BOARD OF EDUCATION MEETING PACKET

August 12, 2024

7:00pm

Bates Boardroom

DEXTER COMMUNITY SCHOOLS

Our Vision:

Champion Learning –

Develop, Educate, and Inspire!

DEXTER COMMUNITY SCHOOLS

BOARD OF EDUCATION MEETING
MONDAY, AUGUST 12, 2024 – 7:00 P.M.
BATES BOARDROOM
2704 BAKER RD. DEXTER MI 48130
734-424-4100

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 Roll Call

B. MEETING MINUTES (7/22/2024)

C. APPROVAL OF AGENDA

D. SCHOOL PRESENTATIONS – none

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

F. ADMINISTRATIVE & BOARD UPDATES
1. Superintendent
2. Board President
3. Student Representatives

G. CONSENT ITEMS
1. Personnel – New Hires
2. Personnel – Resignation
3. Personnel – Retirement
4. Personnel – Request for Leave

H. ACTION ITEMS
1. DESPA Tentative Agreement
2. WWBDAMA Tentative Agreement
3. DAA Tentative Agreement
4. MASB Training
5. No-Transport Zone
6. Purchase IB Biology Textbooks

I. DISCUSSION ITEMS - none planned

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

K. BOARD COMMENTS

L. INFORMATION ITEMS
1. Finance Minutes 7/23/2024

M. CLOSED SESSION – none planned

N. ADJOURNMENT

CALENDAR

*August 26, 2024 - Board Meeting - 7:00 pm Bates Boardroom
*September 3, 2024 - First Day of School (half day)
*September 23, 2024 - Board Meeting - 7:00 pm 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
AUGUST 12, 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 July 22, 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 – none

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
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 Emily Braun, Nathan Konyndyk, and Sarah Mahatzke probationary teaching contracts for the 2024-2025 school year."*

2. Personnel - Resignations

* *If separated, an appropriate motion might be, "I move that the Board of Education accept Courtney Petrie's, Mara Sagante's, and Constance Myer's resignations, effective immediately."*

3. Personnel - Retirement

If separated, an appropriate motion might be, "I move that the Board of Education acknowledge Julia Wineman's retirement.

4. Personnel - Request for Leave
If separated, an appropriate motion might be, "I move that the Board of Education approve Roxanne Kohler's request for leave of absence for the 2024-2025 school year."

H. ACTION ITEMS

1. DESPA Tentative Agreement
The Dexter Educational Support Personnel Association (DESPA) has ratified the attached tentative agreement.

* An appropriate motion might be, "I move that the Board of Education ratify the attached tentative agreement with DESPA."

2. WWBDAMA Tentative Agreement
The West Washtenaw Bus Drivers and Monitors Association (WWBDAMA) has ratified the attached tentative agreement.

* An appropriate motion might be, "I move that the Board of Education ratify the attached tentative agreement with WWBDAMA."

3. DAA Tentative Agreement
The Dexter Administrators' Association (DAA) has ratified the attached tentative agreement.

* An appropriate motion might be, "I move that the Board of Education ratify the attached tentative agreement with DAA."

4. MASB Training
Board Policy 2305 provides for board member attendance at training classes and conferences with the District covering allowable expenses. Typically the Board approves in advance trustee attendance at up to six MASB classes every six months. The MASB/MASA Annual Leadership Conference will take place October 24-27th in Lansing, with both in-person and virtual attendance options.

* An appropriate motion might be, "I move that the Board approve the cost of tuition and travel expenses for each trustee to attend up to six MASB classes through December 31, 2024, as well as travel and registration expenses for any trustee who wishes to attend the Annual Leadership Conference."

Because two new trustees will be elected in November, it would be desirable for them to begin taking MASB classes as soon as they are elected.

* An appropriate second motion might be, "I move that the Board of Education authorize training expenses including registration and travel for up to six classes for any trustees elected in November, 2024."

5. No-Transport Zone
Your packet includes an executive summary regarding the No-Transport Zone being implemented this fall.

* An appropriate motion might be, "I move that the Board of Education affirm their support for the District's administrative decision to institute a no-transport zone effective September, 2024."

6. IB Biology Textbook Purchase
Your packet includes a summary from Executive Director of Instruction Ryan Bruder regarding the purchase of updated IB Biology textbooks.

* An appropriate motion might be, "I move that the Board of Education approve the purchase of 25 copies of the *Biology for the IB Diploma Coursebook* for an approximate total cost of $2,263, to be taken out of General Funds."

I. DISCUSSION ITEMS - none planned

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

M. INFORMATION ITEMS

1. Finance Minutes 7/23/2024

N. CLOSED SESSION - none planned

O. ADJOURNMENT

DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
JULY 22, 2024

Dr. Timmis called the meeting to order per Board of Education policy 0152.

A. CALL TO ORDER – 7:01pm

1. Roll Call

Members Present: Daniel Alabré, Elise Bruderly, Mara Greatorex, Jennifer Kangas, Dick Lundy, Melanie Szawara; Student Representative Claire Beneteau
Members Absent: Brian Arnold, Student Representative Marty Watson
Administrative & Supervisory Staff: Christie Bueche, Ryan Bruder, Barb Leonard, Chris Timmis, Hope Vestergaard
Guests: Dawn Gilbert

B. MEETING MINUTES

Melanie Szawara made a motion to approve the meeting minutes from 6/24/2024 as presented. Elise Bruderly seconded the motion. **Motion Carried (unanimous).**

C. APPROVAL OF AGENDA

Because DEA approved their tentative agreement, a closed session for negotiations was no longer needed. Melanie Szawara made a motion to approve the agenda as amended to eliminate the closed session. Mara Greatorex seconded the motion. **Motion Carried (unanimous).**

D. ELECTION OF OFFICERS

Mara Greatorex made a motion that Elise Bruderly be nominated for the office of President. Melanie Szawara seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

Elise Bruderly took presidence over the meeting.

Mara Greatorex made a motion that Melanie Szawara be nominated for the office of Vice President. Daniel Alabré second the motion. **Roll Call Vote. Motion Carried (unanimous).**

Mara Greatorex made a motion that Daniel Alabré be nominated for the office of Secretary. Melanie Szawara seconded the nomination. **Roll Call Vote. Motion Carried (unanimous).**

Daniel Alabré made a motion that Jennifer Kangas be nominated for the office of Treasurer. Melanie Szawara seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

E. SCHOOL PRESENTATIONS – none

F. PUBLIC PARTICIPATION – none

G. ADMINISTRATIVE & BOARD UPDATES

1. Superintendent Update.

Dr. Timmis noted:

a. The district is making great progress on summer facilities improvements including the DHS Media Center remodel and pool repairs, among others, under the direction Principal for Operations Craig McCalla.
b. Construction has started on the Dexter Senior Center.
c. Administrators are deep into preparations for the start of school in September.

2. Board President Update

Newly-elected President Elise Bruderly thanked Mara Greatorex and Dick Lundy for their years of service and said she and the Board appreciate their guidance during the transition to new leadership.

3. Student Representative Update

Claire Beneteau noted that NHS students are doing lots of volunteering this summer including Bates garden restoration and Red Cross blood drives.

H. CONSENT ITEMS

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

- The Board of Education offered Karen Eby a probationary teaching contract for the 2024-2025 school year.
- The Board of Education accepted Leah Tice's resignation, effective immediately.
- The Board of Education designated annual signatories for various business tasks as required by bylaw 0154, as outlined in the business meeting memo from CFO Christie Bueche.

I. ACTION ITEMS

1. DEA Tentative Agreement

The Dexter Education Association ratified their tentative agreement at 4pm on Monday July 22, 2024. Mara Greatorex made a motion that the Board of Education ratify the attached tentative [successor] agreement. Melanie Szawara seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

2. AP Biology Textbook Purchase

Melanie Szawara made a motion that the Board of Education approve the purchase of 55 copies of the *Campbell Biology 12th edition* for an approximate total cost of $10,870.20. Daniel Alabré seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

3. Thrun Series 3000 - Second Reading
Mara Greatorex made a motion that the Board of Education approve the Series 3000 policies listed in the attached executive summary, all effective 8/1/2024, for second reading and final approval. Jennifer Kangas seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

4. Thrun Policy 5407 - Second Reading
Melanie Szawara made a motion that the Board of Education approve policy 5407, effective 8-1-2024, for second reading and final approval. Mara Greatorex seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

5. Board Memberships - MASA & MASB Legal Trust Fund
Mara Greatorex made a motion that the Board of Education renew its membership in the Michigan Association of School Boards (MASB) at an annual cost of $6,960.71 and the Michigan Association of School Boards Legal Trust Fund at an annual cost of $238. Melanie Szawara seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

6. MHSAA Membership Resolution
Daniel Alabré made a motion that the Dexter Community Schools join the Michigan High School Athletic Association [for 2024-2025] and agree to participate according to its rules and regulations. Mara Greatorex seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

7. Board Compensation
Mara Greatorex made a motion that the annual compensation for Board of Education members be $840 for the 2024-2025 fiscal year. Daniel Alabré seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

8. 2024-2025 School Loan Revolving Fund Annual Loan Activity Application
Daniel Alabré made a motion that the Board of Education authorize the attached resolution to reflect the anticipated activity with the School Loan Revolving Fund. Melanie Szawara seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

9. Approve Professional Development Advisory Committee
Melanie Szawara made a motion that the Board of Education [re-]appoint the DELTA Team (Dexter Leaders, Teachers, and Administrators) as the PD Advisory Committee for the 2024-2025 school year. Daniel Alabré seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

10. DHS Assistant Principal Recommendation
Melanie Szawara made a motion that the Board of Education offer a probationary administrator contract for the 2024-2025 school year to Rachel Hervey for the open DHS assistant principal position. Daniel Alabré seconded the motion. **Roll Call Vote. Motion Carried (unanimous).**

J. DISCUSSION ITEMS

1. Committee Membership
Trustees had the opportunity to discuss keeping committee membership the same through the end of 2024 to provide consistency for the Board with the new officer roles. Elise Bruderly noted that she would be happy to pass the role of WASB/LRN representative on to another trustee; Daniel Alabré shared that he would consider it.

2. Declarations of Commitment
Trustees completed their annual declarations forms.

K. PUBLIC PARTICIPATION - none

L. BOARD COMMENTS

1. Melanie Szawara noted that Community Education summer camps are going well, especially the athletic camps; she also noted that Little League won the district title.

M. INFORMATION ITEMS

1. Policy Minutes 6/24/2024
2. Finance Minutes 6/24/2024

N. CLOSED SESSION - canceled

O. ADJOURNMENT

At approximately 7:34pm, President Elise Bruderly adjourned the meeting.

MINUTES/hlv

_____
Daniel Alabré
Secretary, Board of Education

DEXTER EARLY ELEMENTARY COMPLEX
Brooke Stidham, Principal
7480 Dan Hoey Road, Dexter,Bldg. B, Michigan 48130
(734) 424-4130 fax (734) 424-4139
stidhamb@dexterschools.org

To: Dexter Board of Education
From: Brooke Stidham
Subject: New Teacher Recommendations for Dexter Early Elementary
Date: August 8, 2024

As a result of our most recent interview process, we would like to recommend Mrs. Emily Braun for the position of Special Education teacher at Beacon Elementary. Emily has a passion for supporting our at-risk students and helping them reach their full potential. Emily has over 10 years experience delivering innovative, high-quality hands-on learning as a Resource Room and Teacher Consultant in Huron Valley Schools. She has a Special Education degree from Western Michigan University, and a Masters in the Art of Teaching in Elementary Reading & Literacy from Marygrove College. She is also recently trained in the Orton-Gillingham methodology.

Emily has comprehensive knowledge of the curriculum and instruction for best practices within special education. We are confident that Mrs. Braun would be a great addition to our DEEC teaching staff!

Thank you,
Brooke Stidham,
Principal, Dexter Early Elementary

Interview Committee: Tricia Winder, Eleanor Budd, Connie Myers, Betsy Bluhm, Katie Heikkila, and Brooke Stidham

EB EMILY BRAUN

[redacted]

Highly motivated educator seeking to obtain a special education teaching position at the elementary level Skilled in differentiating instruction designed to tailor to individual student needs based upon strengths and learning styles of all children.

Professional Experience

Teacher Consultant *Huron Valley Schools, Highland, MI | January 2018 - Present*

- Department head of the special education team
- Provided various reading, writing, math, and behavioral interventions to students in grades junior kindergarten through fifth with various disabilities.
- Created and implemented over 40 IEPS per year.
- Responsible for planning and facilitating 14 20 child find meetings
- Administered achievement tests and jointly determined eligibility with the MET team
- Worked extensively with general education teachers to consult on at risk students and accommodate and modify assignments for current caseload students.

Resource Room Teacher *Huron Valley Schools, Highland, MI | August 2013 - December 2017*

- Provided various reading, writing, and math intervention to students in grades kindergarten through fifth with various disabilites.
- Facilitated and implemented multiple IEPs.
- Participated in Building Educational Services Team meetings, and oversaw multiple social skill groups.
- Worked extensively with general education teachers to accommodate and modify assignments and assessments.

Upper Elementary Special Education Teacher *Otsego Public Schools, Otsego, MI | August 2012 - June 2013*

- Instructed 3rd, 4th, and 5th grade students with mild to moderate cognitive impairments and learning disabilities.
- Tailored instruction using multiple curriculums in order to successfully meet individual student needs.
- Facilitated and implemented multiple IEPs, state and district assessments, along with providing assistance to general education teachers in accommodating and modifying daily classroom work.

Education

Masters in the Art of Teaching in Elementary Reading & Literacy, K-6

Marygrove College, Detroit, MI | April 2016

Bachelor of Science in Special Education

Western Michigan University, Kalamazoo, MI | April 2012

Major: Special Education Minor: Elementary Education K-8 Social Studies 6-8

Endorsements: Cognitive Impairments & Learning Disabilities

Key Skills

- Orton Gillingham-Comprehensive
- Orton Gillingham- Intermediate
- i-Ready
- Math Expressions
- UFLI
- Fountas and Pinnell
- Restorative Practice
- Skyward IEP System
- MiStar Medicaid
- KTEA-III
- Second Step
- Mindfulness

Awards and Service

PTA Member, Country Oaks Elementary, 2013-Present

Mentor Teacher to New Hire, Country Oaks Elementary, January 2018-Present

Department Head of the Special Education Team, Country Oaks Elementary, 2018-Present

Healthy Kids Club Coach, 2017-2018

Volunteer Head Coach, Greater Detroit Girls on the Run, 2015

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: August 8, 2024

As a result of our most recent interview process, we would like to recommend Nathan Konyndyk for our Mill Creek Special Education position. Nathan exhibited a team-oriented attitude and dedication to supporting students' learning throughout the interview process. It was evident he enjoys working with kids and has a passion for education.

He has a background that will benefit our students, staff, and community. We are pleased to recommend Nathan for our position.

Interview committee: Lauren Straub, Anne Nakon, Julia Arbour, Brittany Bell, Cathie Timberlake, Brett Pedersen, and Ken Koenig



Nathan Konyndyk

[redacted]

[redacted]

ABOUT ME

Driven leader dedicated to improvement. Energetic focus on complex classroom environments requiring thoughtful approach. Applies strong planning and analytical skill to guide the best possible outcomes. Proven person of trust, integrity, and creativity in the service of others.

SKILLS & PROFICIENCIES

Extensive: Classroom Management, Differentiation, Progress Monitoring, Experiential Learning, Blended Learning, Social Emotional Practices, RTI Best Practice, Instructional Coaching. Cognitive Coaching, Remote Teaching, Mindfulness

Proficient: Student Centered Practice, Curriculum Design, Content Standards, Google Suite, Adobe, Microsoft, and Experiential Learning, Restorative Practices, Outdoor Education

EDUCATION

Continued Education Colorado State University National Outdoor Leadership School (NOLS)

Professional Certification in Career and Technical Education and Wilderness First Responder

Aquinas College

30+ Credit Hours and licensure in the Art of Teaching with a focus on learning disabilities.

Western Michigan University

Degree and licensure in Secondary Education/ History

WORK HISTORY

Special Education Teacher

High Point School, Washtenaw Intermediate School District

July 2023 to Present Responsible for Severe Needs Students in a self contained classroom. Manage up to 5 Teaching assistants.

Social Studies and Career (CTE) Educator

Endeavor Academy, Cherry Creek Public Schools

August 2015 to Present

Responsible for teaching US History and Life Skills curriculum. Grew participation in outdoor programming and work based learning opportunities. Work closely with mental health and support teams to help at-risk youth achieve positive learning outcomes. Co-led the differentiation coaching options. Created and lead unique induction course for new students.

Special Education/ Social Studies Educator

Englewood High School, Englewood Public Schools

July 2012 to July 2015

Taught Special Education and Social Studies. Launched a 1 to 1 iPad initiative. Coached adults in blended learning practices. Managed a caseload of 15-20 students enrolled in special education. Collaborated and supported students as a co-teacher in the Social Studies department.

Special Education/ Social Studies Educator

Abraham Lincoln High School, Denver Public Schools

July *2011 to June 2012*

Built a supportive curriculum and inclusive web-based class serving at risk students at Abraham Lincoln High School.

Additional Experience

Special Education

Greenville High School, Greenville Public Schools

January 2010 to June 2011

Summer Camp Leadership

Summers 2005-2011

Traverse City, MI. Winter Park, CO. Harbor Springs, MI.

Additional Information
A proud educator with a pulse on new and exciting offerings in the world of educational and all things technology. ISTE attended. Instructional Coaching Experience. 1 to 1 launch experience. Fundamental belief in the power of technology to disrupt and change our world for the better.

Outdoor/ Adventure Education guide and enthusiast. I have extensive knowledge and skill in leading adventure trips with students, including Wilderness First Responder licensure.

Personal Coaching Special Education Caseload Management and development, including growth mindset and mindfulness. I have written, received and managed over $2000.00 in grant funding to add MBSR mindfulness training and equipment to the community and classes I teach.

Licensure and Leadership
- Professional Teacher Special K-12 Learning Disabilities
- Professional Teacher Social Studies Secondary 6-12
- Professional Teacher Career and Technical Education
- Work Based Learning, Cooperative Education
- Wilderness First Responder Certification

I have created, taught and co-lead groups from a skate/snowboard club, FBLA, Outdoor Leadership, and Cross Country.

I have a passion for entrepreneurship, owning and operating a small business.

I have lead groups of adults through blended learning (Tech) and differentiation coaching.

I belong to the National Outdoor Leadership School (NOLS), Career and Tech Education State Group (CACTE) and National groups supporting Social Studies Education and Special Education

Hobbies and Recreation
I am a passionate steward of the outdoors. I love old, antique items. History captured my curiosity long ago. I am a carpenter, dad and run the fantasy football league for my family and friends. A perfect day would involve learning, teaching, family, any of the above and coffee.

DEXTER EARLY ELEMENTARY COMPLEX
Brooke Stidham, Principal
7480 Dan Hoey Road, Dexter,Bldg. B, Michigan 48130
(734) 424-4130 fax (734) 424-4139
stidhamb@dexterschools.org

To: Dexter Board of Education
From: Brooke Stidham
Subject: New Teacher Recommendations for Dexter Early Elementary
Date: August 8, 2024

As a result of our most recent interview process, we would like to recommend the hiring of Mrs. Sarah Mahatzke as a Kindergarten classroom teacher. She has a Bachelor's Degree in Elementary Education from Eastern Michigan University with a specialization in Special Education. Sarah has served as a part-time building premier substitute at the Dexter Early Elementary Complex since 2020, while also being the Director/Teacher for the Saline Cooperative Preschool. Sarah has a true passion for early education and strives to make learning meaningful, fun and relevant for the youngest students, particularly through Project-Based Learning. She has also focused her efforts on creating an inclusive classroom environment for all students and families to feel welcome. We are confident that Mrs. Mahatzke would be a great addition to our Dexter Early Elementary Staff!

Thank you,
Brooke Stidham
Principal, Dexter Early Elementary

Interview Committee: Stacy Shields, Mira Young, Heather Green, Kaitlin Schmoekel, Kelli Gatecliff, Katie Heikkila, and Brooke Stidham

Sarah Mahatzke

[redacted]

Objective

Enthusiastic, early childhood educator skilled at providing a hands-on, cooperative and diverse learning environment through differentiated instruction.Dedicated to working with children with special needs in their least restrictive environment and collaborating with families as partners for the social, emotional, and cognitive development of each child.

Skills

- Collaborates well with others
- Strong organizational skills
- Exceptional parent-teacher communication
- Ability to adapt quickly to challenges and changing environment
- Committed to the cognitive, social and emotional growth of every child

EXPERIENCE

Saline Cooperative Preschool, Saline, MI — *Director/Teacher*

June 2020 – PRESENT

- Responsible for overall direction of preschool program including curriculum development, goals and supervision of parent assists
- Developed and implemented developmentally appropriate curriculum for 3-5-year-old children
- Collected assessment data, interpreted and developed goals based on individual needs including adapting curriculum and activities based on child's learning styles and special needs
- Initiated and gathered data for children with potential learning differences, facilitated families though IEP evaluation process
- Worked collaboratively with district ECSE professionals to create goals and implement adapted instruction based on child's needs.
- Established relationships with open communication with parents to foster and encourage participation and ownership of child's learning

EduStaff, Dexter Community Schools — *Guest Teacher*

June 2019- Present

- Responsible for daily classroom activities during absence of permanent teacher
- Interprets and carries out daily lesson plans
- Communicates important updates pertaining to the daily schedule, class progress, and student behavior
- Maintains safe environment for students by following written safety procedures and protocols

Ann Arbor Nursery Inc., Ann Arbor, MI — *Director/Teacher*

September 2018- June 2019

- Responsible for overall direction of preschool program including curriculum development, goals and supervision of parent assists
- Developed and implemented developmentally appropriate curriculum for 3-5-year-old children
- Collected assessment data, interpreted and developed goals based on individual needs including adapting curriculum and

activities based on child's learning styles and special needs
- Established relationships with open communication with parents to foster and encourage participation and ownership of child's learning

EDUCATION

Eastern Michigan University, Ypsilanti, MI — *Liberal Arts Elementary Teaching, Early Childhood General and Special Education*

September 2008- May 2014

Dear Brooke Stidham,

This letter is to inform you of my resignation from my position as Kindergarten Teacher at Dexter Community Schools. My decision to resign is due to my husband's recent job relocation.

Working at Dexter Community Schools has been an incredibly rewarding experience. I have had the privilege of working with an exceptional team and wonderful students. The support, collaboration, and dedication I have witnessed here are unparalleled. I have learned so much during my time. The professional development opportunities and collaboration have significantly contributed to my growth as an educator.

Thank you for the opportunity to be a part of this wonderful school. I will really miss this community.

Sincerely,

Courtney Petrie

Maria Sagante
[redacted]

August 6, 2024

Barb Leonard
Dexter Community Schools
2704 Baker Rd.
Dexter, MI 48130

Dear Ms. Leonard,

I am writing to formally resign from my position as a Family and Consumer Science teacher at Dexter High School, effective August 20th, 2024.

I want to express my gratitude for the opportunities and experiences provided during my time here. I am grateful to have had the opportunity to work alongside such exceptional teachers.

Thank you for everything.

Sincerely,

Maria Sagante

August 7, 2024

Dear Barb,

This letter will serve as notice of my retirement from teaching and the Dexter Community School District effective June 30, 2024.

I have enjoyed my time with Dexter Schools immensely. I will greatly miss my coworkers and students.

Sincerely,



Julia R. Wineman
Mill Creek Middle School
7th Grade Math Teacher

Dear Dexter Community Schools and Ms.Leonard,

Please accept this email as notice that I will be resigning from my job here at the DEEC/ Beacon Elementary. My final day of work will be effective August 13th, 2024. This is contingent on my new contract with my new district being approved with the board which will occur on Monday August 12th. I still need to go in and clean out my classroom and get all my personal items at school. Thank you Dexter for the support and the opportunities Dexter has provided me over the course of the last three years. I appreciate all the things I have learned at Dexter and the great time I had with students and co-workers.

If I can do anything, you can contact me at [redacted]. Also, if I have any sick time and personal days left, what is the compensation for time that is left when I leave? How long will I have access to my email and google drive to access contacts and documents that I have?

Sincerely,

Constance (Connie) Myers

August 9th, 2024

Dear Barb and the DCS Board of Education,

It is with mixed emotion that I request a one year leave of absence for the upcoming 2024-2025 school year. It has been a pleasure to work alongside such dedicated and talented staff, and to engage with the students and families who make our Dexter community so special. The growth and camaraderie I have experienced at Wylie are something I hold very dear. I would appreciate an opportunity to return to Dexter Community Schools in the future.

Thank you for considering my request.

Sincerely,
Roxanne Kohler



4th grade teacher
Wylie Elementary

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Purpose:	To ratify an agreement with the Dexter Education Support Personnel Association (DESPA) for the financial reopener to the 2022-2025 collective bargaining agreement.
Explanation:	The attached tentative agreement with DESPA was ratified by DESPA membership. The 2022-2025 collective bargaining agreement included a financial reopener in 2023-2024 and 2024-2025. The agreement includes increases for all hourly wages and longevity payments for paraeducators. District healthcare contributions will increase by 3%. Members will have cash in lieu options and members enrolled in HSA plans will receive a board contribution towards the HSA plan.
Recommendation:	It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Education Support Personnel Association.

BL
AA
9/18
C7

SUCCESSOR AGREEMENT BETWEEN THE DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION AND THE DEXTER EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION

This successor agreement for the financial reopener for the 2022 — 2025 contract is entered into between and among the Dexter Educational Support Personnel Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

For 2024-2024:

1. The hourly wages will increase as follows:
    - Food and Nutrition will receive a $1.00 increase on all steps
    - Custodial/Grounds, Maintenance, Secretaries, Paraeducators, Lunch Monitors, and Special Education Paraeducators will receive a 3% increase on steps 6-9
    - Custodial/Grounds, Maintenance, Secretaries and Special Education Paraeducators on step 10 will receive $1.00 increase

2. Employees who are eligible for health insurance coverage pursuant to the Affordable Care Act, and who are enrolled in a HSA plan on January 2025, will receive a Board contribution towards the HSA plan to the extent the payment does not violate PA 152 of 2011.

Single subscribers who choose an HAS option plan year 2025 will receive $500 toward HSA smaller contribution due to state hard cap which cannot be exceeded)

Two-person and Full-family subscribers who choose an HSA option plan year 2025 will receive $1000 toward HSA

The HSA district contributions will be provided on a per-pay basis throughout the calendar year.

3. For employees who are eligible for health care and do not elect medical coverage, a cash in lieu of medical benefit payment will be paid. This amount will be prorated for partial year service. In order to be eligible for this option, the employee must: (a) voluntarily and in writing opt out of medical coverage annually; and (b) provide documentation to the Board that he/she has other medical coverage that meets the minimum value and coverage requirements of the Affordable Care Act.

    a. If 15 eligible employees opt out of medical benefits, a cash in lieu payment of $1000 (annual amount) will be paid.

    b. If 20 eligible employees opt out of medical benefits, a cash in lieu payment of $1500 (annual amount) will be paid.

c. If 25 eligible employees opt out of medical benefits, a cash in lieu payment of $2000 (annual amount) will be paid.

4. In recognition and appreciation for longevity of services to the school district, an annual payment will be paid to paraeducators who have completed 10 years of service within the bargaining unit. Total longevity payments will be based on completed years of consecutive service to the District, as of the first day of school. Non-bargaining unit service credit will be based upon full-time consecutive service to the district immediately prior to the bargaining unit membership. The payment will be made on December 15 provided that the employee is actively employed at the time of the payment. Part-time employee longevity payments will be determined based on the FTE of the employee as defined in the contract of June 30 of the prior year (i.e., .4 FTE gets 40% of payment).

Years Completed	**10-15 Years**	**16-20 Years**	**21-25 Years**	**26+ Years**
	$175	$275	$450	$750

DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION

By:_____

Its:_____

By:_____

Its:_____

DEXTER EDUCATION SUPPORT PERSONNEL ASSOCIATION, MEA/NEA

By:_____

Its:_____

By:_____

Its:_____

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Purpose:	To ratify an agreement with the West Washtenaw Bus Drivers and Monitors Association (WWBDAMA) for the financial reopener to the 2022-2025 collective bargaining agreement.
Explanation:	The attached tentative agreement with the WWBDAMA was ratified by the WWBDAMA membership. The 2022-2025 collective bargaining agreement included a financial reopener in 2023-2024 and 2024-2025. For 2024-2025, the agreement includes increases for all hourly wages and category 1 field trips.
Recommendation:	It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the West Washtenaw Bus Drivers and Monitors Association.

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TENTATIVE AGREEMENT
BETWEEN THE
DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION
AND THE
WEST WASHTENAW BUS DRIVERS AND MONITORS ASSOCIATION

This tentative agreement for the financial reopener for the 2022- 2025 contract is entered into between and among the Dexter Community Schools Board of Education (the "Board") and the West Washtenaw Bus Drivers and Monitors Association (the "Association"), collectively referred to as "the parties".

The parties agree as follows:

1. Hourly wages for 2024-2025 will increase as follows:

Level	Drivers	Level	Monitors
1	$22	1-3	$15.55
2	$22.50	4-5	$16.05
3	$23.00	6	$16.55
4	$23.50		
5	$24.00		
6	$25.00		

2. Increase Field trips/trip price will increase by $5.00 for drivers for category 1 – 3.4.

FOR THE BOARD: _____ _____
Signature Date

FOR THE BOARD: _____ _____
Signature Date

FOR THE ASSOCIATION: _____ _____
Signature Date

FOR THE ASSOCIATION: _____ _____
Signature Date

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Purpose:	To ratify a successor agreement with the Dexter Administrators' Association.
Explanation:	The attached tentative agreement with the DAA was ratified by the DAA membership last week. The 2022-2025 collective bargaining agreement included a financial reopener in 2023-2024 and 2024-2025. For 2024-2025, steps will be given as approved by the Board on May 20, 2024, base salaries will increase 1% for steps B – E, 2% for step F, and 2% plus $1000 for step G. An off-schedule payment equal to the DEA off schedule payment will be paid by the end of November. District healthcare contributions will increase by 3%, cash in lieu will increase to $2,000 and district will contribute to HSA plans.
Recommendation:	It is the recommendation of the Superintendent for the Dexter Community Schools Board of Education to ratify the attached tentative agreement for a successor agreement between the DCS Board of Education and the Dexter Administrators' Association.

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

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

The parties agree as follows:

- For 2024–2025, levels will be given as approved by the Board on May 20, 2024.
- The 2024-2025 base salary schedule will be increased by 1% for steps B – E, 2% for step F, and 2% plus $1000 for step G.
- An off-schedule payment equal to the DEA off schedule payment will be paid by the end of November.
- HSA/Health:
  District contributions increase by 3%.
  Cash-in-lieu increases to $2000 for the 2025 plan year

  Single subscribers who choose an HSA option plan year 2025 will receive $500 toward HSA (smaller contribution due to state hard cap which cannot be exceeded)

  Two-person and Full-Family subscribers who choose an HSA option plan year 2025 will receive $1000 toward HSA

  The HSA district contributions will be provided on a per-pay basis throughout the calendar year unless a member is electing an HSA option for the first time starting in January of 2025. For those members selecting an HSA option for the first time starting in January of 2025, the full $500 (single) or $1000 (two-person/full family) amount will be deposited in January of 2025.

DEXTER COMMUNITY SCHOOLS BOARD OF EDUCATION

By:_____

Its:_____

By:_____

Its:_____

DEXTER ADMINISTRATOR ASSOCIATION

By:_____

Its:_____

By:_____

Its:_____

DEXTER DREADNAUGHTS

[redacted]

Plan Your Weekend at #MASBALC

1 message

Michigan Association of School Boards <webmaster@masb.org> Thu, Aug 8, 2024 at 10:05 AM
Reply-To: webmaster@masb.org
To: [redacted]



Register by Aug. 30 and save!

REGISTER NOW ➜ VIEW SCHEDULE ➜ VIEW HOTELS ➜



SAM GLENN,
THE ART OF INSPIRATION



DR. ADOLPH BROWN, THE LEADERSHIP AND LEARNING INSTITUTE

Unlock new perspectives at MASB's 2024 Annual Leadership Conference in Lansing! Whether you're a new board member or a seasoned veteran, ALC offers a platform to refine your governance skills and connect with peers from across the state.

Don't miss this opportunity to grow, learn and lead with confidence—the weekend includes:

- Preconference Sessions on Thursday*
- General Sessions and Clinic Sessions on Friday and Saturday
- Board Member Certification (CBA) Classes all Weekend*
- Exhibit Show and 75th Anniversary Celebration
- Delegate Assembly*

REGISTER TO JOIN US IN OCTOBER

* Separate regi tration required, in per on only

Conference Registration Rates

Main Conference $389

$439 after Aug. 30, 2024.

Includes Thursday Welcome Reception, Friday and Saturday Breakfast, Lunch, General Sessions and Clinic Sessions.

Virtual Conference $215

$239 after Aug. 30, 2024.

Includes access to event mobile app and livestreaming of Friday and Saturday General Sessions.

Friday One-Day Conference $215

$239 after Aug. 30, 2024.

Includes Friday ONLY Breakfast, Lunch, General Session and Clinic Sessions.

Saturday One-Day Conference $215

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Background:

In November 2023, Principal for Operations Craig McCalla shared with the Board a presentation regarding a proposal to create a no-transport zone for students who live within a 1.5 radius of the bus hub. This was initiated in response to long-term difficulty hiring bus drivers, which is part of an ongoing nationwide bus driver shortage. During 2022-2023 and 2023-2024, the district was forced to create rolling no-bus schedules so that families whose children ride buses would have several weeks each year when they knew that a bus may not be available for their route. The notification process was labor-intensive and inconvenient for many families, and staffing the rolling outages required bus mechanics, the dispatcher, and the department director to drive routes.

The District mailed postcards to all households in the district that would be impacted by the proposed no-transport zone. In late November 2023, the District held three community forums to share and discuss the proposal and gather feedback.

On December 11th, the Board had another robust discussion regarding the proposal. At that time, it was determined that the initial proposed implementation date of January 2024 would be too soon for families.

On January 22, 2024, Dr. Timmis updated the Board that District administrators had determined that implementing the no-transport zone would best be postponed until fall 2024. Families were notified of this decision on February 5, 2024.

While board policy does not require that the Board of Education approve transportation routing or decisions regarding routes, the Board typically discusses changes that have wide community impact and has been part of this discussion from the beginning. Because district communications indicated the Board would be considering this proposal, the admin team is requesting the Board's official support.

Comprehensive information regarding the no-transport zone is available on our website.

Recommendation:

It would be appropriate for the Board of Education to indicate their support for the administrative decision to institute a no-transport zone.

Dexter Community Schools
Board of Education
Executive Summary and Recommendation

Executive Summary for Purchasing New IB Biology Textbooks

Purpose: To update the IB Biology HL textbooks for alignment to new IB Biology syllabus as a result of the most recent curriculum review and syllabus publication by International Baccalaureate.

Current Situation:

- Students entering IB Biology HL have yet to learn content on the updated IB syllabus which they will be assessed on during the Spring of 2025.

Requested Action:

- Purchase a class set of *Biology for the IB Diploma Coursebook* by Brenda Walpole, published by Cambridge Press.

Details of the *Biology for the IB Diploma Coursebook*:

- ISBN-13: 978-1009039680
- Comes with digital access for students and staff.

Student Enrollment and Textbook Needs:

- Current enrollment requests for the IB Biology HL course: 22 students.
- Recommended purchase: 25 textbooks to accommodate potential increases and ensure all students have access.

Recommendation: To provide the latest educational resources aligned with International Baccalaureate syllabus for IB Biology HL and prepare students for the IB assessment, it is recommended to purchase 25 copies of the *Biology for the IB Diploma Coursebook* by Brenda Walpole. At the time of this summary, this would total approximately $2,263 which is to be taken out of General Funds.

DEXTER COMMUNITY SCHOOLS
Bates School, 2704 Baker Road, Dexter, Michigan 48130
(734) 424-4100 fax (734) 424-4111
www.dexterschools.org

DEXTER COMMUNITY SCHOOLS

Application to request the adoption of new resources for an existing course

Date of application: August 12, 2024
Course Title: IB Biology HL 2
Department: Science
Duration: Year 2 of a two year course, for 12 graders
Prerequisite(s): 9th grade Biology, year one of the course IB Biology HL 1 as a junior
Applicant(s): Debora Marsh, Wilbur Tong, Dan Witte
Building Involved: Dexter High School
Targeted population: 12th grade students
Targeted year for implementation: 2024-2025
DHS Courses - Proposed Credits Earned and Category: 1 Science Credit for senior year

Describe your course/resource request:
Rationale: Why is/are a new course or new resources necessary? Every 2 or 3 years the International Baccalaureate reviews its courses. They are looking to make sure that the courses are keeping up with the newest and best information and practices. Then, every 5-7 years they take all of the information they've collected about each course and revamp the curriculum for the course. These "new syllabus" courses change quite a bit in how the student will be assessed and as well as how the information is presented to the students.

IB Biology HL has a new syllabus and the textbook we are currently using is outdated and does not work with the new IB Biology HL syllabus.

What teacher aids are provided?
This proposal to purchase textbooks does not require any additional teacher aids. However, in the future, the purchase of a "teacher's edition" of the textbook may be requested.

Describe other considerations for this proposal:
This proposal is necessitated by two important factors:
1. A new biology curriculum was implemented by the IB Organization which made our previous textbook obsolete. It is simply unfeasible to use our current IB Biology textbook for the upcoming school year.
2. The AP Biology and first year IB Biology courses were merged into a single class. Unfortunately, there is not a singular textbook available that is capable of supporting two distinct curricula, therefore, new textbooks for both AP Biology as well as IB Biology must be purchased.

For IB Biology, several textbook publishers were considered including: Pearson, Oxford, and

Hodder. These textbooks are fully aligned with the new curriculum and highly regarded amongst IB Biology teachers. However, at DHS we have the unique situation of accommodating IB Biology students with an AP Biology background, thus we were specifically seeking a new textbook that would fulfill this obligation. After careful consideration, both Mr. Wilbur Tong (IB Biology) and Mr. Dan Witte (AP Biology) concluded that the IB Biology Coursebook by Cambridge Press would be our best option. This textbook has the closest alignment to both AP and IB Biology curricula and would offer students the most suitable transition from AP to IB. Furthermore, this textbook was developed in collaboration with IB teachers from the Cambridge Panel including syllabus experts, examiners, teachers, and teacher trainers. We are confident that this textbook will fully and appropriately service our students.

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

Additional personnel:	$0
Textbooks, materials, technology:	~$2670
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)	$0
GRAND TOTAL:	**~$2670**

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Dexter Community Schools
Finance Committee
Meeting Minutes
July 23, 2024
Bates Board Room

Board Committee Members Present – Daniel Alabre (Board), John Heuser (DEA), Dick Lundy (Board, Chair)
Staff Committee Members Present – Christie Bueche, Chris Timmis
Others Present – Kim Lindsay (Rehmann)

Meeting convened at 9:00 am

Approval of Minutes

A motion was made by John Heuser to approve the finance committee meeting minutes of June 24, 2024. Daniel Alabre seconded the motion. Motion Carried (unanimous).

Audience Participation

None

Discussion Items

1. 2023-24 Pre-Audit with Auditor
   SAS 114 standards require auditors to meet with individuals involved with financial matters of the district prior to planning the audit. Kim Lindsay, the auditor from Rehmann, was present to discuss how the 2023-24 audit will be approached, including new and required accounting standards. The committee had an opportunity to ask questions and share concerns that should be reviewed as part of this year's audit. The 2023-24 audit presentation will be October 21, 2024.

Meeting adjourned at 9:42 am