

BOARD OF EDUCATION MEETING PACKET

May 20, 2024

7:00pm

Bates Boardroom



Our Vision:

Champion Learning –

Develop, Educate, and Inspire!



This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is time for public participation during the meeting as indicated in the agenda below. Upon request to the Superintendent the District shall make reasonable accommodation for a person with disabilities to be able to participate in this meeting.

MEETING AGENDA

A. CALL TO ORDER

1. Roll Call

B. MEETING MINUTES (4/29/2024)

C. APPROVAL OF AGENDA

D. SCHOOL PRESENTATIONS

1. Visit Solar Walkway (weather permitting)

E. PUBLIC PARTICIPATION (up to ~30 minutes/max 5 per person)

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent
 - a. Title I-A funding update for 2024-2025
2. Board President
3. Student Representatives

G. CONSENT ITEMS

1. Personnel - New Hires
2. April Budget Report
3. Appoint Temporary Presidents for Diplomas

H. ACTION ITEMS

1. Thrun Policies Section 4000 - Second Reading
2. Thrun Policies Section 5000 - First Reading
3. WISD Special Education Millage Renewal
4. WISD Budget
5. Admin Salary Recommendations
6. Superintendent Contract Update

I. DISCUSSION ITEMS

1. New DHS Course Proposals
2. Naming the Solar Walkway
3. 2024-2025 Budget Update

J. PUBLIC PARTICIPATION (up to ~15 minutes/max 3 per person)

K. BOARD COMMENTS

L. INFORMATION ITEMS

1. Multigen Minutes 5/1/2024
2. Policy Minutes 5/6/2024

M. CLOSED SESSIONS

1. Negotiations *per* MCL 15.268(c)

N. ADJOURNMENT

CALENDAR

*May 31, 2024 - Commencement - 7:00pm Al Ritt Stadium (Rain date June 1, 2pm at Al Ritt)

*June 3, 2024 - Board Meeting - 7:00pm Bates Boardroom

*June 24, 2024 - Board Meeting - 7:00pm Bates Boardroom

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

BOARD OF EDUCATION MEETING NOTES
MAY 20, 2024

A. CALL TO ORDER

1. Roll Call

B. MEETING MINUTES

- * An appropriate motion might be, "I move that the Board of Education approve the attached meeting minutes from April 29, 2024 as presented/amended."

C. APPROVAL OF AGENDA

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

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

D. SCHOOL PRESENTATIONS

1. Visit Solar Walkway

Weather permitting, the Board will take a walk up to the solar walkway to see progress on the project.

E. PUBLIC PARTICIPATION (full guidelines at link)

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

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent

- a. Title I-A funding update for 2024-2025

2. Board President

3. Student Representatives

G. CONSENT ITEMS

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

1. Personnel - New Hires

If separated, an appropriate motion might be, "I move that the Board of Education offer Jacqueline Connor, Megan Esposito, and Hollie Pastorino probationary teaching contracts for the 2024-2025 school year."

BOARD OF EDUCATION MEETING NOTES
MAY 20, 2024

2. Budget Report

If separated, an appropriate motion might be, "I move that the Board of Education receive the April 2024 budget report."

3. Temporary Appointment of Presidents

The Board of Education would like to appoint Elise Bruderly and Brian Arnold, separately, as President for the single purpose of signing 2024 high school diplomas for their children.

If separated, an appropriate motion might be, "I move that the Board of Education appoint Elise Bruderly and Brian Arnold, separately, as President for the single purpose of signing the diploma for their graduating students."

H. ACTION ITEMS

1. Thrun Policy Series 4000 - Second Reading

Included in your packet this evening is an executive summary and the Series 4000 policies. These were reviewed by the policy committee on April 22, 2024 and by the full board on April 29, 2024. May 6th, the policy committee reviewed policies 4109, 4201, and 5203. Policy 4109 was edited; all others in that stack are unchanged since first reading.

* An appropriate motion might be, "I move that the Board of Education approve the Series 4000 policies listed in the attached executive summary, all to be effective 8/1/2024, for second reading and final approval."

2. Thrun Policy Series 5000 - First Reading

Included in your packet this evening is an executive summary and the Series 5000 policies. These were reviewed by the policy committee on May 6, 2024.

* An appropriate motion might be, "I move that the Board of Education approve the Series 5000 policies listed in the attached executive summary, all to be effective 8/1/2024, for first reading."

3. WISD Special Education Millage Renewal

Before the WISD board votes to place the Special Education millage renewal on the November 2024 ballot, they need a resolution from each local district school board supporting the renewal. The millage renewal language will combine two previous special education millages (that both expire in June 2025) into one combined millage renewal. The millage renewal will be for 12 years and will generate approximately \$51 Million dollars a year for special education services for students in our county. Because it is a renewal, there is no change to the current property tax rate. Dexter Community Schools would lose approximately \$3,097,574 if this renewal does not pass.

BOARD OF EDUCATION MEETING NOTES

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- * An appropriate motion might be, "I move that the Board of Education approve the attached resolution in support of the WISD placing a special education millage renewal on the November 5, 2024 ballot."
- 4. WISD Budget
Your packet includes 2024-25 proposed budget documents from the WISD and a sample resolution. These were discussed by the Board on April 29, 2024 [A summary presentation is available at this link](#). The Board must adopt a resolution of support or indicate specific recommendations for changes before June 1, 2024.
- * An appropriate motion might be, "I move that the Board of Education approve the attached resolution in support of the WISD 2024-2025 budget."
- 5. Administrative Salary Recommendations
It is time to approve salary and level placements for administrative staff for the next school year. Your packet includes a memo from Superintendent Chris Timmis recommending approval for the attached salary and level placements.
- * An appropriate motion might be, "I move that the Board of Education approve the attached salary and placement levels."
- 6. Superintendent Contract Update
Your packet includes an executive summary regarding the extension of, and amendments to, Dr. Timmis's contract. Dr. Timmis' contract was last extended in 2021, effective through June 30, 2026. Because the end of the current agreement is 2 years away and Superintendent contracts are traditionally 3-5 years in length and extended after an effective or higher evaluation, it is proposed for the board to extend the agreement through June 30, 2027. The attached contract language represents changes in state law regarding superintendent compensation and evaluation along with a change in leave days.
- * An appropriate motion might be, I move that the Board of Education approve an extension with amendments to the contract for Dr. Christopher Timmis commencing July 1, 2024 through June 30, 2027, as outlined in the attached memo.
- I. **DISCUSSION ITEMS**
- 1. New DHS Course Proposals
Your packet includes proposals for two new courses at Dexter High School: *Wood Shop*, and *Systems of Construction*. Staff will be available to answer questions regarding these proposals. This item is presented for discussion only this evening.
- 2. Naming the Solar Walkway the Kate Boynton Memorial Walkway
Earlier in the meeting (weather permitting), trustees will have had the opportunity to visit the solar walkway, which is nearing completion. As part of the project planning process, in 2022 students were asked for naming suggestions. Your packet includes a

BOARD OF EDUCATION MEETING NOTES

MAY 20, 2024

memo describing why the overwhelmingly most popular suggestion, *The Kate Boynton Memorial Walkway*, would honor this beloved teacher. This item is presented for discussion this evening.

3. 2024-2025 Budget Update

The Finance Committee is scheduled to meet Monday May 20th at 1:30pm to review preliminary budget parameters. CFO Christie Bueche will share with the Board an update from that meeting including the committee's recommended parameters to be used to prepare the 2024-2025 budget. Handouts will be shared as soon as they are prepared. This item is presented for discussion this evening.

J. PUBLIC PARTICIPATION (up to ~ 15 minutes/max 3 per person)

Each speaker is allotted a maximum of 3 minutes for a total of 15 minutes unless otherwise notified. At this point in the meeting, those interested in making a public comment will be asked to raise their hands so the time may be divided equally. Each speaker will be asked to announce their name and district of residence and indicate if they represent any organization or agency. No person may speak more than once on the same subject during a single meeting nor yield their time to another speaker. The Board does not respond to comments during the meeting. Those wishing to receive a personal response from the Board or Superintendent must complete a [public comment form](#) available at the meeting entrance and on our website.

K. **BOARD COMMENTS**

L. **INFORMATION ITEMS**

1. Multigen Minutes 5/1/2024
2. Policy Minutes 5/6/2024

M. **CLOSED SESSION** *per MCL15.268(c)*

* An appropriate motion might be, "I move that the Board of Education move into closed session for the purpose of discussing negotiations.

1. Negotiations

N. **ADJOURNMENT**

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
APRIL 29, 2024**

A. CALL TO ORDER – 7:00pm

1. Roll Call

Members Present: Daniel Alabré, Brian Arnold, Elise Bruderly, Mara Greateorex, Jennifer Kangas, Dick Lundy, Melanie Szawara; Student Representative Marty Watson

Members Absent: Student Representative Mischa Rafferty

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

Guests: none

B. MEETING MINUTES

Elise Bruderly made a motion to approve the meeting minutes from 4/8/2024 and 4/26/2024 as presented. Jennifer Kangas seconded the motion. **Motion Carried (unanimous).**

C. APPROVAL OF AGENDA

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

D. SCHOOL PRESENTATIONS - none

E. PUBLIC PARTICIPATION – none

F. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent Update

Dr. Timmis noted that the WISD will be putting forward a Special Education Millage renewal. There will be no increase in the millage. If the renewal does not pass, that will represent a significant loss of over \$3.4 million in annual funding to DCS but the district's requirements to provide services will not change. That item will come to the Board May 20th.

2. Board President Update

Mara Greateorex noted that if the special education millage is not renewed, that would result in a loss of \$3,427,896 in funding for Dexter.

3. Student Representative Update

Marty Watson shared that spring sports are going well and boys lacrosse is primed to clinch the SEC title for the third year in a row; Test Fest is over for juniors; AP & IB testing is in progress; the Drama Club's production of PIPPIN was well received; Dreadbots just returned from World Competition in Houston; NHS is saying goodbye to graduating seniors and electing new officers; prom is coming up soon.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
APRIL 29, 2024**

G. CONSENT ITEMS

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

The Board accepted Kaitlyn Videtta's resignation.

The Board received the March 2024 budget report.

H. ACTION ITEMS

1. Approve Music Technology Course

Melanie Szawara made a motion that the Board of Education approve the attached DHS Music Technology Course Proposal. Elise Bruderly seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

2. Amend Policy 6612

Dick Lundy made a motion that the Board of Education approve policy 6612 - *Fund Balance* for second reading and final approval as presented. Elise Bruderly seconded the motion. **Roll Call Vote. Motion Carried (unanimous)**

3. Thrun Policies Sections 1000 & 2000 - Second Reading

Melanie Szawara made a motion that the Board of Education approve the Series 1000 and 2000 policies listed in the attached executive summary, all to be effective 8/1/2024, for second reading and final approval this evening. Melanie Szawara seconded the motion. **Roll Call Vote. Motion Carried (unanimous)**

4. Thrun Policies Section 4000 – First Reading

There were clarification questions about policies 4109, 4201, and 4203. The policy committee will review these May 6th prior to second reading. Elise Bruderly made a motion that the Board of Education approve the Series 4000 policies listed in the attached executive summary, all to be effective 8/1/2024, for first reading. Brian Arnold seconded the motion. **Roll Call Vote. Motion Carried (unanimous)**

5. Purchase Chevy Silverado 2500HD

Elise Bruderly made a motion that the Board of Education authorize the purchase of a Chevy Silverado 2500HD from Berger Chevrolet for a total amount not to exceed \$55,962.00. Dick Lundy seconded the motion.

Following discussion, Dick Lundy proposed that the funds for purchase be designated. Elise amended her motion and moved that the Board of Education authorize the purchase of a Chevy Silverado 2500HD from Berger Chevrolet for a total amount not to exceed \$55,962.00, with funds coming from the designated fund balance - Facilities, Equipment &

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
APRIL 29, 2024**

Maintenance account. Jennifer Kangas seconded the amended motion.
Roll Call Vote. Motion Carried (unanimous)

I. DISCUSSION ITEMS

1. Financial Narratives

Trustees had the opportunity to discuss the quarterly financial narratives and ask questions of CFO Christie Bueche.

2. WISD Budget

Trustees had the opportunity to discuss the proposed WISD 2024-2025 budget. This item will return for action May 20, 2024.

J. PUBLIC PARTICIPATION - none

K. BOARD COMMENTS

1. Melanie Szawara shared that she attended and enjoyed the MASB Spring Institute and learned a lot.
2. Dan Alabr  also attended the Spring Institute on Saturday and also found it informative. He attended the MASB Behind the Scenes conference April 24 and said he learned a lot about MPSERS funding; discussed the proposed requirement for students to complete FAFSA in order to graduate; noted that virtual schools and charters are getting funds from MPSERS even though they don't pay into it.
3. Mara Greatorex noted that the Ed Foundation funded almost \$25,000 in grants during the Spring grant cycle. The Ed Foundation 40th birthday celebration will be May 10th at Revel Run; their Trivia Night was a big success.

L. INFORMATION ITEMS

1. Policy Minutes 4/4/2024; 4/22/2024
2. SEAB Minutes 4/10/2024
3. Multigenerational Community Center Ad Hoc Committee Minutes 3/14/2024; 4/11/2024
4. Tara Basso MSBO Certification

M. CLOSED SESSIONS

At approximately 8:15pm, Melanie Szawara made a motion that the Board of Education move into closed session for the purpose of discussing negotiations. Elise Bruderly seconded the motion. **Roll Call Vote. Motion Carried (unanimous)**

1. Negotiations.

At approximately 8:49pm, the Board of Education returned to open session.

**DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
APRIL 29, 2024**

At approximately 8:50pm, Jennifer Kangas made a motion that the Board of Education move into closed session for the purpose of discussing the Superintendent's quarterly evaluation. Brian Arnold seconded the motion. **Roll Call Vote. Motion Carried (unanimous)**

2. Superintendent's Quarterly Evaluation.

At approximately 9:00pm, the Board returned to open session.

N. ADJOURNMENT

At approximately 9:01pm, President Mara Grestorex adjourned the meeting.

MINUTES/hlv

Jennifer Kangas
Secretary, Board of Education



CREEKSIDE INTERMEDIATE SCHOOL

Tammy Reich, Principal
2615 Baker Road, Dexter, Michigan 48130
(734) 424-4160 fax (734) 424-4169
reicht@dexterschools.org

May 1, 2024

Dr. Timmis and Members of the Board of Education,

Creekside administration and staff would like to recommend the hiring of Jacqueline Connor for the open special education position at Creekside Intermediate School.

The Creekside team went through the interview process and determined that Ms. Connor was the best candidate for the open position.

Ms. Connor comes to us with many years of experience in the field of education and has most recently served as a young fives teacher at the Dexter Early Education Center and a guest teacher throughout the district.

She is excited to join the Creekside special education team.

All references spoke very highly of Ms. Connor and we are excited to have her at Creekside Intermediate School.

Respectfully,

Tammy Reich

Principal

Creekside Intermediate School, Dexter Community Schools

Jacqueline Brown Connor

"Nothing great has ever been achieved without passion" G.W.F Heglen

Objective: To secure a special education teaching position to motivate, challenge, and inspire children to find their passion.

Education:

Teachers of Tomorrow

- Special Education Endorsement with emphasis on Learning Disabilities

LETRS Early Childhood Literacy Certification

- Obtained a deeper understanding of best practices for early literacy instruction.

Pepperdine Graduate School of Education and Psychology

- Masters of Arts in Elementary Education
- Professional clear multiple subject teaching credential with CLAD (cross cultural language academic development) emphasis

University of Arizona

- Bachelor of Science in Business Administration: Marketing

Teaching Experience:

Beacon Elementary School Dexter, MI.

2022-2023

Young Fives Teacher

I was responsible for the daily instruction for a young five classroom. I planned engaging thematic units for all subject areas. I incorporated social emotional learning to help students learn how to regulate and manage emotions.

- Planned thematic units in all curriculum areas based on common core standards
- Differentiated instruction based on continual assessment of students
- Supported students with social emotional learning and regulation strategies

Anchor Elementary School Dexter, MI

2020-2022

Premiere Substitute Teacher

I was responsible for the daily instruction in all subject areas. During the 2021/2022 school year I did two long term positions in Kindergarten and Special Education. During those positions I was responsible for all daily instruction, planning and assessing. I quickly established a strong rapport with students, parents and school wide colleagues.

- Responsible for assessment data for progress reports and fall parent conferences
- Implemented the new Reading Horizons phonics program, Lucy Calkins and Everyday math curriculum

Anchor Elementary School Dexter, MI

2019-2020

Paraprofessional

I became a paraprofessional at Anchor Elementary and worked with a mainstreamed nonverbal Autistic Kindergarten student. I collaborated daily with the special education team to help support students with social emotional learning, reading intervention and communication strategies.

- Utilized a variety of teaching strategies to support the individual needs of special education students
- Obtained CPI (Crisis Prevention Intervention) certification

Silver Spur Elementary School (Palos Verves, CA Unified School District)

2011-2014

Kindergarten Teacher

I taught Kindergarten for three years and incorporated the Daily Five Literacy framework to create a classroom of highly engaged readers, writers and learners.

- Planned thematic units in all curriculum areas based on common core standards
- Differentiated instruction based on continual assessment of students

Silver Spur Elementary School (Palos Verves, CA Unified School District)

2003-2011

First Grade Teacher

I taught First grade for nine years. I was our Grade level leader and schoolwide BTSA mentor (Beginning, Teacher, Support and Assessment) from 2006-2011 to help train new teachers to the district

- Served as team leader to launch a new Lexile leveled software reading program at the First-Grade level
- Established and led a school wide character development program based on the book The Leader in Me written by Stephen R Covey



CREEKSIDE INTERMEDIATE SCHOOL

Tammy Reich, Principal
2615 Baker Road, Dexter, Michigan 48130
(734) 424-4160 fax (734) 424-4169
reicht@dexterschools.org

May 1, 2024

Dr. Timmis and Members of the Board of Education,

Creekside administration and staff would like to recommend the hiring of Megan Esposito for the open special education position at Creekside Intermediate School.

The Creekside team went through the interview process and determined that Ms. Esposito was the best candidate for the open position.

Ms. Esposito comes to us with many years of experience as a paraprofessional and a recent graduate of Eastern Michigan University with an Elementary Special Education degree with an endorsement in the area of Autism Spectrum Disorder. She currently serves the district as a paraprofessional at Wylie Elementary School.

She is excited to join the Creekside special education team.

All references spoke very highly of Ms. Connor and we are excited to have her at Creekside Intermediate School.

Respectfully,

Tammy Reich

Principal

Creekside Intermediate School, Dexter Community Schools

Megan E. Esposito

EDUCATION

Eastern Michigan University, Ypsilanti, MI

Bachelors of Science, April 2024 GPA: 3.47/4.0 **Major:** Elementary Special Education - Autism Spectrum Disorder

CERTIFICATIONS

Elementary Education K-5

Self-Contained K-8

Autism Spectrum Disorder Endorsement K-12

TEACHING EXPERIENCE

Wylie Elementary School - Student Teaching

January 2024 - April 2024

Dexter, MI

- Worked with students with cognitive impairments, emotional impairments, autism spectrum disorder, and learning disabilities.
- Administered and interpreted a variety of achievement assessments.
- Planned, differentiated, and taught lessons in all core subject areas based on district, state, and national standards.
- Provided a safe learning environment where students were able to grow academically and emotionally.
- Developed behavior and work completion reward systems.
- Created and implemented visual aids.
- Attended and participated in IEP meetings.

Tecumseh Acres ELC - Student Teaching

September 2023 - December 2023

Tecumseh, MI

- Planned, differentiated, and taught lessons in all core subject areas that aligned with district, state, and national standards.
- Developed and implemented hands-on phonics lessons using the iReady program.
- Put in place and maintained a positive classroom management system.
- Created a classroom environment that developed students' confidence and self-esteem.
- Provided students of varying needs access to lessons and curriculum through accommodations and mindful adaptations to the lessons.
- Implemented authentic learning experiences in all subject areas through technology and kinetic, hands-on experiences.
- Regularly communicated with parents via email and phone regarding classroom updates, student behavior, and ongoing concerns.

Wylie Elementary School - Extended School Year
Dexter, MI

July 2022 - August 2023

- Planned and created curriculum for students severely impacted by varying disabilities.
- Designed and implemented behavior supports.
- Generated visual aids.
- Prepared for student medical needs.
- Assisted with student diapering and bathroom procedures.
- Clearly communicated student needs and plans with paraeducators.
- Frequently communicated with parents to provide program and student updates.
- Maintained a positive classroom atmosphere.

Wylie Elementary School - Long-Term Substitute
Dexter, Michigan

April 2022 - June 2022

- Developed grade level appropriate lesson plans that followed both district curriculum and the common core state standards.
- Provided differentiated instruction to fulfill the unique needs of each student.
- Observed and monitored student progress using formative and summative assessments.
- Administered and proctored state mandated tests.
- Communicated with parents in a constructive manner through emails and telephone calls.
- Implemented a positive classroom management system.
- Maintained an inclusive classroom environment that supported the needs and backgrounds of all students.

Wylie Elementary School - Premier Substitute
Dexter, MI

September 2021 - September 2022

- Quickly familiarized myself with and followed daily lesson plans of the classroom teacher.
- Taught lessons in all core subjects using the provided curriculum and aids.
- Adapted to fill various roles within the school (i.e. classroom teacher, special-area teacher, resource room, paraeducator, etc.)
- Used positive behavioral support systems to aid in classroom management.
- Collaborated with colleagues to support the needs of students.

OTHER WORK EXPERIENCE

Dexter Community Schools - Paraeducator
Dexter, MI

October 2018 - June 2021

- Supported students with emotional impairments, cognitive impairments, autism spectrum disorder, physical disabilities, and learning disabilities.

- Provided coping strategies for a variety of student emotions and behaviors.
- Assisted with creating and implementing behavior plans for students.
- Collaborated with student's general education teachers and case managers.
- Helped students gain access to the curriculum in all core subject areas.
- Attended after school and extra curricular activities in order for students to participate.

PROFESSIONAL DEVELOPMENT

Trauma Informed Care
 IRIS Center - Secondary Transitions
 CPI Training Refresher
 SIPPS - Phonics Program

November 2023
 February 2023
 June 2023
 June 2022

SPECIAL TRAINING

First Aid and CPR Certified
 Nonviolent Crisis Intervention (CPI) Training

TECHNOLOGY EXPERIENCE

Microsoft Office
 Apple Software

REFERENCES

Katie See
 Wylie Elementary School
 Principal
 Phone: (734) 424-4140 ext. 4001
 Email: seek@dexterschools.org

Haley Breedveld
 Wylie Elementary School
 Resource Room 3-4
 Phone: [REDACTED]
 Email: breedveldh@dexterschools.org

Krista Early
 Wylie Elementary School
 4th grade teacher
 Phone: (734) 424-4140 ext. 4517
 Email: earlyk@dexterschools.org

Jennifer Foster
 Tecumseh Acres ELC

2nd grade teacher

Phone: [REDACTED]

Email: jfoster@tps.k12.mi.us

Hannah Nalepa

Wylie Elementary School

Social Worker

Phone: [REDACTED]

Email: nalepah@dexterschools.org

Ashleigh Bunten

Creekside Intermediate School

Resource Room 5-6

Phone: [REDACTED]

Email: buntena@dexterschools.org

Rebecca Berry

University of Michigan

Sr. Digital Project Manager

Phone: [REDACTED]

Email: [REDACTED]



MILL CREEK MIDDLE SCHOOL

Ken Koenig, Principal ♦ Brett Pedersen, Assistant Principal
7305 Dexter Ann Arbor Road, Dexter, Michigan 48130
(734) 424-4150 fax (734) 424-4159

koenigk@dexterschools.org ♦ pedersenb@dexterschools.org

To: Dexter Board of Education
From: Ken Koenig and Brett Pedersen
Subject: Mill Creek Teacher Recommendation
Date: May 13, 2024

As a result of our most recent interview process, we would like to recommend Hollie Pastorino for our Mill Creek ELA position. Hollie exhibited a team-oriented attitude and dedication to supporting students in their learning throughout the interview process. It was evident she enjoys working with kids and has a passion for education.

She has a background that we believe will benefit our students, staff, and community. We are pleased to recommend her for our position.

Interview committee: Bill Ivan, Natalie Park, Lauren Straub, Laura Saulles, Jill Fyke, Chris Hoelscher, Steve Wincent, David Yon, Brett Pedersen, and Ken Koenig

Hollie Pastorino

EXPERIENCE

Student Teaching Jan 2023– April 2023 Eighth Grade English and High School French One

- Lesson planned interactive, student-led lessons that:
 - Focused on project based learning
 - Encouraged inductive learning in the French classroom
 - Followed ACTFL French guidelines
- Managed classroom activities for 125 students
- Differentiated lessons based on students mental and physical needs

Jenkins Early Education Learning Center Aug 2019– Aug 2022 Assistant teacher for preschool classrooms

- Independently managed daily activities with groups of 12-24 students
- Lesson planned age appropriate, educational activities

President Of The College Panhellenic Council- Dec 2021- December 2022 President of the largest female organization at Eastern Michigan University

- Led biweekly meetings with 50-100 women in attendance
- Organized numerous food drives, coat drives, Dine to Donate events, candy campaigns for foster children, toy drives, and much more
- Facilitated the fundraising for Ozone House, an organization that aims to help children in crisis
- Acted as mediator, negotiator, and advocate for women on campus
- Took on the role of financial advisor, event planner, motivational speaker, and teacher of the women at EMU

Culver's- Dec 2016- Jan 2020 Crew Member. Trained upwards of 40 employees. Managed the drive-thru window, supervised custard production, and specialized in customer satisfaction.

EDUCATION

Eastern Michigan University- April 2023 -3.99 GPA

Bachelor Degree- Secondary Education Language, Literature, and Writing with a minor in French Education, K-12

- **Awards:** Dean's List (8 Semesters), Helen & Tarik Dauod Scholarship (First Generation College Student Scholarship), Greek Life Academic Achievement (one winner out of 600 members), Emerald Scholarship, Slaymaker Kinsey Academics Award
- **Leadership:** President of College Panhellenic Council, Academic Achievement Director of Alpha Xi Delta, Founder of Disney Club

SKILLS

- Proficient in Microsoft and Google Offices
- **Certifications & Training:** CPR Certified, English MITC
- **Languages:** English (native), French (fluent)



Board Monthly Financial Report

Fiscal Year to Date 04/30/24

Sub Function Code	Amended Budget	Current Month Actual	Actual FYTD	Encumbrances	Budget - Actual	% Rec'd/Spent	Prior Year FYTD
Fund(COA) 11 - General Fund							
Account Type Revenue							
Function Code R100 - Local Sources - 100							
	6,487,345.00	89,850.33	6,190,332.49	.00	297,012.51	95	5,778,412.26
Function Code R100 - Local Sources - 100 Totals	\$6,487,345.00	\$89,850.33	\$6,190,332.49	\$0.00	\$297,012.51	95 %	\$5,778,412.26
Function Code R200 - Non-Education Sources - 200							
	.00	.00	.00	.00	.00	+++	.00
Function Code R200 - Non-Education Sources - 200 Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+++	\$0.00
Function Code R300 - State Sources - 300							
	38,283,196.00	3,967,740.97	26,057,548.13	.00	12,225,647.87	68	24,059,159.10
Function Code R300 - State Sources - 300 Totals	\$38,283,196.00	\$3,967,740.97	\$26,057,548.13	\$0.00	\$12,225,647.87	68 %	\$24,059,159.10
Function Code R400 - Federal Sources - 400							
	1,099,130.00	.00	364,433.00	.00	734,697.00	33	1,550,470.00
Function Code R400 - Federal Sources - 400 Totals	\$1,099,130.00	\$0.00	\$364,433.00	\$0.00	\$734,697.00	33 %	\$1,550,470.00
Function Code R500 - ISD / Other Sources - 500							
	6,286,069.00	1,015,606.44	5,395,908.29	.00	890,160.71	86	4,083,791.59
Function Code R500 - ISD / Other Sources - 500 Totals	\$6,286,069.00	\$1,015,606.44	\$5,395,908.29	\$0.00	\$890,160.71	86 %	\$4,083,791.59
Function Code R600 - In from other Funds - 600							
	402,545.00	.00	296,256.82	.00	106,288.18	74	252,166.01
Function Code R600 - In from other Funds - 600 Totals	\$402,545.00	\$0.00	\$296,256.82	\$0.00	\$106,288.18	74 %	\$252,166.01
Account Type Revenue Totals	\$52,558,285.00	\$5,073,197.74	\$38,304,478.73	\$0.00	\$14,253,806.27	73 %	\$35,723,998.96
Account Type Expense							
Function Code 100 - Instruction							
Sub Function Code 110 - Basic Functions - 110	24,971,236.00	2,044,787.17	18,153,378.77	6,123.58	6,811,733.65	73	17,873,007.84
Sub Function Code 120 - Added Needs - 120	7,122,240.00	507,315.79	4,660,337.60	25,583.02	2,436,319.38	65	5,531,265.03
Function Code 100 - Instruction Totals	\$32,093,476.00	\$2,552,102.96	\$22,813,716.37	\$31,706.60	\$9,248,053.03	71 %	\$23,404,272.87
Function Code 200 - Supporting Services							
Sub Function Code 210 - Support Services-Pupil - 210	6,318,675.00	498,407.50	4,466,758.66	94,277.50	1,757,638.84	71	3,990,012.55
Sub Function Code 220 - Support Services-Instructional - 220	2,745,768.00	207,709.91	2,363,530.25	27,148.80	355,088.95	86	2,402,121.69
Sub Function Code 230 - Support Services-Administration - 230	830,966.00	47,752.54	600,499.18	192.00	230,274.82	72	628,141.44
Sub Function Code 240 - Support Services-School Admin - 240	2,941,349.00	225,976.64	2,316,780.64	500.00	624,068.36	79	2,144,470.43
Sub Function Code 250 - Support Services-Business - 250	912,353.00	71,080.22	734,415.75	.00	177,937.25	80	614,763.24
Sub Function Code 260 - Operations and Maintenance - 260	5,416,610.00	380,750.96	4,315,664.32	127,754.13	973,191.55	80	3,953,994.58
Sub Function Code 270 - Pupil Transportation - 270	1,781,479.00	145,919.06	1,452,861.09	28,849.12	299,768.79	82	1,350,228.69
Sub Function Code 280 - Support Services-Central - 280	677,288.00	51,811.46	499,249.79	12,900.00	165,138.21	74	510,237.23
Function Code 200 - Supporting Services Totals	\$21,624,488.00	\$1,629,408.29	\$16,749,759.68	\$291,621.55	\$4,583,106.77	77 %	\$15,593,969.85
Function Code 300 - Community Services							
Sub Function Code 320 - Community Recreation - 320	208,023.00	23,330.45	261,305.47	29,257.70	(82,540.17)	126	215,612.88
Sub Function Code 330 - Community Activities - 330	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 350 - Care of Children - 350	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 360 - Welfare Activities - 360	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 370 - Non Public School Pupils - 370	7,840.00	.00	950.00	.00	6,890.00	12	1,034.30
Sub Function Code 390 - Other Community Services - 390	.00	.00	.00	.00	.00	+++	.00
Function Code 300 - Community Services Totals	\$215,863.00	\$23,330.45	\$262,255.47	\$29,257.70	(\$75,650.17)	121 %	\$216,647.18
Function Code 400 - Facilities Construction & Other Payments or Adjustments							
Sub Function Code 400 - Other Government Agencies - 400	.00	.00	9,600.00	.00	(9,600.00)	+++	9,600.00
Function Code 400 - Facilities Construction & Other Payments or Adjustments Totals	\$0.00	\$0.00	\$9,600.00	\$0.00	(\$9,600.00)	+++	\$9,600.00
Function Code 500-600 - Other Financing Uses							



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Sub Function Code	Amended Budget	Current Month Actual	Actual FYTD	Encumbrances	Budget - Actual	% Rec'd/Spent	Prior Year FYTD
Sub Function Code 500 - Debt Service - 500	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 600 - Fund Modifications - 600	1,421,535.00	.00	.00	.00	1,421,535.00	0	.00
Function Code 500-600 - Other Financing Uses Totals	\$1,421,535.00	\$0.00	\$0.00	\$0.00	\$1,421,535.00	0 %	\$0.00
Account Type Expense Totals	\$55,355,362.00	\$4,204,841.70	\$39,835,331.52	\$352,585.85	\$15,167,444.63	72 %	\$39,224,489.90
Fund(COA) 11 - General Fund Totals	(\$2,797,077.00)	\$868,356.04	(\$1,530,852.79)	(\$352,585.85)	(\$913,638.36)	55 %	(\$3,500,490.94)



Board Monthly Financial Report

Fiscal Year to Date 04/30/24

Sub Function Code	Amended Budget	Current Month Actual	Actual FYTD	Encumbrances	Budget - Actual	% Rec'd/Spent	Prior Year FYTD
Fund(COA) 23 - Community Service Fund							
Account Type Revenue							
Function Code R100 - Local Sources - 100							
	2,789,717.00	298,879.23	2,575,105.69	.00	214,611.31	92	2,528,001.17
Function Code R100 - Local Sources - 100 Totals	\$2,789,717.00	\$298,879.23	\$2,575,105.69	\$0.00	\$214,611.31	92 %	\$2,528,001.17
Function Code R300 - State Sources - 300							
	69,266.00	.00	6,825.00	.00	62,441.00	10	1,280.00
Function Code R300 - State Sources - 300 Totals	\$69,266.00	\$0.00	\$6,825.00	\$0.00	\$62,441.00	10 %	\$1,280.00
Function Code R400 - Federal Sources - 400							
	125,000.00	.00	55,074.08	.00	69,925.92	44	436,547.02
Function Code R400 - Federal Sources - 400 Totals	\$125,000.00	\$0.00	\$55,074.08	\$0.00	\$69,925.92	44 %	\$436,547.02
Function Code R500 - ISD / Other Sources - 500							
	.00	.00	.00	.00	.00	+++	.00
Function Code R500 - ISD / Other Sources - 500 Totals	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	+++	\$0.00
Function Code R600 - In from other Funds - 600							
	312,125.00	.00	.00	.00	312,125.00	0	.00
Function Code R600 - In from other Funds - 600 Totals	\$312,125.00	\$0.00	\$0.00	\$0.00	\$312,125.00	0 %	\$0.00
Account Type Revenue Totals	\$3,296,108.00	\$298,879.23	\$2,637,004.77	\$0.00	\$659,103.23	80 %	\$2,965,828.19
Account Type Expense							
Function Code 100 - Instruction							
Sub Function Code 110 - Basic Functions - 110	163,646.00	11,026.32	113,170.94	.00	50,475.06	69	106,361.62
Function Code 100 - Instruction Totals	\$163,646.00	\$11,026.32	\$113,170.94	\$0.00	\$50,475.06	69 %	\$106,361.62
Function Code 200 - Supporting Services							
Sub Function Code 220 - Support Services-Instructional - 220	11,993.00	10,233.00	10,233.00	.00	1,760.00	85	348.10
Sub Function Code 240 - Support Services-School Admin - 240	2,767.00	2,048.00	2,048.00	.00	719.00	74	.00
Sub Function Code 250 - Support Services-Business - 250	2,252.00	771.76	771.76	.00	1,480.24	34	.00
Sub Function Code 260 - Operations and Maintenance - 260	62,550.00	4,967.19	51,020.24	3,425.49	8,104.27	82	48,521.95
Sub Function Code 270 - Pupil Transportation - 270	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 290 - Support Services-Other - 290	1,779,256.00	153,527.16	1,316,286.18	64,515.77	398,454.05	74	1,101,918.17
Function Code 200 - Supporting Services Totals	\$1,858,818.00	\$171,547.11	\$1,380,359.18	\$67,941.26	\$410,517.56	74 %	\$1,150,788.22
Function Code 300 - Community Services							
Sub Function Code 310 - Community Services Direction - 310	306,065.00	19,418.68	233,379.88	.00	72,685.12	76	204,316.51
Sub Function Code 320 - Community Recreation - 320	227,177.00	35,159.49	229,508.65	765.00	(3,096.65)	101	233,110.31
Sub Function Code 350 - Care of Children - 350	1,028,180.00	66,490.44	916,071.96	.00	112,108.04	89	903,295.50
Sub Function Code 390 - Other Community Services - 390	125,000.00	.00	102,273.35	.00	22,726.65	82	70,998.43
Function Code 300 - Community Services Totals	\$1,686,422.00	\$121,068.61	\$1,481,233.84	\$765.00	\$204,423.16	88 %	\$1,411,720.75
Function Code 500-600 - Other Financing Uses							
Sub Function Code 600 - Fund Modifications - 600	178,963.00	.00	150,356.77	.00	28,606.23	84	142,759.09
Function Code 500-600 - Other Financing Uses Totals	\$178,963.00	\$0.00	\$150,356.77	\$0.00	\$28,606.23	84 %	\$142,759.09
Account Type Expense Totals	\$3,887,849.00	\$303,642.04	\$3,125,120.73	\$68,706.26	\$694,022.01	80 %	\$2,811,629.68
Fund(COA) 23 - Community Service Fund Totals	(\$591,741.00)	(\$4,762.81)	(\$488,115.96)	(\$68,706.26)	(\$34,918.78)	82 %	\$154,198.51



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Sub Function Code	Amended Budget	Current Month Actual	Actual FYTD	Encumbrances	Budget - Actual	% Rec'd/Spent	Prior Year FYTD
Fund(COA) 25 - School Lunch Fund							
Account Type Revenue							
Function Code R100 - Local Sources - 100							
	396,027.00	29,900.88	295,786.82	.00	100,240.18	75	751,109.96
Function Code R100 - Local Sources - 100 Totals	\$396,027.00	\$29,900.88	\$295,786.82	\$0.00	\$100,240.18	75 %	\$751,109.96
Function Code R300 - State Sources - 300							
	1,366,825.00	150,793.10	852,086.15	.00	514,738.85	62	38,436.43
Function Code R300 - State Sources - 300 Totals	\$1,366,825.00	\$150,793.10	\$852,086.15	\$0.00	\$514,738.85	62 %	\$38,436.43
Function Code R400 - Federal Sources - 400							
	723,922.00	37,795.13	369,531.15	.00	354,390.85	51	386,107.94
Function Code R400 - Federal Sources - 400 Totals	\$723,922.00	\$37,795.13	\$369,531.15	\$0.00	\$354,390.85	51 %	\$386,107.94
Function Code R500 - ISD / Other Sources - 500							
	163,625.00	37,776.69	169,212.76	.00	(5,587.76)	103	133,690.85
Function Code R500 - ISD / Other Sources - 500 Totals	\$163,625.00	\$37,776.69	\$169,212.76	\$0.00	(\$5,587.76)	103 %	\$133,690.85
Account Type Revenue Totals	\$2,650,399.00	\$256,265.80	\$1,686,616.88	\$0.00	\$963,782.12	64 %	\$1,309,345.18
Account Type Expense							
Function Code 200 - Supporting Services							
Sub Function Code 210 - Support Services-Pupil - 210	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 260 - Operations and Maintenance - 260	3,728.00	932.00	2,851.12	.00	876.88	76	3,064.70
Sub Function Code 290 - Support Services-Other - 290	2,457,088.00	175,813.79	1,741,022.76	267,579.64	448,485.60	71	1,206,834.00
Function Code 200 - Supporting Services Totals	\$2,460,816.00	\$176,745.79	\$1,743,873.88	\$267,579.64	\$449,362.48	71 %	\$1,209,898.70
Function Code 500-600 - Other Financing Uses							
Sub Function Code 600 - Fund Modifications - 600	211,082.00	.00	145,900.05	.00	65,181.95	69	108,785.51
Function Code 500-600 - Other Financing Uses Totals	\$211,082.00	\$0.00	\$145,900.05	\$0.00	\$65,181.95	69 %	\$108,785.51
Account Type Expense Totals	\$2,671,898.00	\$176,745.79	\$1,889,773.93	\$267,579.64	\$514,544.43	71 %	\$1,318,684.21
Fund(COA) 25 - School Lunch Fund Totals	(\$21,499.00)	\$79,520.01	(\$203,157.05)	(\$267,579.64)	\$449,237.69	945 %	(\$9,339.03)



Board Monthly Financial Report

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Sub Function Code	Amended Budget	Current Month Actual	Actual FYTD	Encumbrances	Budget - Actual	% Rec'd/Spent	Prior Year FYTD
Fund(COA) 27 - Cooperative Activities Fund							
Account Type Revenue							
Function Code R100 - Local Sources - 100							
	.00	2,456.82	4,010.74	.00	(4,010.74)	+++	.00
Function Code R100 - Local Sources - 100 Totals	\$0.00	\$2,456.82	\$4,010.74	\$0.00	(\$4,010.74)	+++	\$0.00
Function Code R200 - Non-Education Sources - 200							
	754,812.00	7,962.00	33,900.38	.00	720,911.62	4	.00
Function Code R200 - Non-Education Sources - 200 Totals	\$754,812.00	\$7,962.00	\$33,900.38	\$0.00	\$720,911.62	4 %	\$0.00
Function Code R300 - State Sources - 300							
	8,500,000.00	5,559,454.74	5,559,454.74	.00	2,940,545.26	65	.00
Function Code R300 - State Sources - 300 Totals	\$8,500,000.00	\$5,559,454.74	\$5,559,454.74	\$0.00	\$2,940,545.26	65 %	\$0.00
Account Type Revenue Totals	\$9,254,812.00	\$5,569,873.56	\$5,597,365.86	\$0.00	\$3,657,446.14	60 %	\$0.00
Account Type Expense							
Function Code <N/A> - <No Function defined>							
	.00	.00	6,450.00	.00	(6,450.00)	+++	.00
Function Code <N/A> - <No Function defined> Totals	\$0.00	\$0.00	\$6,450.00	\$0.00	(\$6,450.00)	+++	\$0.00
Function Code 300 - Community Services							
Sub Function Code 390 - Other Community Services - 390	505,000.00	37,635.36	123,800.47	.00	381,199.53	25	.00
Function Code 300 - Community Services Totals	\$505,000.00	\$37,635.36	\$123,800.47	\$0.00	\$381,199.53	25 %	\$0.00
Function Code 400 - Facilities Construction & Other Payments or Adjustments							
Sub Function Code 400 - Other Government Agencies - 400	8,749,812.00	5,514,750.00	5,514,750.00	.00	3,235,062.00	63	.00
Function Code 400 - Facilities Construction & Other Payments or Adjustments Totals	\$8,749,812.00	\$5,514,750.00	\$5,514,750.00	\$0.00	\$3,235,062.00	63 %	\$0.00
Account Type Expense Totals	\$9,254,812.00	\$5,552,385.36	\$5,645,000.47	\$0.00	\$3,609,811.53	61 %	\$0.00
Fund(COA) 27 - Cooperative Activities Fund Totals	\$0.00	\$17,488.20	(\$47,634.61)	\$0.00	\$47,634.61	+++	\$0.00



Board Monthly Financial Report

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Sub Function Code	Amended Budget	Current Month Actual	Actual FYTD	Encumbrances	Budget - Actual	% Rec'd/Spent	Prior Year FYTD
Fund(COA) 29 - Student/School Activity Fund							
Account Type Revenue							
Function Code R100 - Local Sources - 100							
	2,289,598.00	83,838.89	813,974.71	.00	1,475,623.29	36	877,301.00
Function Code R100 - Local Sources - 100 Totals	\$2,289,598.00	\$83,838.89	\$813,974.71	\$0.00	\$1,475,623.29	36 %	\$877,301.00
Account Type Revenue Totals	\$2,289,598.00	\$83,838.89	\$813,974.71	\$0.00	\$1,475,623.29	36 %	\$877,301.00
Account Type Expense							
Function Code 200 - Supporting Services							
Sub Function Code 290 - Support Services-Other - 290	2,289,598.00	70,735.38	761,135.25	29,008.87	1,499,453.88	33	612,399.21
Function Code 200 - Supporting Services Totals	\$2,289,598.00	\$70,735.38	\$761,135.25	\$29,008.87	\$1,499,453.88	33 %	\$612,399.21
Account Type Expense Totals	\$2,289,598.00	\$70,735.38	\$761,135.25	\$29,008.87	\$1,499,453.88	33 %	\$612,399.21
Fund(COA) 29 - Student/School Activity Fund Totals	\$0.00	\$13,103.51	\$52,839.46	(\$29,008.87)	(\$23,830.59)	+++	\$264,901.79
Grand Totals	(\$3,410,317.00)	\$973,704.95	(\$2,216,920.95)	(\$717,880.62)	(\$475,515.43)	65 %	(\$3,090,729.67)

Dexter Community Schools

Board of Education

Executive Summary

May 20, 2024, 2024

Purpose: Outline Series 4000 policies presented for second reading and final approval.

Background:

Series 4000 of the Thrun policy book covers employment policies.

The following Thrun employment policies were adopted February 5th, effective immediately:

4108 Union Representation (NEOLA # 3950)	4407 Discipline (NEOLA # 3139)
4207 Third Party Contracting (NEOLA # 3120.14)	4408 Termination (NEOLA # 3140.02)

The following policies were adopted the same date, to be effective July 1, 2024:

4402-R Placement/Assignment and Transfer (NEOLA # TBD)	4409-R Non-Renewal (NEOLA # TBD)
4403-R Performance Evaluation (NEOLA # TBD)	4503-R Performance Evaluation (NEOLA # TBD)
4405-R Reduction in Force and Recall (NEOLA # TBD)	

Attached to this summary is a list of every other Thrun employment policy that is being presented for second reading tonight. They are all unchanged since first reading 4-29-2024 with the exception of 4109 *Break Time for Nursing Mothers*, which has been updated. It is attached.

Recommendation:

The policy committee recommends that the Board of Education approve the policies listed in the attachment for second reading and final approval, with all becoming effective August 1, 2024.

SERIES 4000 - DISTRICT EMPLOYMENT			
SECTION 4100 EMPLOYEE RIGHTS & RESPONSIBILITIES	4205 Hiring and Background Checks	4223 Resignation	SECTION 4500 ADMINISTRATORS
4101 Non-Discrimination	4206 Employment Contracts	4224 Personnel Files and Payroll Information	4501 Definition
4102 Anti-Harassment	4208 Applicant and Employee Criminal Arrest Charges Conviction	4228 No Expectation of Privacy	4502 Assignment and Transfer
4103 Whistleblowers Protection	4209 Prohibition Against Abortion Referrals and Assistance	SECTION 4300 NON-EXEMPT STAFF	4505 Reduction and Recall
4104 Employment Complaint Procedure	4210 Drug and Alcohol Free Workplace; Tobacco Product Restrictions	4301 Definition	4506 Discipline
4105 Workplace Accommodations for Employees and Applicants	4211 Alcohol and Controlled Substances for Transportation Employees Subject to OTETA	4302 Minimum Wage and Overtime	4507 Termination
4106 Family and Medical Leave Act	4212 Employee Assistance Program	4304 Employee Timekeeping Responsibilities	4508 Administrator Non-Renewal
4107 Military Leave	4213 Anti-Nepotism	4305 Michigan Paid Medical Leave Act	SECTION 4600- SUPERINTENDENT
4109 Break Time for Nursing Mothers	4214 Outside Activities and Employment	4306 Assignment and Transfer	4601 General
4110 Reimbursement	4215 District Technology and Acceptable Use Policy	4307 Performance Evaluation	4602 Hiring
4111 Professional Development	4216 Personal Communication Devices	4308 Reduction & Recall of Non-Exempt Staff	4603 Performance Evaluation
4112 Extracurricular Employees or Volunteers	4217 Social Media	4309 Discipline and Termination	4604 Absence-Incapacity
SECTION 4200 - EMPLOYEE CONDUCT & ETHICS	4218 Employee Dress and Appearance	SECTION 4400 PROFESSIONAL STAFF	4605 Gifts and Donations
4201 Employee Ethics and Standards	4219 Attendance	4401 Definition	4606 Discipline and Termination
4202 CPS Reporting and Student Safety and Welfare	4220 Use or Disposal of District Property	4406 Professional Improvement Sabbaticals	4607 Non-Renewal
4203 Corporal Punishment and Limited Use of Reasonable Force	4221 Employee Speech		
4204 Confidentiality of Student Information	4222 Unauthorized Work Stoppage and Strikes		



Series 4000: District Employment

4100 Employee Rights and Responsibilities

4109 Break Time for Nursing Mothers

The District will provide reasonable break time for a non-exempt (i.e., hourly) employee to express breast milk for her nursing child in a place, other than a bathroom, that is shielded from view and free from intrusion by co-workers and the public for 1 year after the child's birth. Optional: or additional time may be granted ~~for appropriate cause~~ as determined by the Superintendent or designee. The break time for this purpose will be unpaid unless the non-exempt employee uses paid break time to which she is otherwise entitled under an applicable collective bargaining agreement, individual employment contract, or employee handbook.

Legal authority: 29 USC 207(r)

Date adopted:

Date revised:



Note: Following 4/29/2024 board discussion, policy committee added back language regarding additional time, with removal of phrase "for appropriate cause."

**Dexter Community Schools
Board of Education
Executive Summary**

May 20, 2024

Purpose: Outline Series 5000 policies presented for first reading.

Background:

Series 5000 of the Thrun policy book covers Students, Curriculum, and Academic Matters policies.

Attached to this summary is a list of all Series 5000 policies reviewed by the Policy Committee on May 6, 2024.

Recommendation:

The policy committee recommends that the Board of Education approve the attached policies for first reading on May 20, 2024, with all becoming effective August 1, 2024

SERIES 5000: STUDENTS, CURRICULUM, ACADEMIC MATTERS			
SECTION 5100 STUDENT RIGHTS	5200 STUDENT CONDUCT AND DISCIPLINE	5209 Student Use of Cell Phone and Electronic Communication Devices	5300 STUDENT ENROLLMENT, ATTENDANCE, AND RECORDS
5101 Student Expression	5201 Investigations, Arrests, and Other Law Enforcement Contact	5210 GPS Tracking Device with Audio Surveillance Capabilities	5301 Compulsory Attendance Absenteeism & Truancy
5102 Lockers	5202 Unlawful Discrimination, Harassment, & Retaliation Against Students	5211 Emergency Use of Seclusion and Restraint	5302 Enrollment in Kindergarten
5103 Search and Seizure	5203 Hazing	5212 Registered Sex Offenders	5303 Student Enrollment and Withdrawal
5104 Age of Majority	5204 Student Appearance and Dress Code	5213 Personal Protection Orders Against Students	5304 Nonpublic School Students; Part-Time Attendance
5105 Collaboration with Outside Entities	5205 Student Handbooks		5305 Schools-of-Choice
5106 Transgender Students	5206 Student Discipline		5306 Foreign Students
	5206A Due Process		5307 Homeless Students
	5206B Students with Disabilities		5308 Protection of Pupil Rights
	5206C Reinstatement Following Expulsion		5309 Student Records & Directory Info
	5206D Enrollment Following Misconduct at Another Public or Nonpublic School		
	5206E Suspension from Class, Subject, or Activity by Teacher		
	5208 Student Acceptable Use and Internet Safety Policy		

SERIES 5000: STUDENTS, CURRICULUM, ACADEMIC MATTERS p. 2			
5400 CURRICULUM, INSTRUCTION, AND PARENT INVOLVEMENT	5500 SCHOOL SPONSORED AND EXTRACURRICULAR ACTIVITIES	5700 STUDENT HEALTH AND SAFETY	5800 MISCELLANEOUS
5401 Parent/Guardian Involvement in Education	5502 Student Government	5701 Child Abuse and Neglect	5801 Closed Campus or Intentionally Left Blank
5402 Communication with Parents/Guardians	5503 Bulletin Boards and Other Student Postings	5702 Student Illness and Injury	5802 Student Transportation
5403 Rights of Non-Custodial Parents/Guardians	5504 School-Sponsored Publications and Productions	5703 Medications	5803 Student Driving and Parking
5404 Free Textbooks, Materials, and Charging of Fees and Fines	5506 Field Trips	5704 Student Insurance	5804 Work Permits
5405 Title I Parent and Family Engagement Policy	5507 Extracurricular Activities	5705 Emergency Anaphylaxis	5805 Student Audio and Video Recording
5406 Title I Funds	5508 Extracurricular and Athletic Trips	5706 Opioid Antagonist	5806 Recording of District Meetings
5407 Instructional Program and Curriculum Development	5510 Student-Initiated, Non-Curricular Clubs	5707 School Wellness Policy	5807 Flag Display and Pledge of Allegiance
5409 Academic Credits	5511 Secret Organizations	5708 Do Not Resuscitate Orders	
5410 Commencement/ Completion Ceremony		5709 Lice, Nits, and Bed Bugs	
5411 Student Promotion, Retention, and Placement		5710 Suicide Prevention	
5415 Summer School		5711 Toilet Training	
5416 Homebound and Hospitalized Instruction	5600 STUDENT SUPPORT SERVICES	5712 Concussion Awareness	
5417 Homework	5601 Special Education	5713 Immunizations and Communicable Diseases	
5418 Grades	5602 Independent Educational Evaluation		
5419 Reading Assessments, Instruction, Intervention and Retention	5603 Section 504		
5420 Sex Education	5604 Student Assistance Process		
5421 Work-Based Learning Experience			

Dexter Community Schools, Washtenaw County, Michigan (the "School District")

A regular meeting of the board of education of the School District (the "Board") was held in at Bates School, within the boundaries of the School District, on the 20th day of May, 2024, at 7:00pm o'clock in the p.m.

The meeting was called to order by Mara Greateorex, President.

Present:

Absent:

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

WHEREAS:

1. The School District is a constituent local school district of the Washtenaw Intermediate School District, Michigan (the "ISD"); and
2. The School District has received information from the Board of the ISD detailing the ISD's anticipated request for an election to consider a special education millage renewal ballot question; and
3. This Board desires to express its support for the ISD's proposed special education millage renewal question.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. This Board of Education formally states its support for the ISD's proposed special education millage renewal question to be placed on the ballot of the November 5, 2024, election.
2. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes:

Nays:

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Dexter Community Schools, Washtenaw County, Michigan, hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at a regular meeting held on May 20, 2024, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, Public Acts of Michigan, 1976, as amended).

Secretary, Board of Education

WASHTENAW INTERMEDIATE SCHOOL DISTRICT
SPECIAL EDUCATION REIMBURSEMENT COMPARISON
2022-23

Calculation of Non-Center Program Reimbursement
(Excl Admin Reimb & Tuition Costs)

29,594,268 Funds left for SE Reimbursement to LEAs

	A	B = A * 31.8679%	C = A - B	D = SHARE BASED on C	E	F = D OR E, WHICHEVER IS LESS	F = D OR E, WHICHEVER IS LESS	
				\$ 29,594,268				
		STATE		PRELIMINARY	2022-23	ESTIMATED 2022-23	ESTIMATED 2022-23	
		DURANT		ACT 18	ESTIMATED WISD	REIMBURSEMENT	REIMBURSEMENT	
NONCENTER	2021-22 Non-Center	REV GUARANTEE	WISD NON	NON-CENTER	NON-CENTER CLAIM	AMT OR COST,	AMT OR COST,	REVENUE LOSS
COSTS	Costs Based on	@ 31.8679%	CENTER CLM	REIMBURSEMENT	(AFTER STATE REIMB)	WHICHEVER IS	WHICHEVER IS	IF SE MILLAGE DOES
	Submitted SE-4096			FROM WISD	(Based on May 2023 SE Cost Estim)	LESS	LESS	NOT PASS
Ann Arbor	53,814,455	\$ 17,149,537	\$ 36,664,918	14,193,977	39,340,515	14,193,977	38,371,689	(24,177,712)
Chelsea	5,444,686	1,735,107	3,709,579	1,436,078	3,781,560	1,436,078	3,781,560	(2,345,482)
Dexter	7,149,103	2,278,269	4,870,834	1,885,631	5,950,718	1,885,631	5,097,574	(3,211,943)
Lincoln	9,477,084	3,020,148	6,456,936	2,499,654	6,619,771	2,499,654	6,619,771	(4,120,117)
Manchester	1,173,562	373,990	799,572	309,536	766,408	309,536	766,408	(456,872)
Milan	4,593,859	1,463,966	3,129,893	1,211,666	3,423,074	1,211,666	3,275,591	(2,063,925)
Saline	14,915,936	4,753,396	10,162,540	3,934,193	9,747,274	3,934,193	9,747,274	(5,813,081)
Whitmore Lk	1,669,705	532,100	1,137,605	440,398	1,750,596	440,398	1,190,561	(750,163)
Ypsilanti Comm	10,508,359	3,348,793	7,159,566	2,771,661	6,374,650	2,771,661	6,374,650	(3,602,989)
Arbor Prep HS	299,115	95,322	203,793	78,894	89,691	78,894	89,691	(10,797)
Central Academy	265,798	84,704	181,094	70,106	133,934	70,106	133,934	(63,828)
East Arbor Charter Acad	432,322	137,772	294,550	114,028	320,897	114,028	308,262	(194,234)
Fortis Academy	410,386	130,781	279,605	108,242	282,498	108,242	282,498	(174,256)
Global Tech	183,861	58,593	125,268	48,495	146,645	48,495	131,100	(82,605)
Honey Creek	400,087	127,499	272,588	105,526	236,652	105,526	236,652	(131,126)
Livingston Cyber Academy	96,950	30,896	66,054	25,571	42,548	25,571	42,548	(16,977)
Multicultural Academy	33,889	10,800	23,089	8,938	22,872	8,938	22,872	(13,934)
Pittsfield Acres				-	575	-	-	-
South Arbor Charter	432,091	137,698	294,393	113,967	314,829	113,967	308,097	(194,130)
South Pointe Charter	608,448	193,900	414,548	160,483	529,056	160,483	433,846	(273,363)
WSC Academy	112,807	35,949	76,858	29,754	38,425	29,754	38,425	(8,671)
WTMC	179,975	57,354	122,621	47,470	151,938	47,470	128,329	(80,859)
TOTAL	112,202,478	\$ 35,756,573	\$ 76,445,905	\$ 29,594,268	\$ 80,065,126	\$ 29,594,268	\$ 77,381,332	\$ (47,787,064)
						100% Reimb of 22-23	100% Reimb of 22-23	
						\$ 0	\$ 2,623,168	
						Funds Remaining	Funds Remaining	

ISD BUDGET RESOLUTION

Dexter Community Schools, Michigan (the “District”)

A meeting of the board of education of the district was held in the Bates School Boardroom in the District, on the 20th day of May, 2024, at 7:00 o’clock in the PM.

The meeting was called to order by Mara Greateorex, President.

Present: Members

Absent: Members

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

WHEREAS:

1. Section 624 of the Revised School Code, as amended, requires the intermediate school board to submit its proposed general fund budget not later than May 1 of each year to the board of each constituent district for review; and
2. Not later than June 1 of each year, the board of each constituent district shall review the proposed intermediate school district general fund budget, shall adopt a board resolution expressing its support for or disapproval of the proposed intermediate school district general fund budget, and shall submit to the intermediate school district board any specific objections and proposed changes the constituent district board has to the general fund budget.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The board of education has received and reviewed the proposed intermediate school district general fund budget in accordance with Section 624 of the Revised School Code, as amended, and by the adoption of this resolution, expresses its support for the proposed intermediate school district general fund budget.
2. The secretary of the board of education or his/her designee shall forward a copy of this resolution to the intermediate school board or its superintendent no later than June 1, 2024.

3. All resolutions insofar as they conflict with this resolution be and the same are hereby rescinded.

Ayes: Members

Nays: Members

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Dexter Community Schools, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board of Education at a regular meeting held on May 20th, 2024, the original of which resolution is a part of the Board's minutes, and further certifies that the notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education



DEXTER COMMUNITY SCHOOLS

Christopher Timmis, Ed.D., Superintendent
Bates School 2704 Baker Road, Dexter, Michigan 48130
(734) 424-4100 ext.1001 fax (734) 424-4112
timmisc@dexterschools.org

To: Board of Education
From: Christopher Timmis
Subject: Administrative Salary Recommendations
Date: May 20, 2024

I recommend the following administrators be compensated at the level indicated below for the 2024-25 school year:

Name	Level
Mike Bavineau	G – Athletic Director
Ryan Bruder	G – Executive Director
Christie Bueche	G – Chief Financial Officer
Katie Heikkila	C – Assistant Principal
Abby Holland	C – Assistant Principal
Ken Koenig	G – Middle School Principal
Barb Leonard	G – Executive Director
Craig McCalla	G – Elementary Principal
Anne Nakon	G – Special Education Director
Melanie Nowak	G – High School Principal
Brett Pedersen	G – Assistant Principal
Tammy Reich	G – Elementary Principal
Katie See	G – Elementary Principal
Brooke Stidham	G – Elementary Principal

Dexter Community Schools Board of Education Executive Summary and Recommendation
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Background Information:

Historically, after an effective or higher evaluation, the Board of Education has acted to extend the contract of the Superintendent. This generally occurs in most school districts throughout the state and country.

Dr. Timmis' contract was last extended in 2021 through June 30, 2026. Superintendent contracts are historically 3-5 years in length. Since 2013, Dr. Timmis' contract was generally a 5-year contract and was extended annually. While navigating the pandemic and post-pandemic transitions, Dr. Timmis continued to be evaluated highly effective and effective while the laws on evaluation changed. Normally, a contract extension would have been proposed for the Board but since the agreement continued through 2026, there was no urgent need to change the agreement. Now that the end of the current agreement is 2 years away and traditionally Superintendent contracts are 3-5 years in length, it is proposed for the board to extend the agreement through June 30, 2027.

The following contract language represents changes in state law regarding superintendent compensation and evaluation along with a change in leave days.

Recommended Motion: To approve an extension with amendments to the contract for Dr. Christopher Timmis commencing July 1, 2024 through June 30, 2027.

Amendments and Extension to the Contract between the Board of Education and Dr. Christopher Timmis

5-20-2024

Term:

It is hereby agreed by and between the Board of Education of the Dexter Community Schools (hereinafter "Board") and Christopher Timmis (hereinafter "Superintendent") that pursuant to Section 1229(1) of the Revised School Code of the State of Michigan, MCL 380.1229, the Board in accordance with its action found in the minutes of its meeting held on the ~~14th day of June 2024, agrees to employ Christopher Timmis for the term commencing July 1, 2021 to and including June 30, 2026~~ 20th day of May 2024, agrees to employ Christopher Timmis for the term commencing July 1, 2024 to and including June 30, 2027, according to the terms and conditions as described and set forth herein as follows (the "Contract")

Compensation:

- a. **Base Salary:** The Board agrees to pay the Superintendent for his services during each year of this Contract paid in twenty-four (24) equal installments or portion thereof for each school year, payable in accordance with the standard District payroll cycle. ~~Base Salary shall be \$184,606 commencing on July 1, 2023.~~ Base Salary shall be \$188,907 commencing on July 1, 2024.
- b. **Annual Increase:** Upon receiving an evaluation of "effective" ~~or "highly effective,"~~ the superintendent will receive an increase in the upcoming year's base salary based on the ~~previous-most recent~~ year's posted normal salary increase (NSI) numbers set in the reporting instruction manual section 4.03.01: NSI for Superintendents 1110 under "average salary increase when payroll over \$20M," not to exceed the 2020 Fiscal Year Allowable NSI. In no case will the salary be lowered, unless mutually agreed upon by both parties, in writing.

Evaluation:

The Board shall conduct a formal evaluation of the Superintendent in writing, during December of each year. The Board shall utilize either the MASB Superintendent Evaluation Tool or another tool agreed to, in writing, by the Board and Superintendent. Quarterly informal evaluations will be held in April, June, and September of each year to provide the Superintendent an opportunity to hear concerns of the Board in a timely manner with any shortcomings provided in writing with suggestions for improvement and an opportunity to improve.

The Superintendent shall be evaluated in accordance with the Revised School Code, Act 451 of 1976, as amended. The Superintendent may appeal the evaluation process and rating received to the Board of Education. The appeal must be submitted in writing to the Board President within 30 calendar days after the Superintendent is

Amendments and Extension to the Contract between the Board of Education and Dr. Christopher Timmis
5-20-2024

informed of the rating. Within 15 days after the appeal is submitted, the Board of Education shall provide the Superintendent with written notice that a hearing shall be scheduled, in closed or open session at the election of the Superintendent, to consider the appeal and for the Superintendent to present witnesses, information and evidence. The hearing shall be scheduled for a date mutually acceptable to the Board and Superintendent within 45 days after the appeal is submitted, unless extended by mutual agreement. The Superintendent may be represented by counsel at the hearing at their own expense. If the hearing does not resolve the matter, the Superintendent may request binding arbitration by filing a demand for arbitration with the American Arbitration Association within 30 calendar days after the hearing, or within 45 days after the appeal if no hearing is held. The arbitration is subject to the Michigan Uniform Arbitration Act, MCL 691.1681, et seq., as amended. The arbitrator shall be selected through the procedures of the American Arbitration Association, Employment Arbitration Rules. The arbitrator shall have authority to issue any appropriate remedy, and the decision of the arbitrator shall be enforceable by any court of competent jurisdiction.

Fringe Benefits:

- a. The Superintendent shall receive thirty-five (35) paid leave days, exclusive of holidays, **the countywide common calendar Winter Break and Spring Break**, for each fiscal year for the purpose of vacation and personal leave. The Superintendent shall schedule use of paid leave days in a manner to minimize interference with the orderly operation and conduct of business of the School District.

In June of each fiscal year, the Superintendent may receive payment at his per diem rate for up to fifteen (15) unused leave days. The per diem rate shall be computed as the sum of base salary, innovation/collaboration pay, and education pay which is then divided by 260 days.

At the end of each fiscal year, up to fifteen (15) unused and not cashed-in leave days may be carried forward and may accumulate up to a maximum of ninety (90) days.

~~The Superintendent may use up to five (5) consulting days on an annual basis. If the consulting is unpaid, the Superintendent may utilize the day without charging against the annual leave days. If the consulting is paid, the Superintendent must either utilize one of the paid leave days or reimburse the district for his per diem cost.~~

DEXTER COMMUNITY SCHOOLS

Application to request the adoption of a new course and/or resources

Date of application:

Course Title: Woodshop

Department: Electives

Duration: One Semester

Prerequisite(s): None

Applicant(s): Bill Ivan

Building Involved: DHS

Targeted population: All students

Targeted year for implementation: Fall 2024

DHS Courses - Proposed Credits Earned and Category:

Describe your course request:

The class would teach tool safety, basic craftsmanship, and usage to all participants. Students will spend the semester familiarizing themselves with the tools, techniques, and processes that encompass woodworking. Before the start of any project, students will be required to pass a written and practical safety exam. Students will engage in different projects, some will be to develop woodworking skills with tangible take-home items, ie birdhouse or stool. Other projects will add value to Dexter Community School grounds or the Community, ie benches or picnic tables.

Each project will consist of an introductory and safety period where students will learn how to safely operate the tools they will use, followed by the practice/design period where we will mock up the necessary components and learn about each of the materials we will be using. Finally, students will execute the project by building the final product and revealing it to the community, school, or family.

Rationale: Why is/are a new course or new resources necessary?

With the commitment to increasing real-world, skill-based experiences for students, we must allow more opportunities for students to learn safe tool usage and begin to explore the world of trades. We know that these experiences not only support students with current and future goals but also provide joy to the learning experience.

This course will also allow students to continue to develop their systematic thinking and application.

Connection to specific goals within the strategic framework/What are the “big ideas” or “core concepts” that will be covered in the course/resources?

This class fits perfectly into the district's initiative to provide more Extended Learning Opportunities (ELOs). By offering this course, students will have the opportunity to partner with different community members who are in the trades to help students connect the skills they are learning to real-life work and situations. Examples of these opportunities could be guest lessons by a carpenter on how to use a bandsaw, and field trips to cabinet shops to see how people use

the skills in the real world. It also allows students to build pieces for the district (picnic tables) or to sell in the school store (cornhole boards and yard games).

The primary concepts covered in this particular course would be tool use and safety. Since introductory level class projects will need to be relatively simple, focusing specifically on developing skills in students and having them engage in the entire build process. The class will consist of multiple stages: the first being safety and introduction. The second project design and completion of an introductory project. Finally, teachers, staff, and students across the district will be asked to submit ideas for projects. We will then select projects that are feasible to complete and execute during the latter half of the semester. The goal will be for students to execute 1 district-based project each semester.

Connection to District Improvement Plan or School Improvement Plan(s):

As discussed previously, this is a class designed to create Extended Learning Opportunities (ELOs) for students. This will be one step toward getting community businesses more invested in Dexter Community Schools as we start to develop viable employees.

How will technology be integrated into the course/resources?

Students will be able to learn a type of technology that they previously were not introduced to at school. In a world full of electronics, we often forget that some of our most powerful tools are those we have used for hundreds of years. Understanding the safety and application of hand tools and basic power tools is essential for young people as they begin their lives as young adults. This course will be an introduction to DIY, furniture building, and construction.

The technology beyond tools that will be used is calculators, and sometimes software to help read different plans or blueprints. It is my understanding that the district has access to SketchUp which would be helpful.

How do the resources support various learning styles, multiple intelligences of the students, and differentiated instruction?

It has been clear for many years that manipulatives and hands-on learning activities are essential for many students. This class will provide an opportunity to develop and test skills; students will be asked to demonstrate safety rather than or after they read, write, or discuss it. At the end of each project, there will be a tangible object that will end up in some place either on the district campus or in their own homes that they can point to and say, "I did that."

By the end of the course, students will be able to:

- Safely use and operate various types of hand tools.
- Safely use select power tools.
- See a project through from the planning stages to the finishing touches.
- Develop a basic understanding of construction math. Specifically reading a tape measure and adding and subtracting fractions and mixed numbers.
- Utilized geometry skills to transfer layout lines, find center, and cut angles.
- Understand and read a basic plan or blueprint.

- Execute the process for milling a board.
- Identify and use different methods for jointing a board.
- Glue, square, and joint boards appropriately and accurately.
- Sand, stain, and polyurethane, or paint completed projects.

How does the material support cultural diversity and gender equity?

It provides an accessible opportunity for all students to learn the basics of safe tool usage. There is no extensive application, or waiting until they are juniors in high school to receive exposure through the school system. All students regardless of their career interests are welcome to learn the tangible skills that they can take with them and use throughout their lives.

How will career or “real world” experiences be integrated into the course and resources?

In connection with what was discussed regarding the district initiative for ELO's, this class is primarily focused on providing real-world opportunities for students. The goal will be for each quarter to have at least one trades professional come and speak with students about what they do on a daily basis. This will allow students to see how the skills they are learning can translate into a career following high school. Students will also be tasked with projects directly from the district. Some of these will be sold in the school store. Other projects may be placed and used throughout the district.

It also allows them to develop useful skills that they will then take with them to any number of career or even summer job opportunities.

How does the material encourage critical thinking and problem-solving?

Students will be given a specific task. They will then be asked to examine and transfer plans for whatever it is they will be asked to build. From there the students, with safety guidance, will be asked to design a process for completing the build. During the build, there will be challenges that they must face throughout the project. Students will make mistakes and they will then need to work together to brainstorm ideas of how to fix those mistakes.

What summative and formative assessments will be used to measure student achievement?

Focus will be put on assessments related to the safe usage of different tools. It will be of vital importance that students can safely operate tools if the class is going to be successful.

The primary summative assessment will be did the students complete the planned project. Students will consider, were they able to execute the skills necessary to build a structure that will be used by themselves or others.

Formative assessments will be checkpoints on the project as well as exit tickets regarding tool safety and basic construction math.

What teacher aids are provided?

I am working to create meaningful relationships with educators and associations that are in the trades and/or woodworking worlds.

Describe what other alternatives were considered and why were they are not being proposed:

Initially, it was a desired outcome to have this course be more of a lab, student-driven experience giving students the freedom to design and build as they see fit. Given that this course will serve as students' introduction to working with tools and woodworking, this course must operate in more of a workshop format where skills will be explicitly taught and students will have many opportunities to demonstrate competency with feedback from teachers and skilled tradespeople.

Projected costs (explain each as needed, some items may not be applicable):

Additional personnel: \$0

Textbooks, materials, technology: \$TBD

We will need to purchase material for students to work with to complete their projects.

Professional Development: \$0

Release time: \$0

Teacher stipends: \$0

Speaker/Consultant stipends: \$0

Registration fees: \$0

Travel expenses: \$0

Summer work: \$0

Other expenses (please explain below) \$20000

This is the same minimum number to purchase the tools necessary for students to work with. In a proper Woodshop.

GRAND TOTAL: \$20000+

Instructional Resource Review Process

Date of department/committee review/discussion:

Location of meeting: DHS Conference Room

Number of attendees: 13

Record of the meeting including comments & recommendations:

- Love to have options for students
- Who will be teaching this course?
- Where will this be taking place?
- Where will this money be coming from?
- Is this elective credit? Why do we need more elective credit?

Date of admin review/discussion:

Location of meeting: Bates

Number of attendees: 20

Record of the meeting including comments & recommendations: Positive support. There is a need for this class. Be sure there is a focus on safety.

Date of adjacent building review/discussion:

Location of meeting:

Number of attendees:

Record of the meeting including comments & recommendations:

Date of community review/discussion:

Location of meeting: DHS Office

Number of attendees: 8

Record of the meeting including comments & recommendations:

- Overlap with MakerSpace - need to define the differences
- Specific skills for carpentry to offer students
- Should utilize the costs and tools incurred for construction in this class as well
- Generally support the class

Date of Board of Education review/discussion:

Record of the meeting including comments & recommendations:

Date of Board of Education action:

Action taken:

DEXTER COMMUNITY SCHOOLS
Application to request the adoption of a new course and/or resources

Date of application: May 2024

Course Title: Systems of Construction

Department: Electives

Duration: 2 Semesters

Prerequisite(s): None

Applicant(s): Bill Ivan

Building Involved: Dexter High School

Targeted population: Students interested in and/or preparing to apply to CTE classes.

Targeted year for implementation: Fall 2024

DHS Courses - Proposed Credits Earned and Category -

Describe your course request:

The class would teach the necessary skills needed to build a residential home. Students will learn through a system of modules focusing on each aspect of building a house. The course will be split between classwork and hands-on building of modules/models. Topics covered will be job site safety, hand and power tools, foundation and masonry, framing, shingling, siding, plumbing, electrical, HVAC, drywall, painting, flooring, cabinets, and trim. This course will focus on real-world applications and real-world skills.

Rationale: Why is/are a new course or new resources necessary?

The goal of this program is to provide opportunities on the DCS campus to all interested students: the student who wants to join the trades right out of college, the student who may want to explore Construction Management in college, the student who is exploring possible careers but is undecided; and the student who is interested in learning more about systems of construction.

There is a distinct need for workers in the trades. In May of 2023 the Bureau of Labor and Statistics reported that 45% of workers in the construction industry are over the age of 45.¹ This would not be an if these workers were being replaced by younger workers; however, The Bureau of Labor and Statistics currently shows that only 9% of workers are under the age of 25.² This means that demand will continue to increase for people in the trades industry, resulting in a continued climb in wages.

It also means that as an education system, there is an opportunity to further educate students about opportunities in the trades. Much of this has to do with lack of exposure. Many folks remember a time when “shop class” was a staple of middle school and high school. The opportunity to participate in these types of classes has drastically decreased.

¹

<https://www.constructiondive.com/news/construction-labor-retirement-recruiting-dei/651184/#:~:text=Construction's%20workforce%20isn't%20getting.of%20Labor%20Statistics%20data%20available.>

² <https://www.bls.gov/cps/cpsaat18b.htm>

Connection to specific goals within the strategic framework/What are the “big ideas” or “core concepts” that will be covered in the course/resources?

This class fits perfectly into the district's initiative to provide more Extended Learning Opportunities (ELOs). This creates a chance to partner with different community members who are in the trades to help students connect the skills they are learning to real-life work and situations. Examples of these opportunities could be guest lessons by a carpenter on how to use a circular saw, guest workshops by electricians and plumbers to assist students in soldering or wiring a circuit, and finally, off-campus trips to construction sites or cabinet shops to see how people use the skills in the real world.

Connection to District Improvement Plan or School Improvement Plan(s):

This is a class designed to create Extended Learning Opportunities (ELOs) for students. This will be one step toward getting community businesses more invested in Dexter Community Schools as we start to develop viable employees, not just college-bound students. While schools have always emphasized the importance of becoming a life-long learner, there is a strong need to also equip our students to become lifelong earners.

How will technology be integrated into the course/resources?

Students will be able to learn a type of technology that they previously were not introduced to at school. In the world of electronics, we often forget that some of our most powerful tools are those we have used for hundreds of years. Understanding the safety and application of hand tools and basic power tools is essential for young people as they begin their lives as young adults.

The technology beyond tools that will be used is calculators, and sometimes software to help read different plans or blueprints. It is my understanding that the district has access to SketchUp which would be helpful.

How do the resources support various learning styles, multiple intelligences of the students, and differentiated instruction?

It has been clear for many years that manipulatives and hands-on learning activities are essential for many students. This class will provide an opportunity to develop and test skills; students will be asked to demonstrate safety and apply their knowledge rather than just read, write, or discuss it. At the end of each system (unit) there will be a tangible object that they can point to and say, “I did that.” Feedback will be clear and ongoing to support student growth.

Because students will have a significant classroom portion of this class, it will allow them to engage in all learning styles while learning about each stage of the construction process. They will take notes, use online manipulatives and worksheets, and build hands-on models when learning about each system.

By the end of the course, students will be able to:

- Safely identify and operate various types of hand tools.
- Safely identify and operate power tools.

- See a project through from the planning stages to the finishing touches.
- Develop an extensive understanding of construction math. Specifically reading a tape measure and adding and subtracting fractions and mixed numbers.
- Properly execute the safety necessary on a job site.
- Understand, read, and design/revise a blueprint.
- Create a project estimate based on perimeter and square footage.
- Understand and identify the different types of foundations and their uses.
- Layout and build concrete forms.
- Proper layout and framing methods for walls, joists, and trusses.
- Measure, layout, and frame rough openings.
- Identify and build all parts of a deck.
- Measure and cut rafters using a framing square.
- Understand and master framing vocabulary of materials and tools.
- Identify different types of floor wall and roof systems.
- Identify different roofing coverings and proper installation for shingles.
- Installation of soffit and fascia.
- Identify types of siding and different installation methods.
- Proper window and door installation.
- Understand and wire an electrical outlet circuit and light circuit.
- Identify and link different plumbing options including copper, pvc, and pex.
- Understand R systems of insulation and know the standard of insulation for our area.
- Understand the uses of different drywall widths and the hanging and finishing process.
- Identify paint types and different applications.
- Understand the system of waterproofing and tile installation.
- Properly hang cabinets.
- Develop a basic knowledge of trim styles and installation techniques.

How does the material support cultural diversity and gender equity?

It provides an accessible opportunity for all students to learn the basics of safe tool usage and systems of construction. There is no extensive application, or waiting until they are juniors in high school to receive exposure through the school system. Safety, and the desire to learn, are the drivers for enrollment and participation in this course.

How will career or “real world” experiences be integrated into the course and resources?

This class is primarily focused on providing real-world opportunities for students. The goal will be for each quarter to have at least one trades professional come and speak with students about what they do daily. This will allow students to see how the skills they are learning can translate into a career following high school. It also allows them to develop useful skills that they will then take with them to any number of career or even summer job opportunities.

It will be important to get feedback from trades professionals, so we can continue to develop and evolve this class to match the changing needs of the industries we strive to provide employees for.

How does the material encourage critical thinking and problem-solving?

The class will expose most students to a completely new world with vocabulary and concepts that they have not encountered before. After activating and developing new knowledge, students will be given a task and certain parameters to meet. There will be challenges that they must face throughout the module. Students will make mistakes, and they will then need to work together to brainstorm ideas on how to fix those mistakes.

What summative and formative assessments will be used to measure student achievement?

Student assessment will be informed by the practical application of student learning. This will consist of demonstrations of standards and competencies as outlined in the course proposal. Before students may begin using tools and/or constructing, they will be required to pass a comprehensive safety assessment. Safety assessments will be ongoing throughout the course.

Formative assessments will be checkpoints on the systems as well as exit tickets regarding building strategies, building codes, and basic construction math.

What teacher aids are provided?

We do not currently have any teacher aids for this type of course that I am aware of. I am working to connect with other building trades teachers and professional organizations across the state of Michigan.

Describe what other alternatives were considered and why they are not being proposed:

We put a lot of thought into this class and how it would interact with Woodshop and potentially higher level classes. Right now, we believe that this is the most appropriate iteration of this class for our current and future needs.

Projected costs (explain each as needed, some items may not be applicable):

Additional personnel:	\$0
Textbooks, materials, technology:	\$TBD
I'm not yet aware of any needed textbooks; however, a project development software would be helpful for estimating and designing. I think the school may have a sketchup subscription?	
Professional Development:	\$0
Release time:	\$0
Teacher stipends:	\$0
Speaker/Consultant stipends:	\$0
Registration fees:	\$0
Travel expenses:	\$0
Summer work:	\$0
Other expenses (please explain below)	\$20,000

Tools. This is a conservative estimate; I know we hope to get everything donated, but to create a fully functioning shop it will be costly. I am in the process of developing a “must have inventory.

GRAND TOTAL: **\$20,000**

Instructional Resource Review Process

Date of department/committee review/discussion:

Location of meeting: DHS Conference Room

Number of attendees: 13

Record of the meeting including comments & recommendations:

- Love to have options for students
- Who will be teaching this course?
- Where will this be taking place?
- Where will this money be coming from?
- Is this elective credit? Why do we need more elective credit?
- Is this part of SWWC? Or is this a Dexter only class?
- How does this impact Building Trades?

Date of admin review/discussion:

Location of meeting: Bates

Number of attendees: 20

Record of the meeting including comments & recommendations: Admin team really liked the idea that this could create pathways to CTE and real-world application.

Date of adjacent building review/discussion:

Location of meeting:

Number of attendees:

Record of the meeting including comments & recommendations:

Date of community review/discussion:

Location of meeting: DHS Office

Number of attendees: 8

Record of the meeting including comments & recommendations:

- Seems good
- Cons - cost, facilities,
- Additional opportunities for students
- Opportunity cost should be considered
- Opportunity for students should be provided given the need of the community
- Support of the class

Date of Board of Education review/discussion:

Record of the meeting including comments & recommendations:

Date of Board of Education action:

Action taken:

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Proposal: Name the new solar walkway located at the bus hub, “The Kate Boynton Memorial Walkway.”

Background: In 2019, the Dexter Community Schools began a solar walkway project while working with the DHS Green Schools Club. This project required significant planning and fundraising efforts to complete and will provide both a learning resource to our students and significant savings to the buildings.

[Board Policy 7250](#) states “The naming of school buildings or facilities is the responsibility of the Board of Education.” While the solar walkway is a fixture rather than a facility, it would be appropriate for the responsibility of naming a prominent district fixture to fall to the Board in order to provide consistency and allow for public feedback. Throughout the planning stages of the project, we asked DCS students to suggest names for the solar walkway and to complete a survey of potential names. Nearly 1000 students completed the survey and suggested a wide variety of names. The overwhelmingly most popular name suggestion was “The Kate Boynton Memorial Walkway.”

Kate Boynton taught at Dexter Community Schools from 1998 through the time of her passing in October of 2020. Mrs. Boynton was a beloved teacher and spent many years at Wylie Elementary on the playground, located directly adjacent to the new solar walkway.

The solar walkway project was initiated during the pandemic and Mrs. Boynton became ill during the same period of time while our world navigated isolation and ambiguity. Team Rainbow was a way for the community to connect to support and rally around a beloved teacher in a time when the world was deeply impacted by the global pandemic. Team Rainbow stickers and the rainbow fence decoration are still displayed throughout the community in support of Mrs. Boynton’s battle with cancer, demonstrating her lasting influence on our community, and representing hope for all whose lives are impacted by cancer.

Recommendation: It is the recommendation of Dr. Christopher Timmis, Craig McCalla, Mara Greatorex, and the Dexter Administrative Team that the Board approve the new solar walkway to be named the Kate Boynton Memorial Walkway.

Dexter Community Schools Multigenerational Committee

MINUTES

May 1, 2024 1pm

Call to order: 1pm

Present: Chris Timmis (Superintendent), Sharon Raschke (Senior Project Manager/CFO - DCS), Dick Lundy (DCS Board Treasurer), Ann Davis (Dexter Senior Center), Craig McCalla (Principal for Operations), Jerry Brand (Senior Center Facilities Committee), Jennifer Starrs (citizen), Jim Carson (Dexter Senior Center), Mara Greatorex (DCS Board)

1. Approval of Agenda - Ann Davis - moved to approve, Dick Lundy - second - unanimous
2. Approval of Minutes - Jim Carson - moved to approve, Dick Lundy - second - unanimous
3. Any new information/updates to share:
 - a. Update from 4/22 City Council Meeting - City Council approved the site plans to move forward, but requiring a Zoning Board of Appeals (ZBA) variance or door added. ZBA meeting to be 5/20. Brouwer is proceeding with the building plans with a door submitted earlier this week. Construction documents to be finalized in 2 weeks to be submitted. That gives us a little time to finalize some of the remaining outstanding items. All plans will be submitted with a door. Then after the permits are issued by the County, Steve can start construction. If ZBA approves the variance, plans without a door will be finalized, submitted to the City for another separate approval and then submitted to the County. If ZBA denies the waiver, the City Mayor has promised to change the ordinance that will take until June-July, but will be before the actual door needs to be installed.
 - b. Discussion of new information:
 - i. Updates on Dexter Senior Center
 1. Dexter Senior Center Facility Committee (DSC FC) has continued to meet weekly. They have been discussing the building elements as they are brought forward from ARBrouwer.
 2. Site soil issue on the West side will require helical piers for foundation stabilization.
 3. DSC FC continues to monitor entire project budget and will prioritize add alternates as they are brought forward
 - ii. Updates from legal
 1. DCS Board resolution executed
 2. LOI for purchase of Dexter Wellness Center (Unit 1) executed
 3. LOI for purchase of Dexter Senior center to be built (Unit 2) - executed
 4. Temporary Access agreement with Dexter Wellness Center, Brouwer and DTC III for due diligence work - executed
 5. LOI for dissolution of condo - DTC III association meeting approved concept - LOI executed

Dexter Community Schools Multigenerational Committee

6. Dissolution and Easement documents delayed; met with City attorney, City Development, City Manager.. Parcel split and easements survey documents completed. Attorneys are considering tax implications.
 7. Management Agreement with 5HT thru 3/31/2025 - executed
 8. Purchase agreement for DWC - executed (Closed on Dexter Wellness Center 4/26/2024)
 9. Purchase agreement for DSC build (Unit 2) drafted with comments received from BST attorney and Brouwer.
 - a. Recommendation from Committee: The committee identified potential property tax costs of Unit 2 (Dexter Senior Center) if we have not closed on the purchase agreement by 12/30/2024. Recommendation to proceed in good faith recognizing the possibility of the expense.
 - b. Recommendation from Committee: Sharon to negotiate with Steve Brouwer, early procurement of building components for Unit 2 (DSC) to determine if it will assist him to attain substantiation completion by 12/30/2024.
 - c. Recommendation from Committee: Sharon to negotiate with Steve Brouwer to modify Steve's proposed language in the Purchase Agreement from 100% concurrence to simple majority of DTC III owners units votes.
 10. AE agreement with DSC county grant and BST for services to be paid from grant - executed.
 11. Capital Investment agreement with DSC county grant and BST for services to be paid from grant is being reviewed by County grant contacts. DSC Board and Brouwer to be executed.
 12. Lease for ATI space between 5HT and DSC was abandoned because the building was scheduled for closing before a lease was prepared. In lieu, a Letter of Intent outlined expectations - executed.
 13. Lease for ATI space by DCS with the DSC - executed (Seniors moved in beginning 4/26/2024)
 14. Lease for new building DCS with DSC - SR converted the former document to Word and provided to DSC and DCS attorney for their development of a new long term lease. No further action taken.
 15. Management Agreement for after 4/1/2025 to begin researching beginning later this year
- iii. Updates on due diligence
1. Environmental Phase 1 done. Report received.
 2. Environmental Phase 2 done. Report received.

Dexter Community Schools Multigenerational Committee

3. Environmental BEA report draft received. The BEA needs to be completed within 45 days of occupancy/ownership.
4. Survey parcel A & B Parcel split and easements survey and engineering documents completed. Hold on proceeding pending discussions with DTC III representative (Brouwer).
5. Equipment considered for purchase at closing was inspected and inventoried on 3/7 by Sharon Raschke (DCS), Angela Sargeant (PW), and Steve Petty(5HT).
 - a. Inventory List containing cardio, strength, and misc. fitness equipment, studio and pool equipment
 - b. Inventory List containing all computers, phones, etc.
 - c. Inventory List containing all furniture, desks, chairs, etc.
6. Quotes for replacement of equipment RFP issued 3/20/2024, due 4/2/2024. RFP included only a subset of 5a above containing cardio and strength equipment.

Company	Total number of line items bid on (209 line items in RFP)	Total Bid Amount
All Pro Fitness Things	59	\$ 261,873
Direct Fitness Solutions - A	148	\$ 492,184
Direct Fitness Solutions - B	148	\$ 428,178
Fitness Superstore	126	\$ 331,913
Life Fitness	110	\$ 654,643
Matrix Fitness	74	\$ 549,966

7. Committee rejected all proposals on 4/11 meeting.
 8. All equipment and furnishings inventoried in 5. above from Dexter Wellness Center was acquired for a total of \$200,000 on 4/26/2024.
 9. DCS acquired the DWC on 4/26/2024.
 - iv. A Management Agreement with 5HT was executed. The operation of the Dexter Wellness Center will be by 5HT under its Management Agreement with Power Wellness. The agreement provides for the continuity of operations through 3/31/2025. Future planning will begin later this year.
 - v. Timelines remain unchanged except as reported.
 - vi. Continuing sharing Community Information - communication on what is happening and steps - FAQ is the source of information on school website [FAQ Senior Center_Wellness Center](#)
 - vii. Recommendation for committee to schedule community celebrations, ground breaking, and ribbon cutting of new sites.
4. Next steps:
 - a. Discussion -TBD
 - b. Next meeting - Wednesday, June 5, 2024, 1:00 PM at Bates School Board Room
 5. Public Comment - None
 6. Adjournment - 3:00 pm

Policy Committee Minutes

May 6, 2024 10:00am

Bates Boardroom

Meeting called to order at 10:10am

Present: Committee Members Elise Bruderly (chair), Mara Greateorex, Melanie Szawara;

Staff: Ryan Bruder, Barb Leonard, Chris Timmis, Hope Vestergaard

1. **Minutes**. Mara Greateorex made a motion to approve the minutes from 4-22-2024. Melanie Szawara seconded the motion. Motion carried (unanimous).
2. **Agenda**. Mara Greateorex made a motion to approve the agenda. Melanie Szawara seconded the motion. Motion carried (unanimous).
3. **Public Participation** - none
4. **Discussion**
 - a. **Thrun Policies**
 - i. Reviewed questions from 4-29-2024 BOE first reading: 4109, 4201, 5203. Second reading packet for BOE will include notes.
 - ii. Discussed Section 5000 Students, Curriculum & Academic Matters. Holding policies 5207 Anti-Bullying since it requires a hearing; holding 5501 pending feedback from Christie Bueche. Holding policy 5505 pending updates to attendance improvement measures during 2024-2025 school year. Others ready for first reading 5-20-2024
 - iii. Next meeting June 5, 8:30am at Bates (Section 3000)
5. **Future Business** - Section 3000 (Operations, Finance, Property) prepped for first reading June 24;
6. **Adjournment** - 12:35pm