



**Board of Education – Regular Board Meeting
4041 E. Mannsiding Rd., Clare, MI 48617
October 21, 2020 – 6:00 p.m.**

**Participants also via Zoom due to COVID-19 Emergency Orders –
Remote Participation in Public Meetings, Public Act 228 of 2020**

Join Zoom Meeting via Internet
<https://zoom.us/j/545158262?pwd=NFUvUXowSERISXhHNEdFTGZUdFFMz09>
Call in: (929) 205-6099
Meeting ID: 545 158 262
Password: 241866

RECORD OF MINUTES
BOARD of EDUCATION MEETING

- A. Meeting Called to Order at 6:00 pm by President Barbara Richards
- B. Pledge of Allegiance was recited.
- C. Members Present remotely via Zoom Barbara Richards, Sarah Kile
Members Present Sue Murawski, Lou Adams and Jason Pahl
- CG RESD Staff Present and via Zoom Sheryl Presler, Ken Chinavare, Deb Snyder,
Lindsey Murphy, Mike Simon, Sandy Russell, Beth
Wood, Rusty Govitz, Katie Knapp-Wyman and
Shay Anderson
- D. Consent Agenda
1. Approval of the Agenda
 2. Approval of the September 16, 2020 Board Meeting Minutes
 3. Approval of the Bills for September 2020 – \$1,222,292.81

It was moved by Murawski and supported by Adams that the Board approve the Consent Agenda. The motion carried 5-0 by roll call vote.

- E. Communications/Expressions from the Public
- Quincy Jones introduced himself via Zoom and thanked the Board for the opportunities he's had to work at CGRESD. He said he hopes to be a "lifer" at Clare-Gladwin.
 - Public comment was sought on the Area School, Early Childhood Special Education, and CTE plan for in person and remote learning as described in our Extended COVID-19 Learning Plan, but there were no additional audience members at the meeting in person or via Zoom.

F. Action Items: New Business

1. Contracts

- a. Rachel Jones Crain, Area School Teacher for Homebound Services
- b. Business Office and Pupil Accounting Clerk - Quincy Jones (\$37,525.00 prorated)
- c. Welding Instructor – Phil Schafer (Non-Degree Column, Step 4 prorated)
- d. Elm Creek for Snowplowing

It was moved by Kile and supported by Pahl that the Board approve the contracts with the correct name of Rachel Crain for 1 a. The motion carried 5-0 by roll call vote.

2. Naming of Greenhouse – Mary Louise Foster (Magnus) Greenhouse

It was moved by Murawski and supported by Adams that the Board approve the naming of the green house after confirming with the Magnus Family how the name should read. The motion carried 5-0 by roll call vote.

3. Out-of-State Conference – Josh Myers to attend Vectric/Axiom CNC Training in Westerville, OH on Dec. 14 and 15, 2020

It was moved by Kile and supported by Pahl that the Board approve the out of state conference for the date listed or anytime this school year, depending on COVID conditions and the venue scheduling a change. The motion carried 5-0 by roll call vote.

4. Parent Advisory Committee Member – Samantha Oard Representing Beaverton

It was moved by Pahl and supported by Murawski that the Board approve Samantha Oard as the Beaverton Representative for the Parent Advisory Committee Member. Jason Pahl commented that he knows Samantha and stated he thought she would do a great job on the PAC. The motion carried 5-0 by roll call vote.

5. Superintendent's Evaluation Criteria

It was moved by Murawski and supported by Pahl that the Board continue to evaluate the Superintendent on segments of the evaluation criteria, not all segments at once, on a cycle every three years. In a three-year cycle, all segments would have been evaluated. The motion carried 5-0 by roll call vote.

6. Reconfirmation of Extended COVID-19 Learning Plan

It was moved by Adams and supported by Murawski to reconfirm the plan. Rates of two-way contacts made with Area School students were shared with the Board and a kudos given to the Area School staff for making contacts with 95%, 98%, 100%, 100% of students in the four weeks of September. The motion carried 5-0 by roll call vote

F. Action Items: New Business (continued)

7. Resolution to Repeal NEOLA Bylaws and Policies in Conflict with Thrun Series 4000 Policies and Adopt Thrun Series 4000 Policies

4100 Employee Rights and Responsibilities

- a. 4101 Non-Discrimination
- b. 4103 Whistleblowers' Protection
- c. 4104 Employment Complaint Procedure
- d. 4105 Workplace Accommodations for Employees and Applicants with Disabilities
- e. 4106 Family and Medical Leave Act (FMLA)
- f. 4107 Military Leave

- g. 4108 Union Activity and Representation
- h. 4109 Break Time for Nursing Mothers
- i. 4110 Reimbursement
- j. 4111 Professional Development
- k. 4112 Extracurricular Employees or Volunteers

4200 Employee Conduct and Ethics

- l. 4202 Children's Protective Services (CPS) Reporting and Student Safety and Welfare
- m. 4203 Corporal Punishment and Limited Use of Reasonable Force
- n. 4204 Confidentiality of Student Information
- o. 4205 Hiring and Background Checks
- p. 4206 Employment Contracts
- q. 4207 Third-Party Contracting of Non-Instructional Support Services
- r. 4208 Applicant and Employee Criminal Arrest, Charge, Conviction
- s. 4209 Prohibition Against Abortion Referrals and Assistance
- t. 4211 Alcohol and Controlled Substances for Transportation Employees Subject to the Omnibus Transportation Employee Testing Act
- u. 4212 Employee Assistance Program
- v. 4213 Anti-Nepotism
- w. 4214 Outside Activities and Employment
- x. 4216 Personal Communication Devices
- y. 4217 Social Media
- z. 4218 Employee Dress and Appearance
- aa. 4219 Attendance
- bb. 4220 Use or Disposal of District Property
- cc. 4221 Employee Speech
- dd. 4222 Unauthorized Work Stoppage and Strikes
- ee. 4223 Resignation
- ff. 4224 Personnel Files and Payroll Information

4300 Non-Exempt Staff

- gg. 4301 Definition
- hh. 4302 Minimum Wage and Overtime
- ii. 4303 *Intentionally Left Blank*
- jj. 4304 Timekeeping and Payroll Information
- kk. 4305 Michigan Paid Medical Leave Act (MPMLA)
- ll. 4306 Assignment and Transfer
- mm. 4307 Performance Evaluation
- nn. 4308 Reduction and Recall of Non-Exempt Staff
- oo. 4309 Discipline and Termination

F. Action Items: New Business

- 7. Resolution to Repeal NEOLA Bylaws and Policies in Conflict with Thrun Series 4000 Policies and Adopt Thrun Series 4000 Policies (continued)

4400 Professional Staff

- pp. 4401 Definition
- qq. 4402 Assignment and Transfer
- rr. 4403 Performance Evaluation
- ss. 4404 Performance Based Compensation for Teachers
- tt. 4405 Reduction in Force and Recall
- uu. 4406 Professional Improvement Sabbaticals
- vv. 4407 Discipline
- ww. 4408 Termination

xx. 4409 Non-Renewal

4500 Administrators/Supervisors

- yy. 4501 Definition
- zz. 4502 Assignment and Transfer
- aaa. 4503 Performance Evaluation
- bbb. 4505 Reduction and Recall
- ccc. 4506 Discipline
- ddd. 4507 Termination
- eee. 4508 Administrator Non-Renewal

4600 The Superintendent

- fff. 4601 General
- ggg. 4602 Hiring
- hhh. 4603 Performance Evaluation
- iii. 4604 Absence/Incapacity
- jjj. 4605 Gifts and Donations
- kkk. 4606 Discipline and Termination
- lll. 4607 Non-Renewal

It was moved by Kile and supported by Murawski to repeal NEOLA bylaws and policies in conflict with Thrun Series 4000 Policies and Adopt Thrun Series 4000 Policies. The motion carried 5-0 by roll call vote.

G. Administrative Information Items: Superintendent's Administrative Report
Superintendent Presler shared the following good news with the Board.

- Thanks to Carrie Balcirak, School Nurse, for organizing a flu shot clinic. Twenty-nine people got a flu shot!
- The first Adopt-A-Highway clean up took place earlier this month. Kudos to Becky Rowell for organizing it and to the following people for picking up trash: Ken Chinavare, Jenna Zelkowski, Stacey Beebe, Margaret Bailey, and Rachel Haltiner!
- Josie Brooks, Accounting Supervisor, earned Chief Financial Officer certification through the Michigan School Business Officials organization!
- Kay Hauck, REMC 5 Director and Secondary Math Consultant, was named President-Elect for the statewide REMC Association!
- Our Great Start Readiness Program was selected to pilot a new state auditing process for recruitment, prioritization, and enrollment of preschool students!

Superintendent Presler shared the following informational items with the Board.

- The Michigan Association of School Boards' annual Delegate Assembly is taking place Thursday, Nov. 5. Sue Murawski volunteered to represent CGRESD at both the Delegate Assembly and the conference.
- Board members received a copy of the 2019-2020 CGRESD Annual Report which is a collection of data and organizational updates submitted by administrators and published by Rusty Govitz, Communications Director. It is available on our website at <https://www.cgresd.net/cms/lib/MI01909030/Centricity/Domain/35/2019-2020%20CGRESD%20Annual%20Report.pdf>
- Monthly informational presentations at Board meetings will resume at the November 18 meeting. The following initial schedule was shared.
 - Nov. – Financial Audit and Anti-Bullying Policy Hearing

- Dec. – Technology Update
- Jan. – Remote Math Resources and Math-in-the-Mail
- Feb. – no program/superintendent’s evaluation
- The Christmas wreath fundraiser at the Area School was mentioned.
- The AdvancED Accrediation process took place in 2016, and at the end of that process the Board adopted its current goals which will expire at the end of 2021. The process for determining new Board goals for the organization for 2022 and beyond was shared as follows.
 - Spring 2021 – administrators will share updates on the current department action plans and recommend potential goals for the Board’s consideration
 - Summer/Fall 2021 – Board will adopt new five-year goals to start in January 2022

The Board may want to consider a workshop for hearing action plan updates and adopting new goals in order not to extend the length of regular meetings.

- The most recent guidelines from MIOSHA conflict with parameters for having school in person. Superintendent Presler stated my belief that if students, teachers, itinerant staff, principals, and other school personnel were working in person, it is only fair if all ISD or school employees work in person. After all, we are organized for in-person work and our staffing numbers are based on in-person work. Additionally, if there were to be an emergency, we all work as a team to cover all bases. Because of COVID, we have been sensitive to individual circumstances but have tried to address them with a keen sense of fairness.
- There is a concern about the increase in COVID cases in our region as well as throughout the state. The administrative team has discussed what we need to do to be proactive in the event there is another shut down of schools or a lengthy quarantine period.

H. Board Comments

- Barb Richards said the Board appreciates all the efforts of everyone in this difficult time.
- Sarah Kile asked if there will be snow days this year since we’re prepared for remote learning. My response was that if we had students learning in person, there will be snow days if the weather and road conditions warrant one. We can’t gear up for a day of remote learning in a short time-span. I also mentioned that many staff members would probably appreciate a snow day to catch up on things and “take a breather” during a stressful school year.
- The Board discussed how it wanted to conduct its upcoming meetings. It was determined that meetings will be conducted in person and via Zoom for the foreseeable future. For all of 2021, Board members who have a medical condition can opt to participate in Board meetings remotely.

I. Adjournment was at 6:48 pm.

Minutes approved on 11-18-2020 during a Regular Board Meeting, which was held remotely due to Governor's Executive Orders for remote participation in meetings due to COVID-19

Lou Adams, Board of Education Secretary
Clare-Gladwin Regional Education Service District

Date

Lindsey Murphy, Recorder/Administrative Assistant to the
Superintendent and Board of Education/HR Specialist
Clare-Gladwin Regional Education Service District

Date