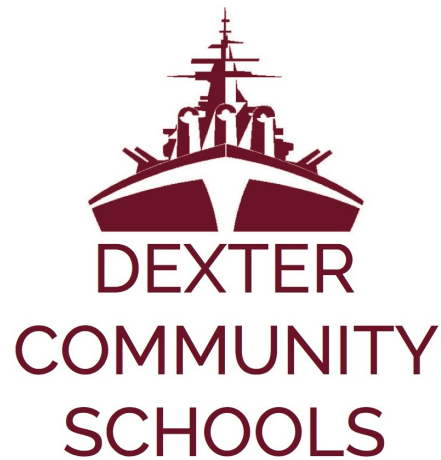


BOARD OF EDUCATION MEETING PACKET

September 11, 2023

7:00pm

Bates Boardroom



Our Vision:

Champion Learning –

Develop, Educate, and Inspire!



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 time for public participation during the meeting as indicated in the agenda below. Upon request to the Superintendent the District shall make reasonable accommodation for a person with disabilities to be able to participate in this meeting.

MEETING AGENDA

- A. **CALL TO ORDER**
 - 1. Roll Call
- B. **MEETING MINUTES** (8/28/2023)
- C. **APPROVAL OF AGENDA**
- D. **SCHOOL PRESENTATIONS**
 - 1. Field Trip to Creekside Kitchen Garden
(across the street from Bates)
- E. **PUBLIC PARTICIPATION** (up to ~30 minutes/max 5 per person)
- F. **ADMINISTRATIVE & BOARD UPDATES**
 - 1. Superintendent
 - 2. Board President
 - 3. Student Representatives
- G. **CONSENT ITEMS**
 - 1. Personnel - New Hire
 - 2. Personnel - Request for Leave
- H. **ACTION ITEMS**
 - 1. Ratify DEA Agreement
 - 2. Ratify DAA Agreement
- I. **DISCUSSION ITEMS**
 - 1. Transportation Update
- J. **PUBLIC PARTICIPATION** (up to ~15 minutes/max 3 per person)
- K. **BOARD COMMENTS**
- L. **INFORMATION ITEMS - none**
- M. **CLOSED SESSION - per MCL 15.268(a)**
- N. **ADJOURNMENT**

CALENDAR

- *September 14 - Multigenerational Community Center Ad Hoc Committee - 10:30am Bates Boardroom
 - *October 16 - Finance Committee - 6:00pm Bates Room 211
 - *October 16 - Board Meeting - 7:00pm Bates Boardroom
 - *November 6 - Board Meeting - 7:00pm Bates Boardroom
 - *November 20 - Board Meeting - 7:00pm Bates Boardroom
-

***Public Participation Policy 0167.3:** Those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce his/her name and address and indicate if he/she represents any organization or agency. No person may speak more than once on the same subject during a single meeting.*

BOARD OF EDUCATION MEETING NOTES
SEPTEMBER 11, 2023

A. CALL TO ORDER

1. Roll Call

B. MEETING MINUTES

- * An appropriate motion might be, "I move that the Board of Education approve the attached meeting minutes from August 28, 2023 as presented/amended."

C. APPROVAL OF AGENDA

1. Approval of Agenda

Board policy provides that the Superintendent of Schools shall prepare an agenda for all Board meetings as directed by the President of the Board of Education.

- * An appropriate motion might be, "I move that the Board of Education approve the agenda as presented/amended."

D. SCHOOL PRESENTATIONS

1. Field Trip to the Creekside Kitchen Garden

The Board will walk across the street to see improvements to the Kitchen Garden.

E. PUBLIC PARTICIPATION (full guidelines at link)

Each speaker is allotted a maximum of 5 minutes for a total of 30 minutes unless otherwise notified. At this point in the meeting, those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce their name and district of residence and indicate if they represent any organization or agency. No person may speak more than once on the same subject during a single meeting nor yield their time to another speaker. The Board does not respond to comments during the meeting. Those wishing to receive a personal response from the Board or Superintendent must complete a [public comment form](#) available at the meeting entrance and on our website.

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent
2. Board President
3. Student Representatives

G. CONSENT ITEMS

Consent items are typically approved in bulk.

- * An appropriate motion might be, "I move that the Board of Education approve the consent items in bulk."

1. Personnel - New Hires.

Your packet includes a resume and recommendation for hire from Special Education Director Anne Nakon. If separated, an appropriate individual motion might be, "I move that the Board of Education offer a probationary teaching contract for the 2023-2024 school year to Katie Prall."

BOARD OF EDUCATION MEETING NOTES
SEPTEMBER 11, 2023

2. Request for Leave
Your packet includes a request for leave from DHS teacher Kevin Cislo. If separated, an appropriate motion might be, "I move that the Board of Education approve Kevin Cislo's leave of absence."
- H. ACTION ITEMS**
 1. Ratify DEA Agreement
Your packet includes an executive summary and signed tentative agreement with the Dexter Education Association.

* An appropriate motion might be, "I move that the Board of Education ratify the attached tentative 2023-2024 agreement with the Dexter Education Association."
 2. Ratify DAA Agreement
Your packet includes an executive summary and signed tentative agreement with the Dexter Administrator Association.

* An appropriate motion might be, "I move that the Board of Education ratify the attached tentative 2023-2024 agreement with the Dexter Administrator Association."
- I. DISCUSSION ITEMS**
 1. Transportation Update
Administrative staff will update the Board on the current status of transportation operations.
- J. PUBLIC PARTICIPATION (up to ~ 15 minutes/max 3 per person)**
Each speaker is allotted a maximum of 3 minutes for a total of 15 minutes unless otherwise notified. At this point in the meeting, those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce their name and district of residence and indicate if they represent any organization or agency. No person may speak more than once on the same subject during a single meeting nor yield their time to another speaker. The Board does not respond to comments during the meeting. Those wishing to receive a personal response from the Board or Superintendent must complete a [public comment form](#) available at the meeting entrance and on our website.
- K. BOARD COMMENTS**
- L. INFORMATION ITEMS – none**

* An appropriate motion might be: "I move that the Board of Education move into closed session for the purpose of discussing the Superintendent's quarterly evaluation."
- M. CLOSED SESSION** *per MCL 15.268(a)*
 1. Superintendent's Quarterly Evaluation
- N. ADJOURNMENT**

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
AUGUST 28, 2023**

A. CALL TO ORDER – 7:00pm

1. Roll Call

Members Present: Elise Bruderly, Mara Greatorex, Jennifer Kangas, Dick Lundy, Melanie Szawara; **Student Representatives** Mischa Rafferty & Marty Watson

Members Absent: Brian Alabré, Brian Arnold

Administrative & Supervisory Staff: Ryan Bruder, Barb Leonard, Craig McCalla, Sharon Raschke, Chris Timmis, Hope Vestergaard

Guests: Deneen Smith, Laurie Farmer (Transportation)

B. MEETING MINUTES

Melanie Szawara made a motion to approve the meeting minutes from 8/14/2023 as presented. Elise Bruderly seconded the motion. **Motion Carried (unanimous).**

C. APPROVAL OF AGENDA

Elise Bruderly made a motion to approve the agenda as presented. Jennifer Kangas seconded the motion. **Motion Carried (unanimous).**

D. SCHOOL PRESENTATIONS

1. SEAB Update

Executive Director of Instruction Ryan Bruder updated trustees on the status of the Sex Education Advisory Board (SEAB). In July, the District sent out a call for people interested in serving on the committee. More than 60 people responded, representing a diverse swath of the community and targeting many of the roles required by law. Not many students responded so the District will send out another call for applicants when school is back in session in hopes of catching more. Applicants will be reviewed based on rubrics used by other districts and nominees will be shared with the Board in September.

2. Mr. Bruder also updated the Board on the Tech Department installation of new classroom whiteboards and shared that about thirty NHS students helped with the unboxing and labeling of new ELA materials at the DEEC and Wylie.

E. PUBLIC PARTICIPATION – none

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent Update

Dr. Timmis noted that:

- Opening day for teachers and staff is August 29th at 8am at the CPA;
- Open Houses and orientations are ongoing at buildings this week;
- Transportation is facing serious challenges which will be discussed later in the meeting.

2. Board President Update - Mara Greatorex noted that she, Trustee Kangas, and Trustee Lundy will serve on the Multigenerational Center ad hoc committee.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
AUGUST 28, 2023**

3. Student Representatives Update

Student Representative Mischa Rafferty said that juniors and seniors worked hard on Link Crew to welcome the freshman class, but their morning orientation was unfortunately canceled due to partial power at the high school.

Extracurricular clubs are starting up and the first varsity football game was August 25th. Mrty Watson shared that cross country is going well and noted that students were all happy to have their schedules now.

G. CONSENT ITEMS

1. Melanie Szawara made a motion that the Board of Education approve the consent items in bulk. Elise Bruderly seconded the motion. **Motion Carried (unanimous).**

- The Board offered probationary teaching contracts for the 2023-2024 school year to Andrea Lindback and Leah Tice.
- The Board of Education received the July 2023 budget report.

H. ACTION ITEMS

1. 2022-2023 Fund Balance Designations

Melanie Szawara made a motion that the Board of Education approve the 2022-2023 Fund Balance designations for the General Fund as included in the attached recommendation from the Finance Committee. Dick Lundy seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

2. 2023-2024 Fund Balance Classifications

Melanie Szawara made a motion that the Board of Education authorize the Fund Balance classifications for the 2023-2024 fiscal year included in the attached memo. Elise Bruderly seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

I. DISCUSSION ITEMS

1. Year-End Financial Results Discussion

Trustees had the opportunity to ask questions about the year-end results included in the packet materials provided by CFO Sharon Raschke.

2. 2023-2024 Transportation Plan

Principal for Operations Craig McCalla shared a brief presentation outlining the staffing challenges currently facing the transportation department. Current plans include pre-scheduled potential rolling route outages such as the ones scheduled last year. Current staffing shortage means there's increased likelihood that the outages will actually have to be implemented. The discussion included possible solutions to recruit drivers, reduce crowding, shorten long routes, and ensure all routes have coverage. Parents were to be informed of the issues August 31st.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
AUGUST 28, 2023**

J. PUBLIC PARTICIPATION – none

K. BOARD COMMENTS – none

L. INFORMATION ITEMS

1. Finance Minutes (8/22/2023)
2. Board Committee Roster

At approximately 8:12pm, Melanie Szawara made a motion that the Board of Education move into closed session for the purpose of discussing negotiations following a five-minute break. Elise Bruderly seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

M. CLOSED SESSION

1. Negotiations

At approximately 8:23pm, the Board returned to open session.

N. ADJOURNMENT

At approximately 8:24pm, President Mara Greatorex adjourned the meeting.

MINUTES/hlv

Jennifer Kangas
Secretary, Board of Education



DEXTER COMMUNITY SCHOOLS

Anne Nakon, Director of Special Education
2615 Baker Road, Dexter, Michigan 48130
(734) 424-4160 ext.6052 fax (734) 424-4169
nakona@dexterschools.org

To: Dexter Board of Education
From: Anne Nakon
Subject: Recommendation for Hire - DHS Special Education Teacher
Date: September 5, 2023

As a result of our most recent interview process, I would like to recommend Katie Prall for the special education teacher position at Dexter High School.

Ms. Prall is a dedicated special education teacher with five years classroom experience and four years of substitute teaching. Most recently, Ms. Prall worked as a Premier Substitute at Wylie Elementary School and has also served as a substitute in special education programs across the district when needed. Ms. Prall has shown herself to be a dedicated, hard working teacher who quickly builds relationships with students and positively impacts student achievement.

It is without hesitation that I recommend Ms. Prall for this position.

Interview committee: Anne Nakon

KATHRYN PRALL

email: [REDACTED]

JOB OBJECTIVE: Dedicated special education and elementary school teacher with five years classroom experience plus four years of substitute teaching seeks to obtain a position that will allow me to use my strong passion for student development coupled with skills and experience to make a difference in Dexter Community Schools.

EDUCATION: 1995-1999 Wayne State University Detroit, MI
Bachelor of Science in Elementary Education
Major: Special Education – Mentally Impaired
Minor: Planned Elementary Education

2002-2004 University of California Extension Berkeley, CA
Certificate in Reading and Literacy Development

CERTIFICATION: **Michigan Standard Teaching Certificate**
Cognitive Impairment (SA) K-12 Elementary
K-5 (K-8 All Subjects in Self-Contained Classroom) (ZG)

Michigan Substitute Teacher Permit

Expired Out of State Teaching Certificates Provided Upon Request

CLASSROOM EXPERIENCE: 12/2018-Present EDUStaff Grand Rapids, MI
Building Premier Substitute, Long-Term Substitute, Guest Teacher & Paraprofessional in Dexter Community Schools

8/2005-6/2006 Larragoite Elementary School Santa Fe, NM
Teacher of Special Education K-2, Inclusion Specialist

7/2001-6/2005 Loma Vista Elementary School Brentwood, CA
Teacher of Special Day Class Kindergarten 2001-2002
Teacher of Kindergarten 2002-2005

03/2000 – 6/2001 Tara Hills Campus San Pablo, CA
Spectrum Center for Educational and Behavioral Development Inc.
Teacher of students with autism, emotional disturbance, and developmental disabilities (ages 6 to 12 and 18 – 21)

OTHER RELATED JOB EXPERIENCES

9/2019-6/2020 Dexter United Methodist Church Dexter, MI
and 9-10/2022 *Stepping Stones Play and Learn Associate Teacher*

HONORS: Golden Key National Honors Society
Journalism Institute for Minorities Scholarship - Wayne State University, 1995
Rosa Parks/Detroit News Scholarship, 1995

KATHRYN PRALL

References

TEACHING EXPERIENCE

EDUStaff: Substitute Teacher
4120 Brockton Dr. SE
Grand Rapids, MI 49512
(877) 974-6338

Dexter Community Schools
Building Assignments: 2018-2023
District Phone Number: (734) 424-4100
Wylie Elementary, Principal Katie See
Director of Special Education, Anne Nakon
Wylie Teacher: Angela Anderson

Principal: Ellen Perez (Retired)
Larragoite Elementary School
Santa Fe Public Schools

School Location Currently Closed
Supervisor, School Year 2005-2006
Personal Phone Number: (505) 310-8720

Inclusion Specialist, Grades K-2

Michael Bowen
Brentwood Union School District
255 Guthrie Lane
Brentwood, CA 94513
(925) 513-6330

Former Vice-Principal Loma Vista
Current Director of Curriculum &
Instruction
Supervisor, School Year 2004-2005
mbowen@brentwood.k12.ca.us
Kindergarten and Special Day Class Teacher

RELATED JOB EXPERIENCE

Kristin Romelhardt
Stepping Stones Play and Learn
Dexter United Methodist Church
7643 Huron River Dr.
Dexter, MI 48130

Director & Lead Teacher
steppingstones.dumc@gmail.com
Teacher Associate for a developmental
early childhood, play-based program

VOLUNTEER EXPERIENCE

Anchor Elementary
7480 Dan Hoey Rd.
Dexter, MI 48130
(734) 424-4120
Volunteering in one hour time blocks
Weekly Reading Workshop Volunteer or
Twice Weekly Centers Volunteer (K)

Teacher: Anna Tyrell, 2nd Grade
2019-2020 School Year

Teacher: Cassandra Korinek, 1st grade
2018-2019 School Year

Teacher: Rebecca Cudini, Kindergarten
2018-2017 School Year

Elizabeth Durant
Children's Literacy Network
1100 N. Main St. Suite 207
Ann Arbor, MI 48104

Executive Director
elizabeth@childrensliteracynetwork.org
Book Pals Parent Volunteer at Anchor
Elementary School for an innovative literacy
enrichment program that partnered students
from two different Michigan school districts
2019-2020 School Year

Dear Dexter Board of Education,

I am writing to ask for a leave of absence for the remainder of the 2023-2024 school year effective as of September 15, 2023 due to family circumstances.

Thank you for your consideration.

-Kevin Cislo

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

- Purpose: To ratify a successor agreement with the Dexter Education Association.
- Explanation: The attached tentative agreement with the DEA was ratified by the DEA membership last week. The 2022-2025 collective bargaining agreement included a financial reopener for the 2023-2024 and 2024-2025 school years. For the 2023-2024 school year, steps will be given and base salaries will increase by 2%.
- Recommendation: It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Education Association.

**TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER EDUCATION ASSOCIATION/
WASHTENAW COUNTY EDUCATION ASSOCIATION, MEA/NEA**

This Tentative Agreement is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the Washtenaw County Education Association/Dexter Education Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

- For 2023-2024, steps will be given plus a 2% increase on-schedule.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION**

**WASHTENAW EDUCATION
ASSOCIATION/DEXTER EDUCATION
ASSOCIATION, MEA/NEA**

By: _____

By: _____

Its: _____

Its: _____

By: _____

By: _____

Its: _____

Its: _____

L.S.
J.B.



M.D.P.

CT
DL
VJ
RK

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

- Purpose: To ratify a successor agreement with the Dexter Administrators' Association.
- Explanation: The attached tentative agreement with the DAA was ratified by the DAA membership last week. The 2022-2025 collective bargaining agreement included a financial reopener in 2023-2024 and 2024-2025. Base salaries will increase by 2% for 2023-2024 school year. The 2022 – 2023 1% off schedule payment will be permanently added to all levels to reflect the increase given to DEA. A stipend for work on the weekends and holidays will be given to all DAA members. The agreement includes a stipend for work on the weekends and holidays, elimination of level A and board paid tax deferred annuity based on longevity.
- Recommendation: It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Administrators' Association.

**TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
DEXTER ADMINISTRATOR ASSOCIATION**

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DS
CT

This Tentative Agreement is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the Dexter Administrator Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

- For 2023–2024, levels will be given as approved by the Board on June 12, 2023.
- Level A on the salary schedule will be eliminated.
- The 2023-2024 base salary schedule will be increased by 2% + 1%. The 2% increase reflects the increase given to the DEA for 2023-2024. The 1% reflects the off schedule payment for the DAA that was permanently applied for the DEA in 2022-2023.
- The Board recognizes the high level of professional responsibility of the District's administrative staff. In addition to the base salary, each administrator's contract salary will be increased by an off-schedule amount of \$2,000. This is compensation as remuneration for services.
- The Board will pay on behalf of the administrator an amount equal to 3% of base salary toward a tax-deferred annuity selected by any administrator who has completed two (2) years of administrative service to the District. Administrators having completed three (3) years in the District, as an administrator, will have an amount equal to 4% of total salary paid by the Board. Administrators having completed four (4) years in the District, as an administrator, will have an amount equal to 5% of total salary paid by the Board. If the two year, three year, and four year anniversary hire dates fall before opening day for teachers, the year will be counted as a completed year. For each contract year, the payment will be made one half in September and one half in February, for administrators who are actively working, including on paid FMLA, and have not otherwise terminated at the time of payment.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION**

**DEXTER ADMINISTRATOR
ASSOCIATION**

By: _____

By: _____

Its: _____

Its: _____

By: _____

By: _____

Its: _____

Its: _____