

**Minutes of Special Board Meeting - Retreat  
Board of Education  
Harbor Springs Public Schools**

**September 29, 2020**

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

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

Staff Present: Michael Behrmann, Superintendent  
Pam Zazula, Chief Financial Officer  
Ron Ouellette, Facilities Director  
Anne Payne, HSEA Co-President

## **Special Meeting – Retreat**

### **I. Call to Order**

President Morse called the meeting to order at 8:00 a.m.

### **II. Pledge of Allegiance**

### **III. Approval of Agenda**

*A motion was made by Damoose, seconded by Fairbairn, to amend the agenda as follows: add Item XII. Request to go into Executive Session to Discuss Pending Tenure Charge Appeal filed by Molly Jones with the District's Attorney. Motion carried unanimously.*

### **IV. Approval of Minutes - Regular Meeting - September 14, 2020**

*A motion was made by Backus, seconded by Fairbairn, to approve the minutes from the regular meeting of September 14, 2020 as presented. Motion carried unanimously.*

### **V. Public Input - None**

### **VI. Superintendent's Goals**

Superintendent Behrmann presented his goals summary in the five areas of evaluation. The Board gave feedback commending him on his performance through the pandemic uncertainties and supported the goals presented.

### **VII. Extended COVID-19 Learning Plan**

Superintendent Behrmann updated the Board on the status of the District's plan.

### **VIII. Audit 2019-20**

Pam Zazula presented the updated budget/audit report.

### **IX. Facilities / Sinking Fund Update and Priorities**

- Board asked questions of Facilities Director Ron Ouellette
- Discussion on custodial / bus driver coverage and needs
- Discussion on Sinking Fund priorities

- Floors / lockers at High School
- Closets / floors at Middle School
- Closets at all buildings
- Future need for bond project at Shay Elementary
- Discussion on possible reconfiguration of grade levels at each building

**X. District Exterior Sign Design Proposal**

Gary Ellis, ASI representative, gave a presentation via Zoom about the design process for District exterior signs. The Board discussed using the proposal and looks forward to working with ASI Signage through the design process. The Board gave input regarding using the shield for school signs and the Ram for athletic sites.

**XI. Stipends for Staff**

Superintendent Behrmann presented a proposal for staff stipends. The Board discussed the stipends and recommended 0.5 % for support staff and Edustaff personnel (child care, pool and technology staff). Pam Zazula will determine which funds to use.

*A motion was made by Backus, seconded by Davis, to approve the stipend for principals Nathan Fairbanks, Heather Keiser and Brad Plackemeier at \$3,000 each for work performed during summer break. Motion carried unanimously.*

*A motion was made by Backus, seconded by Lauer, to approve the staff stipends as presented for teachers, other admin and support staff at 0.5% with the addition of Edustaff personnel (child care, pool and technology staff).*

*Ayes: Morse, Backus, Novak, Lauer, Fairbairn and Damoose (6)*

*Abstained: Davis (1)*

*Motion carried.*

**XII. Request to go into Executive Session to Discuss Pending Tenure Charge Appeal filed by Molly Jones with the District's Attorney**

*A motion was made by Davis, seconded by Backus, to go into Executive Session to Discuss Pending Tenure Charge Appeal filed by Molly Jones with the District's Attorney at 10:43 a.m.*

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

*Nays: (0)*

*Motion carried.*

*A motion was made by Davis, seconded by Fairbairn, to reconvene the special meeting / retreat at 11:18 a.m.*

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

*Nays: (0)*

*Motion carried.*

**XIII. Public Input - None**

**XIV. Adjournment**

*A motion was made by Lauer, seconded by Davis, to adjourn the special meeting / retreat at 11:19 a.m.*

*Motion carried unanimously.*

Respectfully submitted,

Diane Novak  
Secretary