

The Mission of Portland Public Schools, in collaboration with the community, is to provide a safe learning experience so each student feels empowered to meet their full potential.



We demonstrate Raider PRIDE by working together as a community to inspire lifelong learners.

Strategic Goal Focus Areas

Instructional Design

Portland Public Schools will utilize its aligned curriculum, dedicated instructional design, and assessment practices to guide and ensure teacher effectiveness, student learning, and engagement across all grades and courses.

Wellness

Portland Public Schools will enhance the emotional and social wellness for students and staff by providing opportunities to be highly engaged in the learning environment while promoting life balance.

Culture and Environment

Portland Public Schools will strengthen school and community partnerships through transparent communication.
Portland Public Schools will foster a responsive and caring culture where all feel valued and supported.

Team Development

Portland Public Schools will promote a culture of learning and development for all employees by providing opportunities and pathways for growth and advancement.
Portland Public Schools will recruit, attract, develop and retain high quality staff.

Facility/Operations/Finance

Portland Public Schools will maintain fiscal responsibility that reflects a commitment to student learning and a rich variety of programs and services.
Portland Public Schools will provide safe and effective facilities that reflect the PRIDE of our community.

Committee Meeting Minutes

Committee Name: Policy Committee

Date: 12.11.23

The meeting was called to order at 6:00pm in the Central Office.

Members Present: Brian Pohl, Beth Goodman, Angela Shinaver

Members Absent: None

Others Present: William Heath, Superintendent

Agenda:

1. Review [Recommended NEOLA Fall 2023](#) Policy Update

a. [Policy 1540 - Administrative Staff Reduction/Recalls](#) (New)

This policy has been added to address existing administrative staff reductions/recalls.

b. [Policy 2370.01 - Online/Blended Learning Program](#) (Revised)

This policy has been revised to reflect current online and blended learning rules and requirements, including M.C.L. 388.1621f(14), which allows a district to switch to online learning in certain circumstances for not more than fifteen (15) days. The provision now found at D.2 reflects that M.C.L. 388.1621f(14) specifically permits districts to exempt a fifteen (15) day or less switch from the parental consent requirement.

c. [Policy 7217 - Weapons](#) (Revised)

This policy has been revised to include references to Michigan Supreme Court decisions establishing that schools are not expressly restricted by existing legislature from regulating firearms.

d. [Policy 7540.03 - Student Technology Acceptable Use and Safety](#) (Revised)

This policy has been revised to include optional language addressing artificial intelligence and to include a cross reference to Policy 5500 - Student Conduct.

e. [Policy 8305 - Information Security](#) (Technical Correction)

Technical Correction to include a cross reference to Bylaw 0100 - Definitions.

f. [Policy 8531 - Free and Reduced Price Meals](#) (Revised)

This policy has been revised to address the free meal money allocation statutory policy reference (M.C.L. 388.1630d) that states the district must, to be eligible for the funding, take "all efforts to maximize and implement policies that require parents or guardians to fill out relevant family information..." to determine if they qualify for federal free or reduced cost meal reimbursement. In addition, the policy has been revised to included the stigma language moved from AG 8500D - Procedure for the Collection and Payment for Charged Meals.

2. Review [Recommended NEOLA Fall 2023](#) Special Update

a. [Policy 0122 - BOARD POWERS](#)

The attached revision to Policy 0122 is necessary due to the elimination of many topics from the list of prohibited subjects of bargaining. The topics that are no longer prohibited subjects have been deleted from this bylaw. These changes should be adopted to make Board policy consistent with the statutory changes that go into effect on February 13, 2024.

b. **[Policy 1420 - SCHOOL ADMINISTRATOR EVALUATION](#)**

This policy relates to administrator evaluations. There are many changes to the statute, M.C.L. 380.1249b, which go into effect July 1, 2024. The appropriate revisions were made to Policy, although the full statutory changes should be reviewed prior to the effective date.

c. **[Policy 3131 - STAFF REDUCTIONS/RECALLS](#)**

This policy relates to staff reductions and recalls which are no longer a prohibited subject of bargaining. Additionally, the legislature amended section 1248 of the RSC relating to what can be used as decision-making factors in staffing situations. **Please note that the changes to the RSC are not effective until July 1, 2024.** Due to the changes to the RSC, PO3131 has been revised to make some of the formerly required language optional in the event districts wish to retain this in policy. Additionally, prospective changes to the rating system, effective July 1, 2024, are contained in the revision for early adoption. Neola will consider whether changes to the administrative guidelines should also be made and, if so, present those changes after policy decisions have been made in the next update. Please also carefully read the drafting notes in the revisions to this policy.

d. **[Policy 3142 - PROBATIONARY TEACHERS](#)**

The new laws changed the rating system, effective July 1, 2024, which, in turn, created the need to revise the probationary teacher policy to accurately reflect the new rating system.

e. **[Policy 3220 - PROFESSIONAL STAFF EVALUATION](#)**

Senate Bill 395 and 396 were recently signed into law by Governor Whitmer. These bills dramatically change the evaluation system effective July 1, 2024. The revised policy incorporates those changes. Please review the drafting notes related to collective bargaining and other issues.

f. **Reissued:**

i. **[Policy 3120 - EMPLOYMENT OF PROFESSIONAL STAFF](#)**

This policy relates to employment of professional staff. Although the changes to PERA removed the issue of hiring after a staffing or program reduction from the list of prohibited subjects of bargaining, the changes do not affect this policy. Additionally, the Neola policy already references the possibility of a negotiated collectively bargained agreement that could affect employment terms. Therefore, the policy as written is compliant with law and is not being revised. This policy does, however, include optional sections, so Neola has reissued this policy to allow districts to review their current selections in comparison with available optional language in the event that they wish to make any changes.

ii. **[Policy 3139 - STAFF DISCIPLINE](#)**

Teacher discipline and discharge is no longer a prohibited subject of bargaining and the changes to the statute removed the reference to arbitrary or capricious as

the standard for discipline and discharge. However, the Teacher Tenure Act still requires that a tenured teacher may only be demoted or discharged for a reason that is not arbitrary or capricious. Therefore, while districts will have to bargain over these issues, they are still statutorily bound by the language in the Teacher Tenure Act. Since the current policy already references the currently negotiated bargaining agreement and includes the language from the Teacher Tenure Act regarding arbitrary or capricious, it does not need to be amended. However, Neola is reissuing this policy in the event a district wishes to review the previously offered options in comparison with policy as adopted.

g. Review:

i. [Policy 3130 - ASSIGNMENT AND TRANSFER](#)

Teacher placement and its impact on an individual or the unit is no longer a prohibited subject of bargaining. The existing policy already references the fact that the district will conform with any applicable contractual requirements. Therefore, there is no need to amend this policy to make it compliant with the statutory changes. Neola will continue to review the administrative guideline and, if appropriate, issue a revision with the regular update once policy decisions have been made.

ii. [Policy 3132 - VACANCIES](#)

This policy relates to vacancies. Although decisions about hiring after a staffing or program reduction or other personnel determination resulting in the elimination of a position is no longer a prohibited subject of bargaining, this policy does not need to be changed.

iii. [Policy 3140 - TERMINATION AND RESIGNATION](#)

This policy addresses the termination and resignation of professional staff. It also already references the negotiated collectively bargained agreement, the Teacher Tenure Act, and individual contracts as governing these decisions and, therefore, is compliant with the changes to the law. Also, as noted above, discharge or demotion of a tenured teacher may only be made for reasons that are not arbitrary or capricious under the Teacher Tenure Act despite its removal from the Section of PERA related to discharge and discipline. As this policy is already compliant, it does not need to be revised.

Deliberations/Decisions: *None*

Public Comment: *None*

Meeting Adjourned: The meeting was adjourned at 6:50pm