

**Minutes of Regular Board Meeting
Board of Education
Harbor Springs Public Schools**

July 13, 2020

Large Group Instruction Room
Harbor Springs Middle School
800 State Road
Harbor Springs, MI 49740

Board Members Present: Gary Morse, President
Tim Davis, Vice President
Brad Backus, Treasurer
Diane Novak, Secretary
Bryan Lauer, Trustee
Margo Damoose, Trustee
Paul Fairbairn, Trustee

Staff Present: Michael Behrmann, Superintendent
Pam Zazula, Chief Financial Officer
Maresi Witte, Executive Secretary
Chris Cerrudo, Technology Director
Nathan Fairbanks, Elementary School Principal
Brad Plackemeier, High School Principal
Heather Keiser, Interim Middle School Principal
Leigh Inglehart, HSEA Co-President

Guests: Jeff Royston, AIRTECH Equipment
Ethan McCarthy
Kendra Shaw
Bradley Gustafson

Regular Meeting

I. Call to Order

President Morse called the meeting to order at 7:00 p.m.

II. Pledge of Allegiance

III. Approval of Agenda

A motion was made by Damoose, seconded by Lauer, to approve the agenda as presented. Motion carried unanimously.

IV. Board President's Report

President Morse shared the following:

- Congratulated the Varsity Boys Basketball Team on receiving All-State Academic. He congratulated David Harrell on receiving All-State Honorable Mention.
- In-Person Graduation was made possible

V. Superintendent's Report

Superintendent Behrmann reported on:

- Planning for re-opening this fall
- Successfully re-opened Child Care Centers
- Book memorials

VI. AIRTECH Equipment Presentation

Jeff Royston from AIRTECH Equipment provided information on GPS ionization for the District.

VII. Committee Reports

Finance Committee - Backus reported that the committee discussed the following: reviewed invoices; personnel update; facilities update and fall re-opening school.

Communications Committee - Novak reported that the committee discussed the following: personnel update; facilities update; fall re-opening school and Facilities Director position.

Facilities Committee - Fairbairn reported that the committee discussed the following: personnel update; facilities update and tour of the facilities and Facilities Director position.

VIII. General Announcements - None

IX. Public Input - None

X. Consent Agenda Items

A. Approval of Invoices

1. General Fund - \$743,063.04
2. Community Schools Fund - \$17,007.44
3. Food Service Fund - \$1,761.23
4. Building & Site Fund - \$20,217.48
5. Fiber Build Project Fund - \$900.00
6. Athletic Improvement Project Fund - \$2,260.81

B. Approval of Minutes

1. Regular Meeting – Budget Hearing – June 29, 2020

A motion was made by Fairbairn, seconded by Novak, to approve the consent agenda as follows: General Fund \$743,063.04; Community Schools Fund \$17,007.44; Food Service Fund \$1,761.23; Building & Site Fund \$20,217.48; Fiber Build Project Fund \$900.00; Athletic Improvement Project Fund \$2,260.81 and the minutes for the regular meeting / budget hearing – June 29, 2020. Motion carried unanimously.

XI. Recommended for Action - New Business

A. Adopt Resolution for 2019-20 Outstanding Person in Education (OPIE) Award

A motion was made by Fairbairn, seconded by Lauer, to adopt the resolution to recognize Kristie Holzschu as the 2019-20 Outstanding Person in Education (OPIE)

Ayes: Morse, Davis, Backus, Novak, Lauer, Fairbairn and Damoose (7)

Nays: (0)

Motion carried.

B. Approval of Staff Hires

A. Fifth Grade Teacher

A motion was made by Damoose, seconded by Fairbairn, to approve the hiring of Ethan McCarthy, fifth grade teacher at Harbor Springs Middle School at MA step 3 of the teachers' salary schedule at \$53,099 for the 2020-21 school year.

Ayes: Morse, Davis, Backus, Novak, Lauer, Fairbairn and Damoose (7)

Nays: (0)

Motion carried.

B. High School Language Arts Teacher

A motion was made by Backus, seconded by Lauer, to approve the hiring of Kendra Shaw, High School Language Arts teacher at Harbor Springs High School at BA step 1 of the teachers' salary schedule at \$45,879 for the 2020-21 school year.

Ayes: Morse, Davis, Backus, Novak, Lauer, Fairbairn and Damoose (7)

Nays: (0)

Motion carried.

C. Elementary Special Education Teacher

A motion was made by Backus, seconded by Novak, to approve the hiring of Bradley Gustafson, Elementary Special Education teacher at Blackbird And Shay Elementary at BA step 1 of the teachers' salary schedule at \$45,879 for the 2020-21 school year.

Ayes: Morse, Davis, Backus, Novak, Lauer, Fairbairn and Damoose (7)

Nays: (0)

Motion carried.

C. Level III Grievance

A motion was made by Lauer, seconded by Backus, to deny the Level III Grievance brought to the Board of Education on behalf of the Harbor Springs Education Association based on the following grounds:

- Procedurally: it does not affect 2 or more teachers, so the Association does not have standing to file this grievance.*
- Furthermore, the district followed legal and contractual methods to (a) reduce this teacher and (b) to post a vacant position.*
- Additionally, the District is not legally or contractually obligated to give the teacher the open position or to assign the teacher a specific section to fill her teaching load.*

Ayes: Morse, Davis, Backus, Novak, Lauer, Fairbairn and Damoose (7)

Nays: (0)

Motion carried.

A motion was made by Backus, seconded by Lauer, to designate Superintendent Michael Behrmann and Board Secretary Diane Novak to respond to the Level III grievance in writing within ten (10) days.

Ayes: Morse, Davis, Backus, Novak, Lauer, Fairbairn and Damoose (7)

Nays: (0)

Motion carried.

XII. Public Input - None

XIII. Adjournment

A motion was made by Fairbairn, seconded by Lauer, to adjourn the regular meeting at 7:52 p.m. Motion carried unanimously.

Respectfully submitted,

Diane Novak
Secretary