

# Richmond Community Schools

35276 Division \* Richmond, Michigan 48062 \* (586) 727-3565 \* [www.richmond.k12.mi.us](http://www.richmond.k12.mi.us)

Margaret Teltow, President  
Jessica Sexton, Vice President  
Kristine Furtaw, Secretary  
Kyle Simmons, Treasurer  
Sandra Fortuna, Trustee  
Angela Pacitto, Trustee  
Sherri Zube, Trustee

Brian J. Walmsley, Ed.S.  
Superintendent

## BOARD OF EDUCATION REGULAR MEETING AGENDA

**7:00PM, SEPTEMBER 28, 2020 HELD VIRTUALLY VIA ZOOM MEETING**

*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 a time for public participation during the meeting as indicated in Agenda Item 9.*

**1. CALL TO ORDER**

Board member Teltow called the *Meeting to Order* at 7pm.

**2. PLEDGE OF ALLEGIANCE**

The Board of Education recited the Pledge of Allegiance.

**3. MISSION STATEMENT**

Board member A. Pacitto read the District's Mission Statement, *"At Richmond Community Schools, we provide a quality education that empowers students to be successful in a global community."*

**4. ROLL CALL**

Present: S. Fortuna, A. Pacitto, J. Sexton, K. Simmons, M. Teltow

Absent with Notice: K. Furtaw & S. Zube

Quorum: 5-0

M. Teltow announced the passing of Jim Sheppard, local business man. Sent condolences and the District's gratefulness for Jim. Our thoughts and prayers are with Jim's family.

**5. APPROVAL OF AGENDA**

Motion to add 12 D approval of amendment to REA Contract.

Motioned by Board member A. Pacitto, seconded by Board member K. Simmons, to approve the Agenda with amendment.

Motion moved by A. Pacitto and supported by K. Simmons.

Ayes: S. Fortuna, J. Sexton, A. Pacitto, K. Simmons, M. Teltow

**Non-Discrimination Statement**

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Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

Motion for approval of Consent Agenda. Moved by J. Sexton and supported by A. Pacitto

## 6. APPROVAL OF CONSENT AGENDA

### A. Personnel Report

Mr. Walmsley provided a personnel update for employees who resigned as well as announced new hires.

#### RESIGNATIONS

**Madison Rich**

**Location: Richmond Early Learning Childcare Center**

#### RETIREMENTS

**Colleen Thomas**

**Location: Will L. Lee Elementary**

#### NEW HIRES

**Jennifer Green (4-year old Preschool Teacher)**

**Location: Richmond Early Learning Childcare Center**

**Timothy Lyziness (Driver)**

**Location: Transportation**

**Meghan Scheible (Driver)**

**Location: Transportation**

**Savario Tavano (Coach)**

**Location: Athletics**

**Hannah Willis (Childcare)**

**Location: Richmond Early Learning Childcare Center**

## 7. BOND UPDATE

### A. Richmond Middle School, Richmond High School and Overall Site Drawings

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Mr. Walmsley, D. Jerome (French) and G. McClelland (Auch) provided an update on the construction project and presented drawings of each site. Board to provide feedback in order for the plan to be moved along.

Next steps are:

- Finalize bid package scope
- Finalize interior and exterior materials
- Complete bid and construction drawings and specs
- Bid documents scheduled to be completed on October 19, 2020
- State of Michigan Plan Review submittals at the same time

## 8. PRESENTATION(S)

### A. *Extended COVID-19 Learning Plan (Section 98a) for the 2020-21 School Year*

Mr. Walmsley provided an overview of the Extended COVID-19 Learning Plan and key deadlines that are approaching. He, the building principals and K. Lashbrook will talk about the plan. The plan must be posted by October 1<sup>st</sup>. The Board doesn't have to approve the plan, but every 30 days and have public comments, then re-endorse or re-approve the plan. Most items in the plan, we have already discussed or have in place. There are 11 categories in the plan. Mr. Walmsley provided an overview of the plan for categories 1 (Overview) and 2 (Educational Goals). 3 is about how instruction will be delivered. Mr. Kochan (Lee Elementary), Bartel (Middle School), Mr. Kastl (High School) will address these. Ms. Lashbrook (Special Education) will address Special Education.

#### Will L. Lee Elementary

D. Kochan provided an update for Will L. Lee Elementary.

- Same thing as we have been doing. In-class camera system. Both virtual and in-person students will continue to have access to grade-level instruction. Virtual learners will use the same schedules as the face-to-face students have in the classroom.
- We will continue our State and Local assessments.
- One thing that has changed is, the kindergarten readiness assessment. The State postponed it this year, but it will be something that we'll use in the future.
- Students are eating lunch in the cafeteria. We had 10 lunch tables last year and now we have approximately 20 lunch tables for social distancing as much as possible in the lunchroom.
- Students travel to their specials classrooms: Art, Computer and Gym (although most gym classes are outside) and to the STEAM classroom.

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## Middle School

K. Bartels provided an update for the Middle School.

- We are running our traditional 7 period day.
- Students will follow the schedule that we have traditionally set up.
- 4<sup>th</sup> and 5<sup>th</sup> grade will follow their Team teaching schedule, with the traditional blocks of ELA, 1 ½ for Math with their wheel or special rotation in the morning.
- 6<sup>th</sup> graders will have two specials.
- 7<sup>th</sup> and 8<sup>th</sup> graders will have three options as well as our at-risk classes.
- Our in-person is business as usual with social distancing and masks. We are using best practices.
- We are using best practices CITW strategies that we've been working on for several years now and are continuing
- Virtual learners are getting the same construction via the cameras that were put in
- For both in-class and in-person, we are using our main platform Schoology where we are housing our main content and assignments.
- We are using Microsoft Teams to reach our virtual or distant learners in real time
- Traditional start: 7:40am start and 2:40pm end
- Lunch: No more than two students at a table, about 5-6 feet apart

## High School

A. Kastl provided an update for the High School.

- Students in-person are doing the traditional 6-hour day; business as usual
- Students who elected to do the online option as still getting the exact same 6-hour day, through the streaming camera system in real time there
- Students who elected in-person sessions and are taking online courses, are being instructed by an approved outside agency (Michigan Virtual)
- High School students enrolled in Macomb Community College (MCC) re attending in-person instruction and/or online instruction based on the protocols that are currently in place at MCC. If MCC decides to change its protocol, we will change our protocols to whatever their protocols are.
- Students that are a part of the Dual Enrollment are receiving instruction based on the outside entity's protocols
- There is a constant dialogue between us and the outside entities as to what their protocols and changes are

## Special Services

K. Lashbrook provided an update for Special Services.

- Students are receiving the same as what the principals have talked about, whether is face-to-face or in-person.

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B. Walmsley provided an overview of category 4.

### Elementary School

D. Kochan provided an update for the Elementary School.

- We are using District created policies and the State curriculum that has continued from previous years with what we are teaching
- Students who are virtual have resources that are available to them, whether it's online or via textbook. They have all the same materials and all the same resources that face-to-face learners have
- We are looking at how they are going to be assessed
- We are using NWEA; students are currently in their second week of testing
- Progress reports will be sent home with face-to-face students as we've done in the past and they will be mailed home for virtual students
- We are continuing with our two-way communication so that parents will know the progress of their students

A. Pacitto inquired about whether or not special services students have access to resources such as a paraprofessional or somethings along those lines as needed.

K. Lashbrook provided feedback that this will be discussed in section 6, where it is all about Special Education.

### Middle School

K. Bartels provided an update for the Middle School.

- At the Middle School, we don't assess or give assessments on anything that doesn't have standards attached to it.
- Everything that we do is standard-based ratings; we teach to the standard then we test to the standard
- Standards are loaded into PowerSchool
- Every Tuesday, teachers update their PowerSchool gradebook
- Parents and students can go on the Parent Portal to see progress on each assignment (no change)
- We review lessons plan and schedule observations and walk-throughs, we make sure that the standards that are listed in the lesson plans are the same as the standards that are being taught

### High School

A. Kastl provided an update for the High School.

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- All of our teachers are expected to align their lessons to Michigan's state standards
- We check our lessons plans weekly through planbook.com, which is an online platform
- Students' progress is reported through the PowerSchool online portal
- Report cards are made available quarterly to both students and parents

M. Teltow inquired about whether or not we send report cards home anymore. A. Kastl confirmed that we still send report cards home both semesters.

K. Bartels also clarified that the Middle School, for the first marking period, only sends report cards to 4<sup>th</sup> graders because they are new to the building and new to the process. We do online only for progress reports otherwise and also mailings for both semesters.

B. Walmsley provided feedback that we can also print copies of report cards for any parent who can't access the parent portal at any time for any grade level. We don't have a lot of these, but this is always available.

#### Special Services

K. Lashbrook provided an update for Special Services.

- Student certified with Special Education virtual, receive the same services as those who are in-person.
- Progress is noted in PowerSchool
- At the elementary level, progress is sent home to parents
- For all students, the IEP goals have to be sent home to parents at the end of each marking period

Mr. Walmsley provided an overview of section 5 (instruction delivered virtually).

- Any student who wants to be virtual or whose parent has chosen virtual, will be provided a laptop and if needed, a hot spot
- We are ahead of many Districts in our ability to provide hot spots. There are some areas in the District where the T-Mobile hot spot do not work or becomes a challenge for families
- We provide access to technology for everyone

K. Lashbrook provided an update for providing services to students with disabilities (section 6)

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- This portion of the plan came from guidance from the Macomb Intermediate School District (MISD)
- Students' IEPs is still the Districts offer for free and appropriate public education
- For students who are attending virtually, a contingency learning plan has to be developed by the IEP team and address any parts of the IEP that may need to be modified because of the change in the delivery of instruction. The team needs to go through all parts of the plan to see if adjustments are needed.

B. Walmsley provided an overview of section 7. The District will work in consultation with the local Health Department. Provide feedback on how closely the District worked with the Health Department over the weekend.

B. Walmsley provided an overview Section 8, which provides a provision for if a District chose to do in-person learning, that it will prioritized for K-5 students first.

- We chose as a District to offer both, in-person and virtual as an option
- We didn't identify that we were going to start off with elementary and work our way up
- Other Districts have chosen to go 100% virtually first; some have moved to in-person for elementary students first.

B. Walmsley provided an overview of Section 9, which is about interactions between a teacher and student and that two-way communication must occur. There are many virtual options available and most depend on technology and resources available. We looked at our options when we developed our plan. We worked with the teacher's union and the virtual group and decided to go with what we have.

B. Walmsley provided an overview on section 10, which requires that we chose 1 of the Michigan Assessments. We chose NWEA, which is one that has been used in the District for many years.

K. Bartels provided feedback regarding NWEA assessments.

- We've chosen NWEA for both, reading and mathematics
- Norms have changed this year. They were last done in 2015. They are national norms and not just Michigan.
- We use data to identify holes in the curriculum and also to identify our at-risk students to get them the help and supports that they may need
- We look at growth from the short term goals at the beginning of the year to the long-term goals when we take it in the spring.
- We are able to test our virtual students remotely
- There are three test, English, Math and Language Usage, which is more grammar related

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- We will communicate with parents and students regarding our baseline and projected goals. We are targeting the end of October to have this done.

M. Teltow inquired regarding whether the virtual students will be testing at the same time as the in-person students. K. Bartels provided feedback regarding how testing will be done for students.

B. Walmsley provide overview of section 11.

D. Kochan provided an update for the Elementary School.

- NWEA started last week and should finish by the end of the current week.
- Face-to-face and virtual students have been tested.
- Teachers share students profile and progress report. It shows where the student should be and their goal or target of where their growth will be by the end of the year.
- We have 30 days to provide testing results to students and parents

K. Bartels provided an update for the Middle School

- Students and parents will receive their growth report that shows how they've done in the past and the projection of what they are on.
- Students also assess where they think they are.

A. Kastl provided an update for the High School.

- NWEA started last week and we hope to be done by the middle of next week.
- Teachers review data to identify gaps
- Results will be mailed home by 10/31

B. Walmsley provided an update on the last part that addresses GSRP (Great Start Readiness Program). We are following all guidance that the County puts out for the GSRP. CTE programs are in collaboration with other Districts.

Page 22 is about the District's assurances. The plan has to be on our website by October 1<sup>st</sup>. The last page is the signature page. It requires the Superintendent's signature. The Board's signature is not required. The Board is being asked to accept the plan.

B. First Reading of Board of Education Polices by Thrun Law

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Mr. Walmsley explained that this is the First Reading of the following policies, the remaining Board policies written by Thrun Law. The Board reviewed policies. Final approval of policies will be done at the 10/12 meeting.

- 4201 Employee Ethics and Standards
- 4202 Children's Protective Services (CPS) Reporting and Student Safety and Welfare
- 4203 Corporal Punishment and Limited Use of Reasonable Force
- 4203-AG Corporal Punishment and Limited Use of Reasonable Force
- 4204 Confidentiality of Student Information
- 4205 Hiring and Background Checks
- 4206 Employment Contracts
- 4207 Third-Party Contracting of Non-Instructional Support Services
- 4208 Applicant and Employee Criminal Arrest, Charge, Conviction
- 4209 Prohibition Against Abortion Referrals and Assistance
- 4210 Drug and Alcohol Free Workplace
- 4211 Alcohol and Controlled Substances for Transportation Employees Subject to the Omnibus Transportation Employee Testing Act
- 4212 Employee Assistance Program
- 4213 Anti-Nepotism
- 4214 Outside Activities and Employment
- 4215 District Technology and Acceptable Use Policy
- 4216 Personal Communication Devices
- 4217 Social Media
- 4218 Employee Dress and Appearance
- 4219 Attendance
- 4220 Use or Disposal of District Property
- 4221 Employee Speech
- 4222 Unauthorized Work Stoppage and Strikes
- 4223 Resignation
- 4224 Personnel Files and Payroll Information
- 4301 Definition
- 4302 Minimum Wage and Overtime
- 4303 Compensatory Time or Intentionally Left Blank
- 4304 Timekeeping and Payroll Information
- 4305 Michigan Paid Medical Leave Act (MPMLA) or Intentionally Left Blank
- 4306 Assignment and Transfer
- 4307 Performance Evaluation
- 4308 Reduction and Recall of Non-Exempt Staff
- 4309 Discipline and Termination
- 4401 Definition
- 4402 Assignment and Transfer
- 4403 Performance Evaluation

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4404 Performance Based Compensation for Teachers  
4405 Reduction in Force and Recall  
4406 Professional Improvement Sabbaticals  
4407 Discipline  
4408 Termination  
4409 Non-Renewal  
5101 Student Expression  
5102 Lockers  
5103 Search and Seizure  
5104 Age of Majority  
5105 Collaboration with Outside Entities  
5201 Investigations, Arrests, and Other Law Enforcement Contact  
5202 Unlawful Discrimination, Harassment, and Retaliation Against Students  
5203 Hazing  
5204 Student Appearance and Dress Code  
5205 Student Handbooks  
5206 Student Discipline  
5206A Due Process  
5206B Students with Disabilities  
5206C Reinstatement Following Expulsion  
5206D Enrollment Following Misconduct at Another Public or Nonpublic School  
5206E Suspension from Class, Subject, or Activity by Teacher  
5207 Anti-Bullying Policy  
5208 Student Acceptable Use and Internet Safety Policy  
5209 Student Use of Cell Phone and Electronic Communication Devices  
5210 GPS Tracking Device with Audio Surveillance Capabilities  
5211 Emergency Use of Seclusion and Restraint  
5212 Registered Sex Offenders  
5213 Personal Protection Orders Against Students  
5301 Compulsory Attendance, Absenteeism, and Truancy  
5302 Enrollment in Kindergarten  
5303 Student Enrollment and Withdrawal  
5304 Nonpublic School Students; Part-Time Attendance  
5305 Schools-of-Choice  
5306 Foreign Students  
5307 Homeless Students  
5308 Protection of Pupil Rights  
5309 Student Records and Directory Information  
5401 Parent/Guardian Involvement in Education  
5402 Communication with Parents/Guardians  
5403 Rights of Non-Custodial Parents/Guardians  
5404 Free Textbooks, Materials, and Charging of Fees and Fines

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5405 Title I Parent and Family Engagement Policy  
5406 Title I Funds  
5407 Instructional Program and Curriculum Development  
5408 Intentionally Left Blank  
5409 Academic Credits and Graduation  
5410 Commencement  
5411 Student Promotion, Retention, and Placement  
5412 Class Rank  
5413 Student Recognition  
5414 Completion Certificates  
5415 Summer School  
5416 Homebound and Hospitalized Instruction  
5417 Homework  
5418 Grades  
5419 Reading Assessments, Instruction, Intervention, and Retention  
5420 Sex Education  
5421 Work-Based Learning Experience  
5501 Fundraising Activities  
5502 Student Government  
5503 Bulletin Boards and Other Student Postings  
5504 School-Sponsored Publications and Productions  
5505 School Attendance on Days of Scheduled Activities  
5506 Field Trips  
5507 Extracurricular Activities  
5508 Extracurricular and Athletic Trips  
5509 Public Appearances of School Groups  
5510 Student-Initiated, Non-Curricular Clubs  
5511 Secret Organizations  
5601 Special Education  
5602 Independent Educational Evaluation  
5603 Section 504  
5604 Student Assistance Process  
5701 Child Abuse and Neglect  
5702 Student Illness and Injury  
5703 Medications  
5704 Student Insurance  
5705 Emergency Anaphylaxis  
5706 Opioid Antagonist  
5707 School Wellness Policy  
5708 Do Not Resuscitate Orders  
5709 Lice, Nits, and Bed Bugs  
5710 Student Suicide Prevention

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5711 Toilet Training  
5712 Concussion Awareness  
5713 Immunizations and Communicable Diseases  
5714 Cannabidiol Use and Administration  
5801 Closed Campus  
5802 Student Transportation  
5803 Student Driving and Parking  
5804 Work Permits  
5805 Student Audio and Video Recording  
5806 Recording of District Meetings  
5807 Flag Display and Pledge of Allegiance  
5808 Family Night

## 9. PUBLIC COMMENT

M. Teltow opened meeting to Public comments. Several parents raised concerns regarding the new Executive Order issued, which requires K-5 students to also wear masks. Parent acknowledged and applauded teachers for all of their efforts. Thanked the School Board for looking into masks and also the Bond. She also expressed concerns with parking at Will L. Lee Elementary and also requested expansion of parking lot at Lee Elementary.

Parents were advised to email M. Teltow their phone numbers so that she or Mr. Walmsley may get back with them regarding their questions.

## 10. SUPERINTENDENT AND LEGISLATIVE UPDATE

B. Walmsley started with the administrative team and the start of school.

D. Kochan provided an update for the Elementary School.

- Staff has been very supportive with personnel additions of kindergarten, first grade, third grade sections, and preschool classes. Staff has worked closely with new staff to acclimate them to the new school year.
- The staff has been supportive and patient with the administrative change.
- A “thank you” to Bridget Goode, Lee building sub, for stepping in and covering for Lindsey McCoy during her leave.
- Positive feedback from parents regarding the two evacuations due to building problems. Staff worked as a team to make the dismissals and arrivals as smooth as possible.

K Bartels provided an update for the Middle School.

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- The first few days had numerous new challenges, procedures, and protocols from the drop off, to pick-up, to getting kids into school in the morning and so on. First day took us 25 – 30 minutes to get everyone in. We were ready to start school at 7:50, now we are getting kids in and starting school on time.
- Once we are in school now we have several items to take care of before we begin to educate the students, such as, cleaning schedules on the hour, hand washing twice a day, wearing masks, alternating dismissal on the hour, finding classes without a meet the teacher before school, assigned seats in the classroom, assigned seats at lunch, and so on.
- First week, we had technology issues, before school we were able to get our virtual students their laptops and logged in to their accounts and into Schoology. That night it took, Mr. Walmsley, Mr. Birkmeier, Mr. Christmas, Mr. Swanger, Mr. Lamont, Mrs. Jahr, and Mr. Bartels to get things up and running and working.
- First several days, Mr. Birkmeier, Mr. Swanger and Mr. Bartels had to do the same types of things with our 500 in-person students. It took time. We were getting feedback from some of our virtual students that there was a lot of down time and not much going on and frustration. That was true as we worked through the issues.
- When most of the issues were resolved our Boot Camp covered several topics, Schoology- Discussions, Course Dashboard, Setting Websites, Creating Folders, Setting Adobe, Adding Tabs, Email, Common Websites, submitting Assignments and so on. This was a lot of information for both staff and students.

Some of the Virtual Concerns mentioned have been

- Connectivity (losing connection, in and out, no connection etc.)
- Calling on Virtual Students
- Independent Time (birds eye view)
- Background Noise – Conversations
- Parents asking teachers questions during the lesson instead of the student
- In-Person classroom teaching changing because of COVID (shoulder partners)

Teachers have received feedback from virtual parents and have made adjustments whenever possible.

A Kastl provided an update for the High School.

Implementation of the safety and social distancing protocols

- Distribution of technology and roll out of Schoology and Microsoft TEAM's
- Challenges and Successes with in person and online instruction.

### **Non-Discrimination Statement**

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- Staff have been willing, eager, and up to challenge of welcoming back our students. It has truly been a team effort by everyone in the building, both students and staff alike. Changes to entrance protocols and movement throughout the building were communicated to families prior to the first day through letters home, school messenger, and a video featuring staff that was put on Facebook.
- Entrances into the building have been improving each week as the students are becoming more accustomed to using the thermometers and the social distancing expectations.
- The addition of a third lunch period and additional cafeteria space has limited close contact during lunches, although it takes all hands on deck to get all of the tables cleaned and sanitized between the lunches.
- Hallway congestion has improved by opening the sidewalks for outside traffic and only having ½ of the students use their lockers between each hour. The use of facial coverings has been modeled and reinforced on a daily basis, and the students have been terrific about keeping them on.
- Laptops were distributed prior to the beginning of school to our students that selected the virtual option, with in-person learners receiving theirs during the first week. With the assistance of the Technology department, we have been able to work through the majority of the hardware and software issues that we have encountered.
- We continue to deal with technology issues from our online students and are doing our best to work with each student and their parents to resolve the issues as they come up. A large portion of time in class over the first two weeks was spent ensuring that all students, both virtual and in person, were fluent in Schoology, TEAMS, and understood the expectations of each class. The other priority for the High School staff was to reconnect with our students and make sure that they knew that we have missed them over the last six months. It is, and will continue to be vital, that our students know that we are all here for them and to provide that support structure that may be needed.
- In regards to classroom instruction, we are continuing to improve by the day. Staff are adjusting to the expectations and demands of teaching students face to face and virtually simultaneously. We have worked through microphone feedback, computer malfunctions, human error, and a litany of other issues that we have encountered as we learn how to best deliver instruction.
- The Richmond High School staff has met every challenge with a positive attitude and a willingness to do whatever it takes to make sure that all students are receiving a high quality education.

Mr. Walmsley provided feedback regarding teachers who came in to help look at the camera system over the summer. We invented funds in technology improvements. Mr. Walmsley provided feedback again regarding all that we have to be proud of. He thanked the parents, students and teachers.

Mr. Walmsley provided feedback regarding the District's plan to continue to abide by the Law for the Executive Order that was issued this past Friday, requiring all students to wear masks. We will work with staff as appropriate.

#### Legislative Update

We have a budget. Some legislatures predicted a cut, but we didn't experience a significant cut. We budgeted conservatively. Current budget was passed by the House and Senate and has gone to the Governor's Office.

- We were cut in July by \$175. We received CARES money which helped get us started with this school year (training, technology, cleaning, supplies, etc.).
- The previous cut was restored. We are expected to have our per pupil count amount of 8,111 as our foundational allowance.

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- Additional allocation approximately \$55/pupil to be distributed on a 50/50 blend with the 2020-21 school year, based on our count and other stipulations.
- Increased funding for 3<sup>rd</sup> grade literacy reading
- Increased funding for Special Education
- COVID-19 extensions for Extended Learning Plan
- Reminded parents who are currently virtual or in-person. The deadline is this Friday. If parents want their student to go from virtual to in-person or in-person to virtual, they'll need to meet the deadline for students to start on October 5<sup>th</sup>. Next window is November 6<sup>th</sup>.
- Clarification regarding recent gas leaks. The first one, we knew about. Staff did well getting students out of the building. The second gas leak. Something hit the main gas line and caused a small crack. Staff did well getting the kids out of the building. Everything has been fixed and we're moving forward.

## 11. ITEMS OF INTEREST FROM THE BOARD OF EDUCATION

- Comments from A. Pacitto regarding how parents can contact the Governor's Office to share opinions on Executive Orders. You can call and write. She encouraged parents to go online to express their concerns.

## 12. ACTION ITEMS

- A. Acceptance of *Extended COVID-19 Learning Plan (Section 98a) for the 2020-21 School Year*

Motion by S. Fortuna and supported by A. Pacitto.

Ayes: S. Fortuna, J. Sexton, A. Pacitto, K. Simmons, and M. Teltow

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

- B. Approval of *COVID-19/Hazard Pay Stipend*

Motion by K. Simmons and supported by A. Pacitto.

Roll Call

Ayes: S. Fortuna, J. Sexton, A. Pacitto, K. Simmons and M. Teltow

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

- C. Approval of Board Policies:

1101 General Policy Statement

1201 Mission Statement

1301 Creation, Amendment, and Posting of Policies

### **Non-Discrimination Statement**

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1401 Definitions  
2101 Roles of the Board and Board Members  
2102 School District's Legal Name and Status  
2103 School District Boundaries  
2104 Student Representative on the Board  
2201 Board Powers  
2202 Authority to Enter into Contracts  
2203 Authority to Establish Curriculum  
2301 Conflict of Interest  
2302 Board Code of Ethics  
2303 Violation of Board Code of Ethics  
2304 Gifting  
2305 Board Member Reimbursement and Travel Expenses  
2306 Board Member Compensation  
2401 Board Member Elections  
2402 Acceptance of Office and Oath of Office  
2403 Board Member Terms of Office  
2404 Board Member Vacancies and Appointments  
2405 Board Officers  
2406 Board Officers' Duties  
2501 Meetings  
2502 Board Meeting Agenda  
2503 Voting Requirements  
2504 Public Participation at Board Meetings  
2505 Board Committees  
2506 Organizational Meetings  
3101 Insurance  
3102 Smoking, Tobacco Products, Drugs, and Alcohol  
3103 Copyright Compliance  
3104 School Cameras and Monitoring  
3105 Visitors and Volunteers  
3106 Booster Clubs, PTOs, and Other Support Groups  
3106-F Booster Clubs, PTOs, and Other Support Groups  
3107 Use of Detection Dogs  
3108 Service Animals  
3109 Non-Service Animals  
3110 Data Breach Response  
3111 Drones  
3112 Hours and Days of School Operations  
3113 Social Security Numbers  
3114 Litigation  
3115 Nondiscrimination and Retaliation

**Non-Discrimination Statement**

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- 3116 District Technology and Acceptable Use
- 3117 Intellectual Property
- 3118 Title IX Sexual Harassment Policy
- 3118-F Title IX Forms
- 3201 Accounting
- 3202 Budget and Truth in Budgeting/Taxation Hearings
- 3203 Deposits
- 3204 Investment of Funds
- 3205 Disbursements
- 3206 Property Tax Levies
- 3207 School Activities Fund
- 3208 Surety Bonds of District Officials
- 3209 Debit/Credit Cards
- 3210 Borrowing
- 3211 Post-Issuance Tax Compliance
- 3212 Post-Issuance Disclosure Compliance
- 3213 Electronic Transactions of Funds and Automated Clearing House Arrangements
- 3301 Purchasing and Procurement
- 3302 Acquisition of Real Property
- 3303 Gifts and Donations
- 3303-F Gifts and Donations Form
- 3304 Use of District Property
- 3305 Sale or Lease of District Property
- 3306 Construction Bidding
- 3307 Construction Administration
- 3308 Distribution of Printed Material and Advertising in School
- 3309 Bus Inspections
- 3401 School Cancellation, Delay, and Early Dismissal
- 3402 Drills, Plans, and Reports
- 3403 Reporting Accidents
- 3404 Communicable Diseases
- 3405 Bloodborne Pathogens
- 3406 Integrated Pest Management
- 3407 Asbestos Management
- 3408 Firearms and Weapons
- 3501 Freedom of Information Act
- 3501-AG Michigan Freedom of Information Act Procedures and Guidelines
- 3502 Record Retention
- 4101 Non-Discrimination
- 4102 Anti-Harassment, Including Sexual Harassment
- 4103 Whistleblowers' Protection
- 4104 Employment Complaint Procedure

**Non-Discrimination Statement**

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4104-F Discrimination/Retaliation Complaint Form  
4105 Workplace Accommodations for Employees and Applicants with Disabilities  
4106 Family and Medical Leave Act (FMLA)  
4107 Military Leave  
4108 Union Activity and Representation  
4109 Break Time for Nursing Mothers  
4110 Reimbursement  
4111 Professional Development  
4112 Extracurricular Employees or Volunteers  
4501 Definition  
4502 Assignment and Transfer  
4503 Performance Evaluation  
4504 Performance Based Compensation  
4505 Reduction and Recall  
4506 Discipline  
4507 Termination  
4508 Administrator Non-Renewal  
4601 General  
4602 Hiring  
4603 Performance Evaluation  
4604 Absence/Incapacity  
4605 Gifts and Donations  
4606 Discipline and Termination  
4607 Non-Renewal

Motion by K. Simmons and supported by A. Pacitto.

Roll Call (Ayes):

Ayes: S. Fortuna, J. Sexton, A. Pacitto, K. Simmons and M. Teltow

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

*D. Approval of amendment to REA Contract*

Motion by J. Sexton and supported by A. Pacitto.

Roll Call

Ayes: S. Fortuna, J. Sexton, A. Pacitto, and K. Simmons

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 4 to 0

#### **Non-Discrimination Statement**

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**13. CLOSED SESSION FOR THE PURPOSES OF NEGOTIATIONS PURSUANT TO SECTION 8(C) OF THE MICHIGAN OPEN MEETINGS ACT**

Motioned by A. Pacitto, seconded by K. Simmons to move into closed session for the purposes of negotiations pursuant to Section 8(c) of the Michigan Open Meetings Act.

Roll Call Vote (Ayes): S. Fortuna, J. Sexton, A. Pacitto, K. Simmons, M. Teltow

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

Motion to amend agenda to add item # 14 Approval of Increase of Hourly Rate and Salary Increase for Non-Union Employees.

Motioned by S. Fortuna and supported by K. Simmons.

Roll Call Vote (Ayes): S. Fortuna, J. Sexton, A. Pacitto, K. Simmons, M. Teltow

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

**14. APPROVAL OF INCREASE OF HOURLY RATE AND SALARY INCREASE FOR NON-UNION EMPLOYEES**

Motion by K. Simmons and supported by A. Pacitto.

Roll Call Vote (Ayes): S. Fortuna, J. Sexton, A. Pacitto, K. Simmons, M. Teltow

Nays: None

Absent: K. Furtaw & S. Zube

Motion Carries: 5 to 0

**15. ADJOURNMENT**

Board member Teltow adjourned the meeting at 10:44pm

**Non-Discrimination Statement**

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