he's learned a lot.

Brian Arnold wished Naughton good luck and thanked him for his service. Arnold also complimented the Wylie student presentation, calling it impressive. He thanked the community members who spoke on the negotiations, saying their words are not falling on deaf ears and he shares their desire to see them properly valued.

INFORMATION ITEMS

Board Bulletins - [April 25 & May 2](#) (pp. 93-100)

CLOSED SESSION

The Board moved into closed session to discuss negotiations at approximately 9:10 p.m.

Facilities Committee Minutes

Date: Tuesday, May 24, 2022
Project: Dexter Community Schools – 2017 Bond Update
Location: Bates School
Time: 8:00am

Attendees:

Board Committee Members: Dick Lundy, Jennifer Kangas, Mara Greatorex
Staff Committee Members: Craig McCalla, Sharon Raschke, Chris Timmis, Brian Schuler
Community Committee Members:
Others Present: Barbara Reed, Greg Brand

A. Call to Order: Meeting was called at 8:09am

B. Approve Agenda:

- a. Motion - Moved by Jennifer Kangas. Second by Dick Lundy. Passed, unanimous.

C. Approve Minutes:

- a. Motion - Moved by Mara Greatorex. Second by Dick Lundy. Passed, unanimous.

D. Public Participation: No participation

E. Action/Discussion:

- a. Review Bid for Mechanical Installation - Bid # 26-23-06
- b. Possible recommendation to the board - Dick - Make a motion that the facility committee recommend the board approve the installation bid to W.J. O'Neil for \$1,887,000 plus contingency of 15% for \$2,170,050 and assigned to Granger for management. Moved by Dick Lundy. Second by Mara Greatorex. Passed, unanimous.

F. Public Participation: Barbara Reed commented

G. Adjournment: Adjourned at 8:26 am

Facilities Committee Minutes

Date: Friday, April 28, 2022
Project: Dexter Community Schools – 2017 Bond Update
Location: Bates School
Time: 12:00pm

Attendees:

Board Members: Dick Lundy, Mara Greateorex, Jennifer Kangas
Facility Committee Members: Jerry Brand, Ron Darr
DCS Staff: Chris Timmis, Craig McCalla
Community Members:

A. Call to Order: Called to order at 12:04

B. Approve Agenda:

- a. Motion - Moved by Jerry Brand. Second by Jennifer Kangas. Passed, unanimous.

C. Approve Minutes:

- a. Motion - Moved by Jennifer Kangas. Second by Jerry Brand. Passed, unanimous.

D. Public Participation: NA

E. Action/Discussion:

- a. Bond Projects - Review Bid Proposals
- b. Bond Projects - Review Monies for Series 1 Bond Work
- c. Discussion -
- d. Action - Possible approval of bid proposals
 - i. Recommend the board approve from remaining Series 1 bond monies asphalt bids for Alternate #2, 5, and 7 to Nagel Paving Inc. not to exceed a total asphalt project cost of \$1,063,934 (including the asphalt base bid approved at the March 21st board meeting). - Moved by Dick Lundy. Second by Jennifer Kangas. Passed, unanimous.
 - ii. Recommend the board approve from remaining Series 1 bond monies mechanical equipment bids for the purchase of Aluminum Doors & Frames to - Curtis Glass Company, Domestic Water Heaters to - R.L. Deppman Company, Heating Boilers to - Process Engineering, and the Evaporative Cooler purchase to - Sarmento Mechanical Sales not to exceed \$616,500. Moved by Dick Lundy. Second by Jennifer Kangas. Passed, unanimous.
 - iii. Recommend the board approve, from Food and Nutrition reserves, the make-up air equipment purchase not to exceed \$46,000 from CaptiveAire. Moved by Dick Lundy. Second by Jennifer Kangas. Passed, unanimous.

F. Public Participation: NA

G. Adjournment: 1:08 pm

Dexter Community Schools
Finance Committee
Meeting Minutes
May 3, 2022
Dexter High School Office Conference Room

Board Committee Members Present – Daniel Alabré, Brian Arnold, Dick Lundy (Chair)
Staff Committee Members Present – Sharon Raschke, Chris Timmis
Others Present – None

Meeting convened at 8:00 am.

Approval of Minutes

A motion was made by Brian Arnold to approve the finance committee meeting minutes of December 17, 2021. Daniel Alabré seconded the motion. Motion Carried (unanimous).

Audience Participation

None

Discussion Items

1. The Committee reviewed and discussed the draft budget 2022-23. One scenario was presented carrying forward the current year program expenses as of the November 2021 revision. Revenue parameters included an optimistic student count and most recently available, but not appropriated, information on foundation allowance. The Finance Committee requested administration to prepare additional scenarios with parameter ranges on student count, foundation allowance and wage changes.

Meeting adjourned at 9:15 am.



Dexter Community Schools

Nice Job Notes

APRIL 2022

Tracy Baker (2)
James Barnes
Matt Bell
Kristin Bowman
Sarah Breitner (2)
Candice Brown (2)
Monica Butrilas
Kaylee Cannell
Trina Cox (3)
Brenda DiBianca
Rob Dubay
Denise Dutcher
Jessica Elkin
Deb Featherly
Megan Fichtner (2)
Jackie Gariepy
Lisa Glover
Linda Hack
Natalie Hanlon
Joe Hardesty
Elizabeth Hashikawa
Don Holiday
Jennifer Johnson
Susan Kemble
Kimberly Konuszewski

Beth Kovarik
Laura Krinock (2)
Timea Lockard
Becky Mann (3)
Lori Marcoux (3)
Eileen McCallum
Gunner McGibbon
Jennifer McGill (2)
Liz Melvin (2)
Jennifer Metzner
Theresa Nelligan
Christie Newsome
Sharon Norris (2)
Anmarie Nowak
Kelly Paracheck
Tony Quint (3)
Carrie Ragnes
Nancy Ruhlig
Jessica Savoni
Betsy Schmidt
Brian Schuler
Angie Scott (2)
Karen Scott

Lori Sheldon
Janine Shoner (2)
Amber Siebert
Sandra Sloan
Savannah Siddom
Kaitlin Smith
Brenda Stanton
Lauren Thompson
Tim Tobias
Lauren Tykoski
Wilbur Tong
Anna Tyrrell
Karen Wagner
Jane Webby (4)
Anouk Weiss

FEB-MAR 2022 = 85
RUNNING TOTAL = 39530

