

**JACKSON PUBLIC SCHOOLS
REGULAR BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024**

AGENDA

6:00 pm

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Approval of Agenda
5. Superintendent's Report
 - Parkside/4SLC Update
 - Section 98B Benchmark Assessment Progress Report - Julie Baker/Jeremy Patterson
6. Consent Agenda
 - 23-24-69 Minutes
 - 23-24-70 Human Resources
 - 23-24-71 Monthly Financial Report, January
 - 23-24-72 Bond Financial Report, January
 - 23-24-73 JHS Stadium Project Financial Report, January
7. **Citizens Requesting to Address the Board** (*Board Policy 0167.3*) - *this is an opportunity for any citizen present to address the Board on any item. The time limit is normally five (5) minutes, but the president or presiding officer may impose a shorter time limit if necessary.*
8. Discussion Items
 - 23-24-74 Resolution Certifying Replacement Operating Millage
 - 23-24-75 Non-Unit Salary Schedule
 - 23-24-76 Elementary Special Education Curriculum
 - 23-24-77 Middle School Math Curriculum
 - 23-24-78 Elementary Math Curriculum
9. Action Items
 - 23-24-79 MASB Board of Directors Region 7
 - 23-24-80 Special Policy Update, 2nd Reading/Adoption
 - 23-24-81 Auditor Appointment
 - 23-24-82 Technology Purchases
 - 23-24-83 E-Rate Technology Purchases
 - 23-24-84 Resolution – City of Jackson Easement
 - 23-24-85 Attorney Retention Agreement
 - 23-24-86 March/April Board Meeting Dates
10. Board Comments
11. Calendar
 - March 8, 2024 - JHS Ambassador Auction, JHS Fieldhouse, 5:00 - 7:30 pm
 - March 19, 2024 - Regular Board Meeting, JHS Media Center, 6:00 pm
12. Adjournment

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-69

SUBJECT: Minutes

FOR ACTION: Jeff Beal

STATEMENT OF THE ISSUE:

In accordance with Board policy, the minutes of the Board of Education must be approved by the Board.

RECOMMENDATION:

Administration recommends approval of the following minutes as presented:

January 16, 2024
January 26, 2024

Organizational/Regular Meeting
Finance/Facilities Committee

JACKSON PUBLIC SCHOOLS
Board of Education Minutes
Organizational / Regular Meeting
January 16, 2024

The Board of Education of the Jackson Public Schools held a Regular Meeting at 5:30 p.m. on Tuesday, January 16, 2024 at Jackson High School, 544 Wildwood Ave., pursuant to notice duly given.

Present: Pam Fitzgerald, Angela Mitchell, Derek Dobies, Marilyn Acton-Dowell, Libby Brown, Kesha Hamilton, Shalanda Hunt

Approval of Agenda

Motion by D. Dobies, supported by A. Mitchell, to approve the agenda as presented. Motion carried unanimously.

Organizational Meeting

23-24-55 Election of Officers

D. Dobies nominated P. Fitzgerald and K. Hamilton nominated L. Brown for President.

*Roll call vote: Hamilton - Brown
Brown - Brown
Dobies - Fitzgerald
Acton-Dowell – Fitzgerald
Hunt - Fitzgerald
Mitchell - Fitzgerald
Fitzgerald – Fitzgerald*

M. Acton-Dowell nominated S. Hunt and K. Hamilton nominated L. Brown for Vice President.

*Roll call vote: Hamilton - Brown
Brown - Brown
Dobies - Hunt
Acton-Dowell – Hunt
Hunt - Hunt
Mitchell- Hunt
Fitzgerald – Hunt*

D. Dobies nominated L. Brown for Secretary. Motion carried unanimously.

D. Dobies nominated M. Acton-Dowell for Treasurer. Motion carried 6-1 (No-Hamilton)

The officers recited their oath of office.

23-24-56 Organizational Resolutions

A. Schedule of Regular Board Meeting Dates: That the meeting dates for the 2024 calendar year shall be as follows: January 16, February 20, March 19, April 16, May 21, June 18, July 23, August 20, September 17, October 15, November 19 and December 17. The regular meetings will begin at 6:00 pm unless posted otherwise.

Ms. Hunt asked the Board to consider moving the March and April meeting dates due to a conflict.

B. Legal Advertisements: That mLive Media Group and The Jackson Blazer will be used for the purpose of legal advertisements as may be required by law.

C. Name of each Committee and Charge:

- Jackson County School Board Association
- Jackson Parks and Recreation Board
- Board Committees: Finance/Facilities, Policy, District Improvement

Members interested in joining, please let President Fitzgerald or the Superintendent's office know.

D. Approval of Organizational Memberships: Michigan Association of School Boards, Greater Jackson Chamber of Commerce, Jackson Lunch Rotary Corporate, Non-Profit Network, and Jackson County NAACP.

E. Delegation of Election Duties: Secretary of the Board of Education delegates the election duties to the Election's Officer of the Jackson Public Schools.

F. Approval of Annual Retainer Contracts: Resolved, that Brendon Beer, Abbott, Thompson, Mauldin, Parker & Beer, PLC shall continue as legal counsel for the Board during the 2024 calendar year, provided that the Board may employ other legal counsel to handle matters as deemed appropriate by the Board.

Motion by D. Dobies, supported by L. Brown, to approve items A-E as presented. Motion carried unanimously.

Motion by D. Dobies, M. Acton-Dowell, to table item F for one month. Motion carried 6-1 (No-P. Fitzgerald).

23-24-57 Financial Resolutions

Motion by D. Dobies, supported by S. Hunt, to approve the following depository institutions: Comerica Bank, County National Bank, Huntington Bank, True Community Credit Union, Baker Tilly, MiClass and PFM. Motion carried unanimously.

23-24-58 Adoption of Legal Reference Note

Motion by D. Dobies, supported by A. Mitchell, to adopt the Legal Reference Note as presented. Motion carried unanimously.

Superintendent's Report

City Recreation Millage – Kelli Hoover, City of Jackson Director of Parks, Recreation, Cemeteries & Grounds, presented the background of the Recreation Millage and the how it has benefited JPS and the Jackson community over the years. She asked for the Board's support as we move toward the election on August 6, 2024.

School Board Member Appreciation Month - The Superintendent thanked the Board for their ongoing service to the district. The district has purchased books for each school to add to their libraries.

Consent Agenda

The consent agenda consisted of the following items:

- 23-24-59 Minutes
- 23-24-60 Human Resources
- 23-24-61 Monthly Financial Report, December
- 23-24-62 Bond Financial Report, December
- 23-24-63 JHS Stadium Project Financial Report, December

Motion by A. Mitchell, supported by M. Acton-Dowell, to approve the consent agenda as amended. Motion carried unanimously.

Citizen(s) Requesting to Address the Board

Scott Damich
William Hastings

Discussion Items

23-24-64 Neola Special Update, 1st Reading

The policy update was presented for first reading. Additional information has also been received from Thrun Law Firm which will be reviewed and shared with the Board. The policies will be on the February agenda with a recommendation for adoption.

23-24-65 Auditor Appointment

An RFP for auditing services was recently sent out and three firms responded. Maner Costerisan was the low bidder with a proposal of \$46,133.

At the February Board meeting, administration will recommend that Maner Costerisan be appointed the District's independent auditors for the next three fiscal years (2024-2026).

23-24-66 Technology Upgrades

In anticipation of moving from the JCISD Technology Consortium to All Covered, there are start-up costs necessary to ensure a smooth transition and continuity of services. More accurate information will be provided when administration makes a formal recommendation at the February Board meeting.

Action Items

23-24-67 Resolution for Recreation Millage Ballot Proposal

Motion by D. Dobies, supported by L. Brown, to adopt the resolution to authorize the .75 Recreation Millage ballot proposal. Motion carried 6-0-1 (Abstain-Hunt).

23-24-68 All Covered Managed IT Services and Support Proposal

Motion by D. Dobies, supported by S. Hunt, to approve the three-year proposal (7/1/24-6/30/27) as presented and authorize the Superintendent to execute the contract with All Covered for Managed IT Services and Support. Motion carried 6-0-1 (Abstain-Mitchell).

Board Comments

K. Hamilton	hoping people are staying warm; still trying to get to the buildings
L. Brown	Recreation millage presentation was good information
D. Dobies	Looks forward to a successful rec millage
M. Acton	Thanked Kelli Hoover for presentation
A. Mitchell	Rec program is a great program for Jackson
S. Hunt	Rec department programs are great and offered all year
P. Fitzgerald	Echoed the comments about the rec program

Calendar

- February 20, 2024 - Regular Board Meeting, 6:00 pm, Jackson High School
- March 8, 2024 – JHS Ambassador Auction, more details to follow

Adjournment

Meeting adjourned at 7:09 pm.

Elizabeth Brown, Secretary

JACKSON PUBLIC SCHOOLS
Finance/Facilities Committee
Reynolds Hall
Meeting Minutes of 01/26/2024

Call to Order:

The meeting was called to order at 9 am by Marcus Leon.

Members Present:

Libby Brown, Marilyn Acton-Dowell, Jeff Beal, Marcus Leon, Jeremy Patterson, John Wright, Todd Frey, Joe Boertman, Matt Farhat

Approval of Agenda and Minutes:

The agenda for today's meeting and the minutes from the 12/13/23 meeting were approved.

Finance Update:

The check register from December was presented and all questions have been answered.

An update was provided on the JHS science chemicals. Set Seg, our insurance provider, was at JHS doing a building checkup and came upon a chemical storage room in the JHS Science Department. Many of the chemicals were unlabeled and out of date. Arch Environmental is in the process of inventorying and safely disposing of chemicals that are no longer acceptable for use.

An update was provided on the Hunt gymnastics area restrooms. A vendor rents out space at Hunt for gymnastics. Many JPS students participate in the gymnastics program housed there. There has been some difficulty for the gymnastics program not having restroom facilities in their space as using the Hunt school area restrooms can be conflicting. The district is exploring a cost effective solution using part of the Technology office space to add bathrooms.

The non-unit salary schedule was provided. This schedule is updated annually and taken to the BOE for approval. Standard 2% increases are being recommended at this time. Of note, previous schedules included employee names. Names have now been omitted and only position/title will be included. Discussion will occur in February and approval will be sought in March.

The replacement operating millage renewal was discussed. This operating millage expires in December 2025 and must be reauthorized. All Michigan schools districts must levy 18 mills on non-homestead property to receive their full foundation allowance which is the major source of funding for JPS. JPS will be requesting 20 mills but can only collect a maximum of 18 mills. This is strategic in case the district faces a headlee rollback when property values rise at a greater rate than inflation. Discussion will occur in February with approval in March.

A bond update was provided. Jackson High School is currently being closed out and is near final completion. The Stadium is finalizing some of the last punch list items. Sharp Park is still moving along and will be actively engaged into spring and summer.

An update on the Montessori brick retaining wall was presented. The district is using a great deal of time and resources to maintain the retaining wall due to constant vandalism. The district is also having issues at the JHS stadium with the fencing being too low and people trespassing. The district is obtaining pricing to remove the retaining wall at Montessori, then move the fencing from JHS to Montessori and finally purchase taller fencing at JHS.

A listing of technology purchases was provided to the Committee to update outdated technology infrastructure within the district. This is in alignment with our transition to All Covered. The district will utilize Erate funding to pay for a portion of these upgrades. Approval will be sought at the February BOE meeting.

The district has an easement on property near Burger King on West Avenue. JPS is utilizing counsel to write a quitclaim deed to transfer the property to the City. The easement does not hold any value to the district.

Change orders for the Highland EV bus project were discussed. The district has requested a wider curbed area for the bus chargers that is prepped to take snow melt piping. This will allow for easier snow removal and space for drivers to traverse the charging area safely.

The attorney retention agreement for Abbott, Thomson, Mauldin, Parker & Beer, PLC was provided and discussed. This agreement has been active since 2013 and the fee schedule has not changed since then. The district utilizes other counsel on as needed basis.

New curriculum for Elementary Special Education and Middle School Math was discussed. These purchases would come from ESSER III. Discussion will occur in February with approval sought in March.

Adjournment:

The meeting was adjourned at 9:49 am; next meeting will be February 23rd, 1:00 pm; Reynolds Hall

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-70

SUBJECT: Human Resources

FOR ACTION: Jessica Carter / Jeff Beal

STATEMENT OF THE ISSUE:

New Hire

Brian O'Rourke has been hired to teach 1st grade at Northeast Elementary School. He received his master's degree from Northwestern University.

Leave of Absence

Lauren Colip has requested an unpaid leave of absence starting April 11, 2024 for six weeks.

Retirement

Trudy Wright will retire from the district effective March 31, 2024. Trudy has been with JPS since 2021, teaching 2nd grade at Dibble Elementary.

RECOMMENDATION:

Administration recommends the Board receive the Human Resources report as presented.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-71

SUBJECT: [Monthly Financial Report, January](#)

FOR ACTION: Mr. Marcus Leon

STATEMENT OF THE ISSUE:

The January Financial Report has been prepared.

Overall, revenues at 45%, are higher than the expected revenues of 35% through the same time period last year. This is due to timing differences in federal grant draws, compared to last year. Current overall expenses at 49% are higher than the expected expenses of 44% through the same time period last year. Most categories are tracking to budget.

RECOMMENDATION:

The administration recommends approval of the January 2024 Financial Report as presented.

JACKSON PUBLIC SCHOOLS

Revenues and Expenditures for the SevenMonth Period
Ending January, 2024

	Prior Year Ending	Current Year Budget	Prior Year to Date Actual	Current Year to Date Actual	% YTD	% Prior YTD	
REVENUES:							
Local Revenues	11,415,349	11,783,436	10,102,187	11,370,184	96%	88%	
State Revenues	48,371,230	50,215,650	16,458,394	17,822,497	35%	34%	
Federal	16,279,389	14,317,922	232,084	5,252,461	37%	1%	Grant draw earlier than PY
Transfer-In	3,620,155	2,994,910	1,009,316	947,300	32%	28%	
TOTAL REVENUE	79,686,123	79,311,918	27,801,980	35,392,442	45%	35%	
EXPENDITURES:							
Instruction							
Elementary	17,800,185	18,304,411	6,782,185	7,512,479	41%	38%	ESSER textbooks, increased parochial costs
Middle School	6,268,631	6,126,509	2,375,233	2,552,538	42%	38%	
High School	10,743,107	10,065,013	4,390,460	4,435,920	44%	41%	
Summer Programs	149,302	228,882	26,011	105,602	46%	17%	
Special Education	6,804,758	8,082,836	2,839,276	3,523,483	44%	42%	
Compensatory Education	3,017,017	3,204,950	1,321,057	1,615,720	50%	44%	
Vocational Education	-	8,268	-	-	0%	0%	
Total Instructional	44,783,000	46,020,869	17,734,221	19,745,742	43%	40%	
Support Services							
Pupil Support	2,079,856	2,331,925	933,693	1,232,926	53%	45%	
Instructional Support	2,002,551	2,063,274	1,070,148	1,203,553	58%	53%	
Executive Administration	697,833	745,260	440,719	454,985	61%	63%	
School Administration	4,982,302	5,511,087	2,503,829	2,799,427	51%	50%	
Business Services	1,492,186	1,460,057	913,022	859,130	59%	61%	
Maintenance & Operations	6,814,306	7,793,145	3,405,871	4,721,921	61%	50%	Utility costs, summer painting/maintenance projects
Transportation	3,484,633	3,997,212	1,780,714	2,585,417	65%	51%	Energy advisor fee for clean bus rebate (875k)
Central Services	2,005,667	2,100,678	979,637	933,303	44%	49%	
Technology	2,282,753	2,650,840	1,462,238	1,540,645	58%	64%	
Athletics	1,079,359	1,279,151	590,537	560,665	44%	55%	
Other Support	458,491	167,500	152,183	93,972	56%	33%	
Total Support Services	27,379,939	30,100,129	14,232,589	16,985,945	56%	52%	
Community Activities	1,145,894	1,394,627	525,425	600,562	43%	46%	
Site & Building Improvements	389,702	452,000	42,103	463,156	102%	11%	SCMV planning. Will update with next amendment
Transfers-Out	109,975	75,000	34,939	75,000	100%	0%	
TOTAL EXPENDITURES	73,808,511	78,042,625	32,569,278	37,870,405	49%	44%	
Excess of Revenues, over Expenditures	5,877,612	1,269,293	(4,767,297)	(2,477,962)			

Foundation

9,150.00

State Aid Membership

4,839.00

9,608.00

4,866.00

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-72

SUBJECT: Bond Financial Report, January

FOR ACTION: Marcus Leon

STATEMENT OF THE ISSUE:

The Bond Financial Report details expenditures through the month of January 2024.

RECOMMENDATION:

Administration recommends the Board approve the January Bond Financial Report as presented.

Jackson Public Schools

2018 Bond Issue Projects - Overall
For Period Ending 1/31/2024

Contractor	Original Bid	Change Orders	Contract Amount	Payments to date	Balance Owed	Budget	Over(Under) Budget	percent allocated
TMP Architecture	4,067,528.00	90,437.51	4,157,965.51	4,157,965.51	-	4,157,965.51	-	100.00%
CSM Group - Const Mgr	4,095,128.00	822,303.00	4,917,431.00	4,917,431.00	-	4,917,431.00	-	100.00%
Other items / Reimbursables	108,421.10	332.65	108,753.75	108,753.75	-	(738,760.51)	847,514.26	-14.72%
Bond Fees/Costs	445,596.87	-	445,596.87	445,596.87	-	774,681.00	(329,084.13)	57.52%
Buses	1,914,738.86	-	1,914,738.86	1,914,738.86	-	2,000,000.00	(85,261.14)	95.74%
Cascades Elem.	13,908,312.70	461,465.39	14,369,778.09	14,323,358.79	46,419.30	16,794,051.00	(2,424,272.91)	85.56%
Dibble Elem.	4,374,664.56	422,619.98	4,869,931.54	4,846,939.84	22,991.70	5,050,118.00	(180,186.46)	96.43%
Hunt Elem.	4,394,730.13	(8,093.79)	4,461,679.34	4,423,986.51	37,692.83	4,881,974.00	(420,294.66)	91.39%
Hunt Parking Lot	444,215.65	48,505.95	492,721.60	487,410.60	5,311.00	598,406.00	(105,684.40)	82.34%
Northeast Elem.	4,207,984.65	(53,619.79)	4,154,364.86	4,143,775.85	10,589.01	4,580,373.00	(426,008.14)	90.70%
Lewis Elem.	8,241,180.28	416,915.87	8,876,829.15	8,871,546.96	5,282.19	8,611,501.00	265,328.15	103.08%
Sharp Park Elem.	5,907,674.99	433,978.01	6,678,370.00	5,326,462.93	1,351,907.07	4,518,365.00	2,160,005.00	147.81%
Montessori	1,058,237.16	43,405.00	1,126,319.16	1,101,970.65	24,348.51	2,048,140.00	(921,820.84)	54.99%
Parkside	9,524,593.31	1,268,296.17	10,792,889.48	10,574,283.58	218,605.90	11,468,141.00	(675,251.52)	94.11%
High School	19,265,937.99	756,039.88	20,021,977.87	19,993,294.52	28,683.35	19,643,398.00	378,579.87	101.93%
High School Phase 3	3,769,575.88	298,486.06	4,068,061.94	3,846,850.66	221,211.28	4,894,145.75	(775,565.00)	83.12%
Total	85,728,520.13	5,001,071.89	91,457,409.02	89,484,366.88	1,973,042.14	94,199,929.75	(2,692,001.92)	97.09%

LOCAL CONTRACTS AWARDED \$ 24,210,324

*** Local = within 40 miles of Jackson

TOTAL SPEND % 96.65%

	Estimated	Actual
Bond Proceeds	86,740,000.00	87,008,281.00
Interest Income	1,504,681.00	5,581,499.02
	88,244,681.00	92,589,780.02

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-73

SUBJECT: JHS Stadium Project
Financial Report, January

FOR ACTION: Marcus Leon

STATEMENT OF THE ISSUE:

The JHS Stadium Project Financial Report details expenditures through the month of January 2024.

RECOMMENDATION:

Administration recommends the Board approve the JHS Stadium Project Financial Report as presented.

Jackson Public Schools

2020 JHS Stadium Upgrades

For Period Ending 1/31/2024

Contractor	Original Bid	Change Orders	Contract Amount	Payments to date	Balance Owed	Budget	Over(Under) Budget	percent allocated
TMP Architecture	392,500.00	149.50	392,649.50	392,649.50	-	392,649.50	-	100.00%
CSM Group - Const Mgr	178,685.00	-	178,685.00	178,685.00	-	178,685.00	-	100.00%
Other items / Reimbursables	93,554.28	-	93,554.28	93,554.28	-	601,203.00	(507,648.72)	15.56%
Construction	9,455,828.53	1,090,354.00	10,546,182.53	10,175,730.23	370,452.30	10,511,374.00	34,808.53	100.33%
Technology	85,561.15	12,079.18	97,640.33	97,640.33	-	113,054.00	(15,413.67)	86.37%
Furniture/Equipment	307,753.35	3,143.00	310,896.35	310,896.35	-	284,524.00	26,372.35	109.27%
Total	10,513,882.31	1,105,725.68	11,619,607.99	11,249,155.69	370,452.30	12,081,489.50	(461,881.51)	96.18%

LOCAL CONTRACTS AWARDED \$ 5,174,215

*** Local = within 40 miles of Jackson

**TOTAL
SPEND %**

97.34%

	Estimated	Actual
Donation Proceeds	10,000,000.00	10,000,000.00
Transfer from bond	-	1,200,000.00
Firth sale proceeds	-	322,260.25
Interest Income	23,548.00	34,765.98
	10,023,548.00	11,557,026.23

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-74

SUBJECT: [Resolution Certifying](#)
Replacement Operating
Millage

FOR DISCUSSION: Marcus Leon

STATEMENT OF THE ISSUE:

The operating millage expires in December 2025 and must be reauthorized. All Michigan school districts must levy 18 mills on non-homestead property to receive their full foundation allowance which is the major source of funding for JPS. JPS will be requesting 20 mills but can only collect a maximum of 18 mills. This is strategic in case the district faces a headlee rollback when property values rise at a greater rate than inflation.

No action required at this meeting. Administration will recommend adoption of the resolution in March.

**JACKSON PUBLIC SCHOOLS
COUNTY OF JACKSON
STATE OF MICHIGAN**

At a regular meeting of the Board of Education (the "Board") of the Jackson Public Schools, County of Jackson, State of Michigan (the "School District"), held in the School District, on _____, 2024, at __:__ p.m., local time.

PRESENT: Members _____

ABSENT: Members _____

**RESOLUTION CERTIFYING REPLACEMENT
OPERATING MILLAGE PROPOSAL**

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS, the School District has determined that it is necessary for the continuing operation of the School District to replace and extend the authority to levy certain operating mills, which levy is set to expire with the 2025 levy as described in the Replacement Operating Millage Proposal attached hereto as Exhibit A (the "Operating Millage Proposal"); and

WHEREAS, the School District desires to submit the Operating Millage Proposal to the School District's electors at the August Primary election date which will be held on August 6, 2024 (the "August Primary Election Date"); and

WHEREAS, Michigan law requires that the School District certify the ballot language for any proposals to be voted on at a permitted election date to the School District's Election Coordinator (i.e. the Clerk of the County of Jackson) not later than 4:00 p.m., on the twelfth Tuesday before the election date; and

WHEREAS, the School District desires to approve and certify the Operating Millage Proposal and to authorize the Superintendent or his designee to submit the ballot language for the Operating Millage Proposal to the School District's Election Coordinator for the August Primary Election Date.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Operating Millage Proposal attached hereto as Exhibit A is hereby certified to the School District Election Coordinator for submission to the School District's electors on the August Primary Election Date. The Secretary of the Board is hereby authorized and directed to file this Resolution and/or complete any such forms, certificates or documents as may be required by the School District Election Coordinator to evidence the foregoing certification and/or submission by no later than 4:00 p.m. on May 14, 2024.

2. The School District Election Coordinator is hereby authorized and directed to: (a) post and publish notice of last day of registration and notice of election for the August Primary Election Date; and (b) have prepared and printed ballots for submitting the Operating Millage Proposal at the August Primary Election Date, which ballots shall be in the form appearing in Exhibit A, or the Operating Millage Proposal shall be stated as a proposal on the voting machines, which ballots may include other matters presented to the electorate on the same date.

3. All resolutions and parts of resolutions insofar as they conflict with the provisions of this Resolution be and the same hereby are rescinded.

AYES: Members _____

NAYS: Members _____

RESOLUTION DECLARED ADOPTED.

Elizabeth Brown
Secretary, Board of Education

I hereby certify that the foregoing is a true and complete copy of a resolution adopted by the Board of Education of the Jackson Public Schools, County of Jackson, at a regular meeting held on _____, 2024, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

Elizabeth Brown
Secretary, Board of Education

EXHIBIT A

**JACKSON PUBLIC SCHOOLS
COUNTY OF JACKSON
STATE OF MICHIGAN**

REPLACEMENT OPERATING MILLAGE RENEWAL PROPOSAL

This proposal would replace and extend the authority of the School District to levy the statutory limit of 18 mills on all property, except principal residences and other property exempted by law which currently expires with the School District's 2025 tax levy and allow the School District to continue to levy the statutory limit of 18 mills in the event of future Headlee rollbacks of up to 2 mills. The authorization will allow the School District to continue to receive revenues at the full per pupil foundation allowance permitted by the State.

Shall the limitation on the total amount of taxes which may be assessed against all property, except principal residences and other property exempted by law, situated within the Jackson Public Schools, County of Jackson, State of Michigan, be increased, in the amount of 20 mills with 18 mills being the maximum allowable levy (\$18.00 on each \$1,000 of taxable valuation), for a period of twenty (20) years, 2025 to 2044, inclusive with 20 mills being a replacement and renewal of authorized millage which will otherwise expire with the 2025 levy? This operating millage, if approved and levied, would provide estimated revenues to the School District of \$10,728,147 during the 2025 calendar year, to be used for general operating purposes.

YES ☐

NO ☐

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-75

SUBJECT: [Non-Unit Salary Schedule](#)

FOR DISCUSSION: Marcus Leon

STATEMENT OF THE ISSUE:

The non-unit salary schedule has been updated to include 2% increases for 2024-25.

This item was reviewed at the January 26 Finance/Facilities Committee. The impact to the 2024-25 budget for the recommended changes is an increase of \$49,179.

No action at this meeting. Approval will be recommended at the March meeting.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-76

SUBJECT: [Elementary Special Education Curriculum](#)

FOR DISCUSSION: Dr. Precios Armstrong / Julie Baker

STATEMENT OF THE ISSUE:

The Elementary Special Education Curriculum committee will be presenting their recommendation for a new curriculum. The cost of implementing the curriculum is \$558,265 which includes professional development for staff. This will be paid for through our ESSER III funds.

A recommendation for approval will be made at the March 19 Board meeting.

[Link to presentation](#)

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-77

SUBJECT: [Middle School Math](#)
Curriculum

FOR DISCUSSION: Jeremy Patterson

STATEMENT OF THE ISSUE:

The Middle School Math Committee will be presenting their recommendation for a new curriculum. The cost of implementing the curriculum is \$122,826 which includes professional development for staff. This will be paid for through our ESSER III funds.

No action required at this meeting. A recommendation for approval will be made at the March Board meeting.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-78

SUBJECT: Elementary Math Curriculum

FOR DISCUSSION: Julie Baker

STATEMENT OF THE ISSUE:

The Elementary Math Committee has been piloting two curriculums. Upon completion of the second pilot, the committee will determine which curriculum they will be recommending for approval.

It is anticipated that a recommendation will be made at the March Board meeting.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-79

SUBJECT: MASB Board of Directors
Region 7

FOR ACTION: Board of Education

STATEMENT OF THE ISSUE:

MASB has four seats on the MASB Board of Directors up for election, including one from Region 7, which includes Jackson Public Schools. Five candidates have expressed interest. [Candidate information is included in your packet.](#)

Voting takes place via online ballot. The ballot deadline is 1:00 pm on March 6, 2024. Michele Oxley has received the ballot and will cast a vote for the candidate determined by the Board.

RECOMMENDATION:

The Board will discuss and make a decision on which candidate to support.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-80

SUBJECT: Special Board Policy Update, 2nd
Reading/Adoption

FOR ACTION: Jeff Beal

STATEMENT OF THE ISSUE:

A special update of Board policies, that will bring the district into compliance with the legislative changes to the Michigan Public Employment Relations Act (PERA), have been shared with the Board.

RECOMMENDATION:

Administration recommends adoption of the policies as presented.

NEOLA: 6520 Payroll Deductions (Old # and name)

NEOLA: 3150 Union Activity and Representation (New # and name)

The District will not engage in any of the following:

- interfere with, restrain, or coerce employees in the exercise of their rights under the Public Employment Relations Act (PERA);
- discriminate in regard to hire, terms, or other conditions of employment based on membership or non-membership in a labor organization;
- discriminate against an employee because he/she has given testimony or instituted proceedings under PERA;
- initiate, create, dominate, contribute to, or interfere with the formation or administration of any labor organization; and
- use public school resources to assist a labor organization in collecting dues or service fees from wages of public school employees, unless a collective bargaining agreement expressly permits dues or service fee deductions from wages. Upon the expiration of the collective bargaining agreement, the District is not obligated to collect labor organization dues or service fees.

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

An employee who is subject to an investigatory interview that may result in discipline or reasonably believes that an investigatory interview may result in discipline may bring to the investigatory meeting another employee, or a union representative, if the employee is in an exclusively represented bargaining unit. If the employee's union representative of choice is not immediately available, the investigatory meeting need not be delayed and may proceed with another representative present.

The District may permit a union representative to attend other meetings, but is not obligated to do so unless required by law or by an applicable collective bargaining agreement. District administration is not required to inform an employee of the right to union representation.

An employee is not entitled to have legal representation present at an employment-related meeting with District administration unless the Superintendent or designee gives prior permission.

Legal authority: MCL 423.209, 423.210; *Janus v AFSCME*, Council 31, 138 S. Ct. 2448 (2018); *NLRB v J Weingarten, Inc*, 420 US 251 (1975)

Date adopted:

Date revised:

NEOLA 3120.04 Third Party Contracting (professional staff)

NEOLA 4120.04 Third Party Contracting (support staff)

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law. Unless expressly prohibited by a collective bargaining agreement and to the maximum extent permitted by law, the Board or designee may contract with third parties as determined by the Board.

Any selected third-party contractor must fully comply with Policy 8142.

Legal authority: MCL 380.11a(3)

Date adopted:

Date revised:

NEOLA: 3130 Placement (new name)

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Teacher as Defined by Revised School Code Section 1249

The appropriate placement of effective teachers is an essential component in promoting student academic growth, educational outcomes, and quality educational services. The Superintendent or designee may make teacher placement decisions at their discretion consistent with this Policy.

Placement includes, but is not limited to, assignment, transfer, or the filling of a position with current staff or newly hired teachers. For vacant positions see Paragraph C (Vacancy).

Placement does not include reduction in force or recall decisions governed by Policy 3131.

1. Consistent with Revised School Code Section 1248, teacher placement decisions shall be based on the following clear and transparent factors:
 - a. Staffing the curriculum with the most effective, certified, and qualified teachers to instruct the applicable courses, grades, and school schedule.
 - b. Appropriate certification, approval, or authorization for all aspects of the assignment. The certification, approval, or authorization, as applicable, will be determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations.
 - c. Teacher placement decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249 and Policy 3220.
 - d. Teacher placement decisions will be guided by the following criteria:
 - i. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), and department(s).
 - ii. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:

- A) Determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and
- B) Based on documentation on file with the Superintendent's office.
 - 1) A teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
 - 2) If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
- iii. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:
 - A) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - B) Credentials needed for District, school, or program accreditation;
 - C) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - D) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - E) Disciplinary record, if any
 - F) Length of service in a grade level(s) or subject area(s);
 - G) Recency of relevant and comparable teaching assignments;
 - H) Previous effectiveness ratings;
 - I) Attendance and punctuality;
 - J) Rapport with colleagues, parents, and students;
 - K) Ability to withstand the strain of teaching;
 - L) Compliance with state and federal law; and

M) Other relevant factors as determined by the Superintendent or designee.

- e. Length of service may be considered as a tiebreaker if a teacher placement decision involves 2 or more teachers and all other factors distinguishing those teachers from each other are equal.

B. Placement of Non-Teaching Professionals Not Subject to Revised School Code Section 1249

If a collective bargaining agreement or individual employment contract governs the Non-Teaching Professional's employment, the Superintendent or designee will comply with the applicable language on placement.

If a collective bargaining agreement or individual employment contract does not address the placement of Non-Teaching Professionals, the Superintendent or designee is authorized to place Non-Teaching Professionals at their discretion.

C. Vacant Positions

1. Vacancies may be posted consistent with Policies 3132 and 3121. The Superintendent or designee determines when a vacancy exists. Generally, a vacancy is an unassigned, open position or a newly created position which the District intends to permanently fill.
2. Vacancies may be filled by a certified and qualified internal or external candidate consistent with this Policy. The Superintendent or designee has full discretion to assign Professional Staff or contractors to cover employee absences consistent with business necessity and operational needs.

Legal authority: MCL 380.11a, 380.601a, 380.1248, 380.1249

Date adopted:

Dated revised:

NEOLA 3220 Professional Staff Evaluation

Performance evaluations are essential to provide quality educational services and to measure competency. This Policy does not diminish the Board's authority or ability to non-renew a professional staff member's contract at the end of the contract's term, consistent with applicable statutes, collective bargaining agreements, Policies, and individual employment contracts. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Teachers as Defined by Revised School Code Section 1249

Teachers will be evaluated pursuant to a performance evaluation system consistent with Revised School Code Section 1249 and the Teachers' Tenure Act. This performance evaluation system will include, as appropriate, the following:

1. a year-end evaluation process that meets statutory standards;
2. an evaluation tool that incorporates components required by law, including:
 - a. locally agreed-on student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
 - b. the teacher's performance; and
 - c. objective criteria.
3. an individualized development plan (IDP) with performance goals developed by the evaluator in consultation with the teacher and recommended training designed to improve the teacher's effectiveness for:
 - a. all probationary teachers;
 - b. teachers rated minimally effective or ineffective during the 2023-24 school year;
 - c. teachers rated needing support or developing; or
 - d. at the evaluator's discretion when performance deficiencies are noted.
4. classroom observations of at least 15 minutes each which include, at a minimum, a review of the teacher's lesson plan, the state curriculum standard used in the lesson, and pupil engagement, with appropriate written feedback and a post-observation meeting between the teacher and the school administrator conducting the observation to discuss those items;
5. a mid-year progress report, if required by law, which aligns with the teacher's individualized development plan, includes specific performance goals

developed by the evaluator, and any recommended training identified by the evaluator;

6. a year-end performance evaluation effectiveness rating, of effective, developing, or needing support;
7. tenured teachers rated as highly effective or effective on the 3 most recent consecutive year-end evaluations may be evaluated biennially, but if the teacher is not rated as effective on one of the biennial year-end evaluations, the teacher must receive year-end evaluations;
8. a mentor for teachers rated developing or needing support or for teachers in the first year of probation;
9. opportunity for a tenured teacher rated needing support on a year-end evaluation to request a review consistent with Revised School Code Section 1249;
10. a tool approved by MDE, a modified MDE tool, or a local evaluation tool if adopted in compliance with Revised School Code Section 1249 and corresponding regulations;
11. website posting of required information for the evaluation tool;
12. training on the evaluation tool for teachers and evaluators as required by law; and
13. other components that the Superintendent or designee deems relevant, important, or in the District's best interests.

If a tenured teacher is rated ineffective or needing support on 3 consecutive year-end evaluations, the teacher shall be discharged consistent with due process. The District is not precluded from discharging a teacher at other times as provided by the Teachers' Tenure Act.

If a teacher receives an unevaluated rating, the teacher's rating from the school year immediately before the designation must be used.

B. Non-Teaching Professionals Subject to the Teachers' Tenure Act

The performance evaluation system for a Non-Teaching Professional with a teaching certificate subject to the Teachers' Tenure Act must include multiple observations. An IDP will be developed during the employee's probationary period. Except during the probationary period, which must include annual evaluations, the Superintendent or designee will evaluate the employee's performance at intervals determined by the Superintendent or designee. The Superintendent or designee has discretion to select and use an evaluation tool that serves the District's best interests.

The Superintendent or designee also has discretion to implement an IDP if performance deficiencies are noted, regardless of the employee's effectiveness rating.

To the extent required by law, a tenured Non-Teaching Professional subject to the Teachers' Tenure Act rated as needing support may request a review consistent with Revised School Code 1249.

C. Non-Teaching Professionals Not Subject to the Teachers' Tenure Act

For Non-Teaching Professionals without a teaching certificate who are not subject to the Teachers' Tenure Act, the Superintendent or designee will evaluate the employee's performance at intervals determined by the Superintendent or designee, except annual evaluation will be performed during the employee's probationary period. The Superintendent or designee has discretion to select and use an evaluation tool that serves the District's best interests.

An IDP may be established at the Superintendent's or designee's discretion.

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a, 380.1233b, 380.1248, 380.1249; 380.1249a(2)

Date adopted:

Date revised:

NEOLA: 3131 Staff Reductions / Recalls

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Reduction in Force and Recall for Classroom Teachers

When making program and staffing decisions resulting in the elimination of a teaching position or the recall of a teacher to a vacant teaching position, the Board will retain the most effective classroom teachers who are certified and qualified to instruct courses within the applicable curriculum, academic levels, and departments. The Board has the exclusive right to determine the size of the teaching staff based on curricular, fiscal, and other operating conditions. To the extent that the determinations involve Revised School Code Section 1248 requirements, the clear and transparent procedures of this Policy guides the implementation of that statute.

1. General Provisions

- a. The Superintendent is responsible, acting within the approved budget, for establishing the number and nature of teaching assignments to implement the approved curriculum. If the Superintendent determines that insufficient funds are budgeted for the existing teaching staff or that a reduction in teaching staff is necessary due to program, curricular, or other operational considerations, the Superintendent will recommend to the Board the teaching positions to be reduced.
- b. Reduction in force and recall decisions must be made based on teacher effectiveness criteria established in Revised School Code Section 1249 and Policy 3220.
- c. Decisions about the reduction and recall of teachers will be guided by the following criteria:
 - i. Retaining the most effective teachers who are certified (or otherwise approved or authorized) and qualified to instruct the courses within the curriculum, academic level(s), department(s), and school schedule(s). A probationary teacher rated as effective or highly effective on the teacher's most recent annual year-end performance evaluation is not subject to displacement by a tenured teacher solely because the other teacher is tenured under the Teachers' Tenure Act.
 - ii. Teachers must be properly certified, approved, or authorized for all aspects of their assignments. The teacher's certification, authorization, or approval status will be:

- A) Determined by the Revised School Code, MDE's Teacher Certification Code, MDE's Rules for Special Education Programs and Services, and other applicable statutes and regulations; and
- B) Based on documentation on file with the Superintendent's office.
 - 1) A teacher must maintain valid certification, approval, or authorization, as applicable, and is responsible for filing a copy of the certificate, approval, or authorization with the Superintendent's office in compliance with Revised School Code Section 1532.
 - 2) If a teacher petitions for nullification of the teaching certificate or any endorsement, the teacher must promptly provide written notice of that petition to the Superintendent's office.
- iii. In addition, teachers must be fully qualified for all aspects of their assignments, as determined by the Board, based on documentation on file with the Superintendent's office, including:
 - A) Compliance with applicable state or federal regulatory standards, including standards established as a condition to receipt of foundation, grant, or categorical funding;
 - B) Credentials needed for District, school, or program accreditation;
 - C) District-provided professional development, training, and academic preparation for an instructional assignment that is anticipated to contribute to the teacher's effectiveness in that assignment and is integrated into instruction;
 - D) Relevant special training, other than professional development or continuing education as required by state or federal law, and integration of that training into instruction in a meaningful way;
 - E) Disciplinary record, if any;
 - F) Length of service in a grade level(s) or subject area(s);
 - G) Recency of relevant and comparable teaching assignments;
 - H) Previous effectiveness ratings;
 - I) Attendance and punctuality;
 - J) Rapport with colleagues, parents, and students;
 - K) Ability to withstand the strain of teaching;
 - L) Compliance with state and federal law; and

- M) Other relevant factors as determined by the Superintendent or designee.
- iv. Teachers must provide the District with current information and documentation supporting the teacher's certification and qualifications.
 - A) Reduction and recall decisions will be based on the teacher's certification and qualifications in the District's records at the time of the decision.
 - B) A laid off teacher must maintain current contact information (address, phone, and email address) with the Superintendent's office.
 - C) Failure to maintain current contact information may negatively impact the teacher's recall.
- v. Teacher reductions and recalls are by formal Board action.
- vi. Before the Board authorizes a teacher reduction, the Superintendent or designee will notify, in writing, the affected teacher of an opportunity to respond, either in person or in writing, to the proposed reduction.
- vii. The Superintendent or designee will provide written notice of Board reduction in force or recall decisions to each affected teacher.
- viii. A teacher's length of service with the District or tenure under the Teachers' Tenure Act will not be the sole factor in reduction in force and recall decisions.
- d. Teacher reduction in force decisions will be implemented by the following:
 - i. If 1 or more teaching positions are to be reduced, the Superintendent will first identify the academic level(s) or department(s) affected by the reduction. Among those teachers who are certified, approved, or authorized and qualified to instruct the remaining curriculum within the affected academic level(s) or department(s), selection of a teacher(s) for reduction in force will be based on the factors set forth in this Policy.
 - ii. Teachers within the affected academic level(s) or department(s) who are certified and qualified for the remaining positions will be retained consistent with the factors set forth in this Policy.
 - iii. When a teaching position is identified for reduction and there exists a concurrently vacant teaching position for which the teacher in the position to be reduced is both certified and qualified, and the teacher has received an overall rating of at least effective on that teacher's most recent year-end performance evaluation, that teacher may be assigned to the vacant position consistent with Policy 3130 unless the

Superintendent or designee determines that the District's educational interests would not be furthered by that assignment.

- iv. If more than 1 teacher whose position has been identified for reduction is certified and qualified for a concurrently vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with Policy 3130, unless the Superintendent determines that the District's educational interests would not be furthered by that assignment.
- v. If the reduction or recall decision involves more than 1 teacher and multiple teachers and all factors distinguishing those teachers from each other are equal, the Superintendent may approve and implement a tiebreaker mechanism using a discrete part(s) of the evaluation system.

2. Teacher Recall Process

- a. A teacher is eligible for recall under this Policy for 12 months from the date the District implemented the reduction in force.
- b. The Superintendent will first identify the academic level(s) or department(s) where a teaching vacancy exists.
- c. Before or in lieu of initiating the recall of a laid-off teacher, the Superintendent may reassign teachers to fill vacancies in accordance with Policy 3130.
- d. After or in lieu of any reassignment of existing teaching staff, the Superintendent may take either of the following actions to fill a vacancy:
 - i. Recall the laid-off teacher who is certified and qualified for the vacancy, provided the teacher was rated at least effective. If more than 1 laid-off teacher is certified and qualified for recall to a vacant teaching assignment, the Superintendent or designee will fill the vacancy consistent with Policy 3130; or
 - ii. Post the vacancy and consider all applicants if the Superintendent determines that:
 - A) the District's educational interests would not be furthered by recalling an otherwise eligible laid-off teacher who meets the certification and qualification standards for the position, considering the factors in Policy 3130; or
 - B) no teacher on layoff meets the certification and qualification requirements for the position as otherwise stated herein.
- e. The Superintendent or designee will provide written notice of the Board's recall decision to any recalled teachers and will establish the time within

which a teacher must accept recall to preserve the teacher's employment rights.

- f. A laid-off teacher who is offered an interview for a vacancy and who fails to appear at that interview forfeits all rights to recall and continued employment.
- g. A laid-off teacher who is recalled and fails to accept recall by the time designated in the recall notice, or who does not report for work by the deadline specified in the recall notice after filing a written acceptance of recall with the Superintendent, will forfeit all rights to recall and continued employment unless the Superintendent, in the Superintendent's sole discretion, has extended the time limit in writing.

If a collective bargaining agreement or individual employment contract governs reduction in force or recall, the Superintendent or designee will adhere to the applicable language.

B. Reduction in Force and Recall of Non-Teaching Professionals Not Subject to Revised School Code Section 1249

For Non-Teaching Professionals governed by a collective bargaining agreement, the Superintendent will implement the collective bargaining agreement's standards and procedures that pertain to reduction in force or recall when recommending a reduction in force or recall to the Board.

If no collective bargaining agreement exists, or if an existing agreement does not address reduction in force or recall of Non-Teaching Professionals, the Superintendent will recommend a reduction in force or recall among Non-Teaching Professionals using the same standards and procedures as set forth in this Policy for teachers.

C. Unemployment Compensation

A teacher or Non-Teaching Professional who is laid off and who is paid unemployment compensation chargeable to the District during the summer immediately following a reduction in force and who is recalled on or before the beginning of the next school year will be paid according to an annual adjusted salary rate such that the employee's unemployment compensation received plus the adjusted annual salary rate will be equal to the annual rate of salary the employee would have earned for the school year had the employee not been laid off.

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a, 380.1248, 380.1249, 380.1532

Date adopted:

Date revised:

NEOLA: 3139 Staff Discipline

Maintaining appropriate procedures and standards for addressing misconduct and other inappropriate behavior by Professional Staff is a critical component in furthering an effective educational environment and in providing quality educational services to students. Off-duty conduct may result in discipline if it adversely impacts the District and is not a legally protected activity. Information about substantiated unprofessional conduct will not be suppressed or removed from a personnel file consistent with Revised School Code Section 1230b. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Probationary Professional Staff

Probationary Professional Staff discipline or demotion may occur for any lawful reason.

1. If the complaint alleges suspected child abuse or neglect, the matter must be immediately reported to Children's Protective Services.
2. An employee who is subject to an investigatory interview that may result in discipline or who reasonably believes an investigatory interview may result in discipline may bring a representative consistent with Policy 3150.
3. The Superintendent or designee is authorized to place a Professional Staff member on paid, non-disciplinary administrative leave pending the completion of an investigation when, in the judgment of the Superintendent or designee, placing the Professional Staff member on leave will protect the investigatory process or work environment.
4. Disciplinary measures may include warning, reprimand, unpaid suspension, financial penalty, or discharge. This Policy does not require that disciplinary measures be applied progressively or sequentially. The District may apply appropriate disciplinary measures for the circumstances. The District may also consider preventative measures, including training, coaching, and other remedial measures.
5. Discipline will be confirmed in writing and placed in that person's personnel file. The person's year-end performance evaluation may also reflect the discipline.
6. The Superintendent or designee is authorized to impose discipline except for:
 - a. Nonrenewal of a probationary teacher; or
 - b. Discharge of a probationary teacher.

The Board's action may be based upon the Superintendent's or designee's written recommendation and applicable procedures set forth in the Teachers' Tenure Act.

B. Tenured and Non-Probationary Professional Staff

Tenured teacher discipline or demotion will occur only for a reason(s) that is not arbitrary or capricious. Likewise, the disciplining of Non-Teaching Professionals will be governed by the arbitrary or capricious standard unless expressly stated otherwise in a collective bargaining agreement, employee handbook, or individual employment contract. Under the arbitrary or capricious standard, a disciplinary decision must be supported by a preponderance of the evidence and the discipline must have a rational relationship to the established misconduct or inappropriate behavior.

Before imposing discipline, the Superintendent or designee will investigate whether a Professional Staff member engaged in conduct that may justify discipline. The investigation should include discussions with witnesses determined by the Superintendent or designee to have relevant information and a review of tangible evidence (e.g., documents, video, electronic communications). The Professional Staff member will be provided an opportunity to respond to the allegation(s).

If a Professional Staff member is governed by a collective bargaining agreement or individual employment contract, the Superintendent or designee will adhere to the disciplinary standards and procedures in that agreement. If the collective bargaining agreement or individual employment contract does not have an applicable provision, then the standards and procedures outlined below will apply.

The following procedures may be used for investigating allegations of Professional Staff misconduct or inappropriate conduct:

1. The Superintendent or designee may consult with legal counsel in appropriate cases and may request that legal counsel assist with an investigation.
2. The Superintendent or designee will give the Professional Staff member oral or written notice of the allegation(s).
3. If the complaint alleges suspected child abuse or neglect, the matter must be immediately reported to Children's Protective Services.
4. The Superintendent or designee will give oral or written notice of the time, date, and location of a meeting to provide the Professional Staff member with an opportunity to respond to the allegation(s) and substantiating factor(s).
5. An employee who is subject to an investigatory interview that may result in discipline or who reasonably believes an investigatory interview may result in discipline may bring a representative consistent with Policy 3150.

6. The Superintendent or designee is authorized to place a Professional Staff member on paid, non-disciplinary administrative leave pending the completion of an investigation when, in the judgment of the Superintendent or designee, placing the Professional Staff member on leave will protect the investigatory process or work environment.
7. If an investigation concludes that a preponderance of the evidence (i.e., more likely than not) establishes that the Professional Staff member engaged in conduct warranting discipline, the appropriate level of discipline will be guided by the following:
 - a. the seriousness of the offense;
 - b. the Professional Staff member's prior disciplinary and employment record;
 - c. whether other Professional Staff members have engaged in similar or like past conduct known to the District's administration and the discipline imposed for those infractions;
 - d. the existence of aggravating or mitigating factors, as determined by the Superintendent or designee;
 - e. applicable federal or state law;
 - f. the Professional Staff member's acceptance of responsibility;
 - g. the likelihood of recurrence; and
 - h. any other factors the Superintendent or designee determine are relevant.
8. Disciplinary measures may include:
 - a. warning;
 - b. reprimand;
 - c. unpaid suspension;
 - d. financial penalty; or
 - e. discharge.

This Policy does not require that disciplinary measures be applied progressively or sequentially. The District may apply appropriate disciplinary measure. The District may consider additional preventative measures to address the misconduct, including training, coaching, and other remedial measures.

9. Discipline will be confirmed in writing and placed in that person's personnel file. The discipline imposed may also be reflected in the person's year-end performance evaluation.

10. The Superintendent or designee is authorized to impose discipline except for:

- a. the discharge of a Professional Staff member; or
- b. the demotion of a tenured teacher, as defined in the Teachers' Tenure Act.

The Board's action may be based on the Superintendent's or designee's written recommendation and applicable procedures in the Teachers' Tenure Act.

11. A tenured teacher's salary may be escrowed after tenure charges are approved by the Board pursuant to Policy 3121.

Legal authority: MCL 38.71 et seq.; MCL 380.11a, 380.601a; *NLRB v J Weingarten, Inc*, 420 US 251 (1975)

Date adopted:

Dated revised:

NEOLA: 3140 Termination

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Probationary Teachers

For purposes of this Policy, the “termination” of a probationary teacher occurs when the probationary teacher is discharged during the term of an existing individual employment contract between the probationary teacher and the Board. Discontinuation of a probationary teacher’s employment at the expiration of an individual employment contract is not termination for purposes of this Policy and is addressed separately in Policy 3142.

The Board may terminate a probationary teacher for misconduct, inappropriate behavior, performance that is not effective, or for any other lawful reason at any time.

The Superintendent or designee may recommend the termination of a probationary teacher to the Board. The recommendation will include the reason(s) for the proposed termination.

Probationary teachers recommended for termination by the Superintendent or designee will be provided advance notice of the allegations; an opportunity for a hearing in closed or open session before the Board; and the time, date, and location of the Board hearing.

B. Tenured Teachers

The Superintendent or designee may recommend the termination of a tenured teacher by filing tenure charges with the Board. The Board will consider whether to proceed on the tenure charges or modify the charges. A tenured teacher may be terminated for a reason that is not arbitrary or capricious.

The tenured teacher may challenge the Board’s decision to discharge or demote the teacher by timely filing an appeal with the State Tenure Commission.

C. Non-Teaching Professionals

Unless otherwise provided by a collective bargaining agreement or individual employment contract: (1) a Non-Teaching Professional who is not subject to the Teachers’ Tenure Act is subject to 5 years of probationary service and may be non-renewed or terminated at-will by the Board; and (2) after 5 years, the non-probationary Non-Teaching Professional may be terminated for any reason that is not arbitrary or capricious, subject to due process.

The Superintendent or designee may recommend the termination of a Non-Teaching Professional to the Board. The recommendation will include the reason(s) for the proposed termination.

Non-Teaching Professionals recommended for termination by the Superintendent or designee will be provided advance written notice of the allegations; an opportunity for a hearing in closed or open session before the Board; and the time, date, and location of the Board hearing.

Legal authority: MCL 38.83(2), 38.101, 38.121

Date adopted:

Date revised:

NEOLA: 3142 Probationary Teachers

For purposes of this Policy, “non-renewal” of a probationary teacher refers to the discontinuation of the employment relationship between the Board and a probationary teacher at the expiration of the probationary year following the process set forth in the Teachers’ Tenure Act.

Teachers must serve a probationary period as required by the Teachers’ Tenure Act. A probationary teacher’s contract may be non-renewed for performance-based reasons or any other lawful reason.

This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Probationary Period

- a. A probationary teacher rated developing, or needing support may be subject to non-renewal consistent with the Teachers’ Tenure Act. To attain tenure, a probationary teacher must be rated effective (after July 1, 2024) or highly effective (before July 1, 2024) on the teacher’s 3 most recent year-end annual performance evaluations and serve at least 4 full school years. A teacher’s probationary period may extend beyond 4 years .
- b. For a teacher who previously held tenure in another Michigan public school district, the teacher is subject to a 2-year probationary period, unless the Board acts to reduce the teacher’s probationary period.
- c. Unless otherwise provided by a collective bargaining agreement or individual employment contract:
 - a. Non-Teaching Professionals who are not subject to the Teachers’ Tenure Act are subject to 5 years of probationary service and may be non-renewed or terminated at-will by the Board; and
 - b. After 5 years, the non-probationary Non-Teaching Professional may be non-renewed or terminated for any reason that is not arbitrary or capricious, subject to due process.

B. Non-renewal

- a. Probationary teacher non-renewal is subject to the non-renewal procedures specified in the Teachers’ Tenure Act. This Policy shall be implemented consistent with that statute.
 - i. The Board shall annually review the performance of all probationary teachers by a date adequate to ensure timely compliance with all statutory, contractual and other applicable timelines. The Superintendent shall provide to the Board a written recommendation

with regard to each such teacher specifically noting to the extent to which the probationary teacher's performance is meeting the District's expectations.

- b. Before non-renewing a probationary teacher, the probationary teacher must receive written notice of the Superintendent's or designee's recommendation for non-renewal and the time, date, and place of the Board meeting at which the Board will consider the recommendation. The recommendation for non-renewal will state the reason(s) for the recommendation and may include supporting documentation.
- c. The probationary teacher must receive written notice of Board action to non-renew the teacher's contract at least 15 calendar days before the end of the school year (June 30) except as provided in subsection 4 below. If the teacher is hired after the beginning of the school year, notice of non-renewal must be received at least 15 calendar days before the teacher's anniversary date of hire.
- d. For a teacher who previously held tenure in another Michigan public school district, the teacher must receive written notice of non-renewal at least 60 calendar days before the completion of the probationary period.
- C. The probationary teacher will be provided an opportunity to address the Board in open or closed session and respond to the Superintendent's or designee's recommendation to non-renew.
- D. The Board must take action in open session on the recommendation to non-renew the probationary teacher.
- E. The probationary teacher must be served with written notice of the Board's action non-renewing the teacher's employment and a copy of the Board action within the timeframe required by the Teachers' Tenure Act. The non-renewal notice will specify that a probationary teacher has the right to appeal the timeliness or legal effect of a notice of non-renewal. The appeal must be filed with the State Tenure Commission within 20 calendar days after the probationary teacher's receipt of the notice of non-renewal. A copy of the Teachers' Tenure Act should also be included with the notice.

Legal authority: MCL 38.81 et seq., 38.91 et seq.

Date adopted:

Date revised:

NEOLA: 1420 School Administrator Evaluation

Performance evaluations of Administrators are an essential element of providing quality educational services and measuring an employee's competency. This Policy does not alter the Board's authority or ability to terminate an Administrator's employment during the term of an individual employment contract or to non-renew an Administrator's contract at the end of the contract's term. This Policy is not intended to change or alter the terms of a collective bargaining agreement between the Board and a labor organization. Collective bargaining agreement terms supersede any inconsistencies with this Policy unless contrary to state or federal law.

A. Building Level and Central Office Instructional Administrators

The Superintendent or designee will ensure that building level and central office Administrators who are regularly involved in instructional matters are evaluated consistent with a performance evaluation system under Revised School Code Sections 1249 and 1249b. This performance evaluation system will include, if appropriate, the following:

1. an annual evaluation process that meets statutory standards and is based on objective criteria;
2. an annual evaluation by the Superintendent or designee, unless the Administrator qualifies for a biennial evaluation. This paragraph does not preclude more frequent Administrator evaluations as determined necessary by the Superintendent or designee;
3. an individualized improvement plan if the Administrator is rated developing or needing support or if performance deficiencies are noted;
4. student growth and assessment data or student learning objectives, as defined by Revised School Code Section 1249;
5. an evaluation and feedback provided in writing with an overall effectiveness rating of effective, developing, or needing support;
6. dismissal of an Administrator rated ineffective or needing support on 3 consecutive evaluations;
7. opportunity for an Administrator rated needing support to request a review consistent with Revised School Code 1249b;
8. a mentor for an Administrator for the first 3 years in which the Administrator is in a new administrative position;
9. a midyear progress report each year that the administrator is evaluated that includes specific performance goals for the remainder of the year and any recommended training identified by the evaluator;

10. for a building level administrator's evaluation, the evaluator will visit the school building where the administrator works, review the building level school administrator's school improvement plan, and observe classrooms with the administrator to collect evidence of school improvement plan strategies being implemented and the impact the school improvement plan has on learning;
11. an evaluation tool approved by the MDE, a modified MDE tool, or a local evaluation tool adopted in compliance with Revised School Code Sections 1249 and 1249b;
12. website posting of required information pertaining to the evaluation tool;
13. appropriate training for evaluators; and
14. other components that the Superintendent or designee deems relevant, important, or in the District's best interest.

B. Non-Instructional Administrators, Supervisors, and Directors

The Superintendent or designee may evaluate Non-Instructional Administrators, Supervisors, and Directors based on the appropriate evaluation instrument as determined by the Board and consistent with any applicable collective bargaining agreement or individual employment contract. An individual improvement plan may be implemented to remediate and enhance employee performance.

Legal authority: MCL 380.11a, 380.601a, 380.1249, 380.1249b

Date adopted:

Date revised:



*Not part of
Thru group
Review only*

Book	Policy Manual
Section	3000 Professional Staff
Title	Copy of VACANCIES
Code	po3132
Status	
Adopted	July 13, 2015
<u>Last Reviewed</u>	January 16, 2024

3132 - VACANCIES

It shall be the policy of the Board of Education to employ the best qualified individual for any District vacancy at any level.

Vacancies shall be announced, and all members of the professional staff shall be eligible for consideration for any District vacancy, providing they are properly qualified.

The Superintendent shall establish procedures to facilitate identification and evaluation of candidates for administrative, supervisory, and other leadership positions.



Not part of
Thru group

Book	Policy Manual
Section	Special Update - November 2023 Ready for NEOLA
Title	Copy of BOARD POWERS
Code	po0122
Status	First Reading
Adopted	July 13, 2015
Last Revised	December 10, 2018

0122 - BOARD POWERS

The District shall operate as a General Powers School District. As such it has all of the rights, powers, and duties expressly stated in statute; may exercise a power implied or incident to any power expressly stated in statute; and, except as provided by law, may exercise a power incidental or appropriate to the performance of any function related to the operation of the District in the interests of public elementary and secondary education in the District, including, but not limited to, all of the following:

- A. Educating Students. In addition to educating students in grades K-12, this function may include the operation of preschool, lifelong education, adult education, community education, training, enrichment, and recreation programs for other persons.
- B. Providing for the safety and welfare of students while at school or at a school-sponsored activity or while enroute to or from school or a school-sponsored activity.
- C. Acquiring, constructing, maintaining, repairing, renovating, disposing of, or conveying school property, facilities, equipment, technology, or furnishings.
- D. Hiring, contracting for, scheduling, supervising, or terminating employees, independent contractors, and others to carry out District powers.

The District shall indemnify its employees.

- E. Receiving, accounting for, investing, or expending District money; borrowing money and pledging District funds for repayment; and qualifying for State-School Aid and other public or private money from local, regional, State, or Federal sources.

The District may enter into agreements or cooperative arrangements with other entities, public or private, or join organizations as part of performing the functions of the School District.

The District is a body corporate and shall be governed by a school board. An act of this Board is not valid unless approved, at a meeting of the Board, by a majority vote of the members lawfully serving on the Board.

The Board may submit to the School electors a question that is within the scope of the powers of the School electors and that the Board considers proper for the management of the School system or the advancement of education in the School District. Upon the adoption of a question by the Board, the Board shall submit the question to the School electors by complying with Michigan election law (M.C.L. 168.312).

U. insertion of statutorily required emergency manager language into all collective bargaining agreements

V. ~~decisions on whether to enter into an intergovernmental agreement to consolidate, to jointly perform or to collaborate on one or more functions or services~~

1. ~~procedures of obtaining a contract for such an agreement to transfer of functions or responsibilities~~

2. ~~identities of any other parties to such an agreement~~

W. ~~any requirement that would violate section 10(3), M.C.L. 423.210(3), (Right to Work Law)~~

X. ~~decisions about the development, format, content, and procedures of the notification to parents and legal guardians required under M.C.L. 380.1249a (the requirement to make the notifications is effective with the 2018-2019 school year)~~

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Legal

M.C.L. 380.11a, 380.1131 et seq.,

M.C.L. 423.201, 202, 206, and 215

M.C.L. 168.301 et seq.



Not part of
Thru group

Review only
(pronouns)

Book	Policy Manual
Section	Special Update - November 2023 Ready for NEOLA
Title	Copy of EMPLOYMENT OF PROFESSIONAL STAFF
Code	po3120
Status	First Reading
Adopted	July 13, 2015
Last Revised	November 16, 2021

3120 - EMPLOYMENT OF PROFESSIONAL STAFF

The Board of Education recognizes that it is vital to the successful operation of the District that positions created by the Board be filled with highly-qualified and competent personnel. the Board requires that anyone employed as a professional staff member with instructional responsibilities in an elementary or secondary school in this District hold a certificate, permit, or vocational authorization valid for the positions to which the professional staff member ~~s/he/they~~ is are assigned, and that the individual meets the established criteria to be highly qualified in ~~the~~his/her assignment.

The Board shall approve the employment, and also, when not covered by the terms of a negotiated, collectively-bargained agreement, fix the compensation, and establish the term of employment for each professional staff member employed by the District.

Individuals employed in the following categories shall be considered members of the professional staff:

- A. Jackson Education Association (JEA)
- B. Jackson Public Schools Administrators Association (JPSAA)

All professional staff are subject to a criminal history record check. See Policy 3121.

Such approval shall be given only to those candidates for employment recommended by the Superintendent.

When any recommended candidate has been rejected by the Board, the Superintendent shall make a substitute recommendation.

All applications for employment shall be referred to the Assistant Superintendent for Human Resources.

Relatives of Board members may be employed by the District, provided the Board member does not participate in any way in the discussion or vote on the employment when a conflict of interest is involved.

Relatives of staff members may be employed by the District, provided the staff member being employed is not placed in a position in which s/he would be supervised directly by the relative staff member.

Applications for employment will not be accepted from any current District Board member. If a Board member wishes to apply for a position, his/her resignation must be accepted by the Board prior to submitting an application.

Any professional staff member's intentional misstatement of fact or omission material to his/her qualifications for employment or the determination of salary shall be considered by this Board to constitute grounds for dismissal.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-81

SUBJECT: Auditor Appointment

FOR ACTION: Marcus Leon

STATEMENT OF THE ISSUE:

The district last sent out a Request for Proposal (RFP) for auditing services approximately 20 years ago. The RFP was sent to 4 firms and three firms responded. The proposals were reviewed and evaluated on the technical criteria contained in the RFP, which included:

- Past experience and performance on comparable school district engagements
- Quality of firm's personnel
- Experience with similar state and federal grant programs
- Adequacy of proposed staffing plan

COST/BENEFIT STATEMENT:

Average 3-year cost for each firm:

Plante/Moran: \$52,195

Rehmann: \$47,717

Maner Costerisan: \$46,133

BUDGET/IMPACT STATEMENT:

Audit fees are included in the operating budget each year.

RECOMMENDATION:

Administration recommends approval of Maner Costerisan as the District's independent auditor for three years, ending 2026.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-82

SUBJECT: [Technology Purchases](#)

FOR ACTION: Marcus Leon

STATEMENT OF THE ISSUE:

With the moving from the JCISD Technology Consortium to All Covered, there are start-up costs that are necessary to ensure a smooth transition and continuity of services.

The following hardware and software are being paid and budgeted for through the general fund.

Cisco Infrastructure	\$ 228,843
Microsoft Licensing and Cables	73,527
Cloudway Migration for Google	27,500
Quest Migration	34,400
Dell Servers	105,794
APC UPSs	14,673
Fortinet FortGate	<u>87,758</u>
TOTAL	\$ 572,495

RECOMMENDATION:

Administration recommends approval of the technology purchases in the amount of \$572,495 as presented.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-84

SUBJECT: [Resolution - City of Jackson Agreement](#)

FOR ACTION: Jeff Beal

STATEMENT OF THE ISSUE:

On August 16, 1950, Jackson Public Schools granted to the City of Jackson a right of way or easement for an alley as described in the attached property description.

JPS has received a request from the City of Jackson to execute a Quit Claim Deed relinquishing any interest the district may have in the property.

RECOMMENDATION:

Administration recommends adoption of the resolution, prepared by legal counsel, which authorizes the Superintendent to make minor changes and execute the Quit Claim Deed on behalf of Jackson Public Schools.

JACKSON PUBLIC SCHOOLS
Jackson County, Michigan

RESOLUTION

The following preamble and resolution were offered by Member _____ and supported by Member _____:

WHEREAS, on August 16, 1950, Jackson Public Schools granted to the City of Jackson a right of way or easement for an alley over and along the following described property in the City of Jackson (the "Easement"):

Beginning at the intersection of the south line of said School District's property and the east line of Bush Street (being about 290 feet south of the south line of Argyle Street), thence west on the south line of School District's property to the east line of Lincoln Street, thence north twenty (20) feet; thence east to the east line of Bush Street and twenty (20) feet north of the place of beginning; thence south to the beginning and being on the northwest 1/4 of Section 24, T 2 S, R 1 W.

WHEREAS, the Easement, recorded in Liber 587, Page 401, Jackson County Records, contained a reverter clause which provided for the land burdened by the Easement to revert back to Jackson Public Schools in the event the Easement was ever abandoned or ceased to be utilized by the City of Jackson.

WHEREAS, the property burdened by the Easement is no longer owned by Jackson Public Schools, but rather by the City of Jackson.

WHEREAS, Jackson Public Schools has received a request from the City of Jackson to execute a Quit Claim Deed relinquishing any interest Jackson Public Schools may have in the property burdened by the Easement, including, but not limited to, any rights afforded to Jackson Public Schools in the reverter clause found in the Easement.

WHEREAS, a copy of the proposed Quit Claim Deed is attached to this Resolution as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Jackson Public Schools:

1. The property burdened by the Easement, is no longer needed for school purposes.
2. The Quit Claim Deed attached to this Resolution as Exhibit A is hereby approved and ratified.
3. Jeffrey E. Beal, Superintendent of Jackson Public Schools, is approved to: (a) make any minor changes to the Quit Claim Deed approved by Jackson Public Schools' legal counsel (Brendon R. Beer, Esq.); (b) execute the Quit Claim Deed on behalf of Jackson Public Schools; and (c) execute and deliver the Quit Claim Deed and any other documents or to take any other actions he deems necessary or appropriate to carry out the terms of the Quit Claim Deed.
4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this Resolution shall be and the same are hereby rescinded.

Vote: **Aye:** _____

Nay: _____ **Abstain:** _____

Resolution declared adopted.

Ms. Elizabeth Brown
Secretary, Board of Education

CERTIFICATION OF BOARD SECRETARY

I HEREBY CERTIFY that the foregoing is a true and complete copy of a Resolution adopted by the Board of Education of Jackson Public Schools, County of Jackson, State of Michigan, at a meeting held on February ____, 2024, and that said meeting was conducted and public notice of said meeting as given pursuant to and in full compliance with the Open Meetings Act, being Act 267, Public Acts of Michigan, 1976, and that the minutes of said meeting were kept and will be or have been made available as required by said Act.

Ms. Elizabeth Brown
Secretary, Board of Education

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-85

SUBJECT: [Attorney Retention Agreement](#)

FOR ACTION: Jeff Beal

STATEMENT OF THE ISSUE:

At the organizational meeting in January, the Board asked to review the retention agreement with Abbott, Thomson, Mauldin, Parker, Beer & Lindsey, PLC.

The last time the Board approved an agreement was in 2013. A new version is attached for your reference - there are no changes in the Agreement and the current monthly fee remains the same at \$2,750.

RECOMMENDATION:

Administration recommends approval of the 2024 Retention Agreement as presented.

JACKSON PUBLIC SCHOOLS
BOARD OF EDUCATION MEETING
Jackson High School
February 20, 2024

ITEM: 23-24-86

SUBJECT: March/April Board Meeting Dates

FOR ACTION: Board of Education

STATEMENT OF THE ISSUE:

At the January meeting there was a request to revisit the dates for the March and April Board meetings.

The suggestion is to adjust as follows:

- Tuesday, March 19 to Wednesday, March 20, 2024
- Tuesday, April 16 to Wednesday, April 17, 2024

RECOMMENDATION:

The Board will discuss and make an appropriate recommendation.