

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

May 9, 2022

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

Board Members Present: Tim Davis, President
Diane Novak, Secretary
Margo Damoose, Trustee
Tina Honeysette, Trustee
Paul Fairbairn, Trustee

Board Members Absent: Gary Morse, Vice President
Brad Backus, Treasurer

Staff Present: Michael Behrmann, Superintendent
Maresi Witte, Executive Secretary
Denise Knight, Admin Assistant
Rod Fullerton, Chief Financial Officer
Chris Cerrudo, Technology Director
Nathan Fairbanks, Elementary School Principal
Heather Keiser, Middle School Principal
Brad Plackemeier, High School Principal
Rob LaPoint, High School Science Teacher

Regular Meeting

I. Call to Order

President Davis 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 Honeysette, to approve the agenda as presented. Motion carried unanimously.

IV. Mission Excellence

Superintendent Behrmann recognized the following individuals for their outstanding programs:

- A. Rob LaPoint - Unmanned Aerial Vehicles Program
- B. Jason Byma - Audio Engineering & Video Editing Program

V. Board President's Report - None

VI. Superintendent's Report

Superintendent Behrmann thanked the community for passing the bond proposal. He reviewed the timeline of the project and sale of bonds.

VII. Committee Reports

- A. Finance

Honeysette reported that the committee discussed the following: invoices; Schools of Choice; tuition students; child care wages; substitute teacher pay; personnel updates; contract negotiations.

B. Facilities

Fairbairn reported that the committee discussed the following: facilities director report; Schools of Choice; tuition students; child care wages; substitute teacher pay; personnel updates.

C. Communications

Damoose reported that the committee discussed the following: athletic director report; Schools of Choice; tuition students; child care wages; substitute teacher pay; personnel updates.

VIII. Administrative Reports

- High School principal Plackemeier reported on: testing; CTE students recognized; spring sports; hosting Baseball and Soccer regionals; Band concert; Swing into Spring Band fundraiser; upcoming Prom at The Highlands; May 26 Seniors' last day and car parade; graduation June 5.
- Middle School principal Keiser thanked all the volunteers who helped with Life Unplugged; upcoming events and field trips; Little League and MS track; transition activities.
- Elementary School principal Fairbanks reported on Kindergarten round-up, preschool night for parents; second grade swimming; testing; triathlon; Gear-up Day; moving grade levels to different buildings due to bond proposal.

IX. General Announcements - None

X. Public Input - None

XI. Consent Agenda Items

A. Approval of Invoices

1. General Fund - \$864,225.45
2. Community Schools Fund - \$24,857.90
3. Food Service Fund - \$19,971.06
4. Fiber Build Project Fund - \$150.00

B. Approval of Minutesschool

1. Regular Meeting - April 11, 2022
2. Regular Meeting - April 11, 2022 Executive Session

A motion was made by Fairbairn, seconded by Damoose, to approve the consent agenda as follows: General Fund \$864,225.45; Community Schools Fund \$24,857.90; Food Service Fund \$19,971.06; Fiber Build Project Fund \$150.00; minutes from the April 11, 2022 regular meeting and the executive session minutes from the April 11, 2022 regular meeting. Motion carried unanimously.

XII. Recommended for Action - Old Business

A. Reaffirmation of COVID Protocols

A motion was made by Honeysette, seconded by Novak, to reaffirm the COVID Preparedness Plan as presented. Motion carried unanimously.

XIII. Recommended for Action - New Business

A. Review and Acknowledge 2022-23 Char-Em ISD Budget

A motion was made by Fairbairn, seconded by Damoose, that the Board has reviewed and acknowledged the 2022-23 Char-Em ISD budget. Motion carried unanimously.

B. Approval of Staff Hires for 2022-23

1. Preschool Teacher

A motion was made by Fairbairn, seconded by Honeysette, to approve Mrs. Megan Green as the teacher for our Pre-School position at BA Step 4 of the HSEA salary schedule for the 2022-23 school year. Motion carried unanimously.

2. Secondary Academic Interventionist/Special Education Teacher

A motion was made by Fairbairn, seconded by Damoose, to approve Ms. Lydia Brown as a Secondary Interventionist/Special Education teacher at Harbor Springs High School at BA Step 1 of the HSEA salary schedule for the 2022-23 school year. Motion carried unanimously.

C. Accept Staff Resignations and Retirements

A motion was made by Honeysette, seconded by Damoose, to accept the resignation of Chris Atteberry, Bradley Gustafson and Karl Wood and the retirement of Sue Lasley, Jodi Bower and Maresi Witte.

Ayes: Davis, Novak, Damoose, Honeysette (4)

Nays: Fairbairn (1)

Motion carried.

D. Approval of Performance Pay

A motion was made by Fairbairn, seconded by Honeysette, to approve performance pay for teachers as follows for the 2021-22 school year:

- *Highly Effective with a score of 3.7 – 4.0 = \$400*
- *Highly Effective with a score of 3.6 – 3.69 = \$300*
- *Highly Effective with a score of 3.5 – 3.59 = \$200*
- *Below 3.5 does not qualify for Performance Pay*

Motion carried unanimously.

E. Approval of Tuition Students

A motion was made by Novak, seconded by Fairbairn, to approve Administrative Regulation 2001 (Tuition Students) and the Tuition Student Agreement, beginning in the 2022-23 school year. Motion carried unanimously.

F. Approval of Substitute Teacher Pay

A motion was made by Novak, seconded by Fairbairn, to substitute teacher pay as follows for the 2022-23 school year:

- *\$120/day*
- *\$50 bonus for every 5 days worked as a substitute teacher in HSPS*
- *BA Step 1 base salary if in the same assignment for 61 or more days or if approved by the superintendent if in a long-term assignment.*

Motion carried unanimously.

G. Adopt Bond Authorization Resolution

A motion was made by Damoose, seconded by Fairbairn, to adopt the bond authorizing resolution as attached to the Board Packet, dated May 9, 2022. Motion carried unanimously.

XIV. Information & Proposals

A. Humanex Ventures - Parent Survey

Superintendent Behrmann reviewed the parent engagement feedback from the Humanex Ventures survey.

XV. Request to go into Executive Session for Contract Negotiations

A motion was made by Fairbairn, seconded by Honeysette, to go into executive session for contract negotiations at 7:52 p.m.

Ayes: Davis, Novak, Damoose, Fairbairn and Honeysette (5)

Nays: (0)

Motion carried.

A motion was made by Damoose, seconded by Fairbairn, to reconvene the regular meeting at 7:54 p.m.

Ayes: Davis, Novak, Damoose, Fairbairn and Honeysette (5)

Nays: (0)

Motion carried.

A motion was made by Honeysette, seconded by Damoose, to amend the agenda as follows: Move item XVI. Public Input ahead of Request to go into Executive Session for Contract Negotiations. Motion carried unanimously.

XVI. Public Input

Non-resident parent spoke regarding tuition students and asked if scholarships would be available.

A motion was made by Novak, seconded by Damoose, to go into executive session for contract negotiations at 8:08 p.m.

Ayes: Davis, Novak, Damoose, Fairbairn and Honeysette (5)

Nays: (0)

Motion carried.

A motion was made by Fairbairn, seconded by Honeysette, to reconvene the regular meeting at 9:07 p.m.

Ayes: Davis, Novak, Damoose, Fairbairn and Honeysette (5)

Nays: (0)

Motion carried.

XVII. Adjourn

A motion was made by Honeysette, seconded by Fairbairn, to adjourn the regular meeting at 9:08 p.m. Motion carried unanimously.

Respectfully submitted,

Diane Novak
Secretary