

MINUTES OF REGULAR BOARD MEETING
MONDAY, MARCH 10, 2025
6:00 PM, BOARD ROOM
HASLETT ADMINISTRATION BUILDING

Present: Bird/Clark/Collins/Fritz/Polverento/Stoliker/Wawrzynski

Staff: Malley/Lindbert/Jensen/Kemmer-Slater/Lerch/Rooney/Littleton

Guests: McPhee/Lydic/A. Morey/J. Morey/D. Briggs/T. Briggs/Kim/Kessner/Geiersbach

- I. **BOARD WORKSHOP**
- II. **CALL TO ORDER**
- III. **PLEDGE OF ALLEGIANCE**
- IV. **SUPERINTENDENT'S REPORT**
 1. **High School Play**

Superintendent Malley shared about the recent high school theater production of "The Alibis." This hilarious murder/mystery comedy was put on by our high school students. He thanked all students, staff, and volunteers that helped with the production.
 2. **Staff Retirement**

Margaret Barile, Instructional Technology Specialist, submitted her notice of retirement effective June 5, 2025. Mrs. Barile was thanked for her twenty two years of combined service to the district and wished well in her retirement.
 3. **Athletic Accolades**

Superintendent Malley congratulated our winter athletes for their successes this year.
 4. **Rick Jensen, Director of Finance**

Mr. Jensen was thanked for his years of service and dedication to our district. Superintendent Malley was grateful to Mr. Jensen for helping to smooth his transition to Haslett and wished him the best in his retirement.
 5. **Imagine 2030 Update**

The Board of Education spent this evening working on the strategic plan and analyzing data from the recent task force meeting. They reviewed community insights and had thoughtful conversations about shaping the vision that will guide our district forward.
 6. **Student Advisory Committee - Dylan Lydic**

Dylan shared information about happenings at each of the buildings as well as the recent discussions of the High School Student Advisory Committee. Dylan is a senior at the high school and is on the student advisory team that addresses issues facing students, trying to make the student experience better for all.
- V. **DISCUSSION ITEMS**
 1. **First Reading of Proposed, New and Revised Board Policies**

The Policy/Personnel Chairperson presented a first reading of the Thrun Board Policies (4000 Series) as listed below:
PO 4101 - Non-Discrimination
PO 4102 - Anti-Harrassment
PO 4103 - Whistleblowers' Protection

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 a time limit for public participation during the meeting, as indicated on the agenda.

PO 4104 - Employment Complaint Procedure for Allegations Implicating Civil Rights
PO 4105 - Disability Workplace Accommodations for Employees and Applicants
PO 4105A - Pregnancy Workplace Accommodations for Employees and Applicants
PO 4105B - Religious Workplace Accommodations for Employees and Applicants
PO 4106 - Family and Medical Leave Act (FMLA)
PO 4107 - Military Leave
PO 4108 - Union Activity and Representation (adopted 1/2024)
PO 4109 - Break Time for Nursing Mothers
PO 4110 - Reimbursement
PO 4111 - Professional Development
PO 4112 - Extracurricular Employees or Volunteers
PO 4113 - Michigan Earned Sick Time Act (ESTA)
PO 4201 - Employee Ethics and Standards
PO 4202 - Children's Protective Services (CPS) and Adult Protective Services (APS) Reporting and Student Safety and Welfare
PO 4203 - Corporal Punishment and Limited Use of Reasonable Force
PO 4204 - Confidentiality of Student Information
PO 4205 - Hiring and Background Checks
PO 4206 - Employment Contracts
PO 4207 - Third Party Contracting (adopted 1/2024)
PO 4208 - Applicant and Employee Criminal Arrest, Charge, Conviction
PO 4209 - Abortion Referrals and Assistance
PO 4210 - Drug and Alcohol Free Workplace; Tobacco Product Restrictions
PO 4211 - Alcohol and Controlled Substances for Transportation Employees Subject to the Omnibus Transportation Employee Testing Act
PO 4212 - Employee Assistance Program
PO 4213 - Anti-Nepotism
PO 4214 - Outside Activities and Employment
PO 4215 - District Technology and Acceptable Use
PO 4216 - Personal Communication Devices
PO 4217 - Social Media
PO 4218 - Employee Dress and Appearance
PO 4219 - Attendance
PO 4220 - Use or Disposal of District Property
PO 4221 - Employee Speech
PO 4222 - Unauthorized Work Stoppage and Strikes
PO 4223 - Resignation
PO 4224 - Personnel Files and Payroll Information
PO 4225 - Temporary Remote Work
PO 4226 - Intentionally Left Blank
PO 4227 - Intentionally Left Blank
PO 4228 - No Expectation of Privacy
PO 4229 - Acceptable Use of Generative Artificial Intelligence
PO 4301 - Definition
PO 4302 - Employee Pay, Minimum Wage and Overtime
PO 4303 - Intentionally Left Blank
PO 4304 - Employee Timekeeping Responsibilities
PO 4305 - Intentionally Left Blank
PO 4306 - Assignment and Transfer
PO 4307 - Performance Evaluation
PO 4308 - Reduction and Recall of Non-Exempt Staff
PO 4309 - Discipline and Termination
PO 4401 - Definition
PO 4402 - Placement (adopted 1/2024)
PO 4403 - Performance Evaluation (adopted 1/2024)

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 a time limit for public participation during the meeting, as indicated on the agenda.

PO 4404 - Performance Based Compensation (adopted 1/2024)
PO 4405 - Reduction in Force and Recall (adopted 1/2024)
PO 4406 - Professional Improvement Sabbaticals
PO 4407 - Discipline (adopted 1/2024)
PO 4408 - Termination (adopted 1/2024)
PO 4409 - Non-Renewal (revised)
PO 4501 - Definition
PO 4502 - Assignment and Transfer
PO 4503 - Performance Evaluation (adopted 1/2024)
PO 4504 - Performance Based Compensation for Administrators/Supervisors (adopted 1/2024)
PO 4505 - Reduction and Recall
PO 4506 - Discipline
PO 4507 - Termination
PO 4508 - Administrator Non-Renewal
PO 4601 - General
PO 4602 - Hiring
PO 4603 - Performance Evaluation
PO 4604 - Absence-Incapacity
PO 4605 - Gifts and Donations
PO 4606 - Discipline and Termination
PO 4607 - Non-Renewal

2. **Budget Amendment for 2024-25 (Attachment A)**

Rick Jensen, Director of Finance, reviewed the 2024-25 budget amendment. Each spring the budget is adjusted to reflect changes in revenue and expenditures. By year end, June 2025, the district should reach an 8% fund balance. Mr. Jensen also shared the Governor's budget proposal and explained that by June we will use the information available from the House, Senate, and the Governor to make the best projection for the 2025-26 budget. The Director of Finance will continue to monitor the budget process at the state level, review district staffing needs, and determine how the change in Special Education Funding will impact our 2025-26 budget. He also explained that the decrease in the special education funding will not impact student support as the lost funds will come from the general fund.

Trustee Clark asked for clarification on special education funding. Treasurer Wawrzynski requested further clarification of the fund balance for those at home or in the audience. It was explained that it's similar to a savings account for emergencies. Trustee Fritz asked about the recent house bill that was passed and Secretary Polverento thanked Mr. Jensen for being a great teacher, answering all questions, and helping us navigate the past years. Vice President Collins appreciated Mr. Jensen and his expertise and knowledge of school finance. President Bird wished Mr. Jensen well in his retirement.

VI. **BOARD REPORTS**

1. **Policy/Personnel Committee**

Chairperson Collins reported that in addition to reviewing the 4000 policy series the committee addressed the search for athletic director, school of choice timeline, plans for graduation, and the budget amendment.

2. **Finance/Facilities Committee**

Chairperson Wawrzynski reported that Mr. Jensen walked the committee through the budget amendment, shared that the Kid's Connection Program is having its first rate increase since 2021, and Community Education will see a slight increase in fees. The district School of Choice practices, past and current, were also reviewed.

3. **Diversity, Equity, and Inclusion**

Committee work is being done in several areas. The Family and Community Engagement Committee is working on ways to help new non- native English speaking families feel included and welcome. The Hiring and Retention Committee is headed to the MSU job fair today in an effort to enhance district

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 a time limit for public participation during the meeting, as indicated on the agenda.

recruiting. The Bias Committee is looking for hidden costs of being a Haslett student by reviewing all expenses to students and having conversations about supporting these financial needs.

4. **Items from Board Members**

Secretary Polverento thanked the community for consistently supporting our schools and students. She appreciates the opportunity to talk with community members at these after school events and is excited when community members approach to engage and have dialog. President Bird welcomed previous board member, Joshua Morey, to tonight's meeting and thanked him for attending.

VII. **CORRESPONDENCE AND COMMENTS FROM THE PUBLIC (Five Minute Time Limit)**

Board Correspondence

Secretary Polverento reported that a communication was received by Mr. Kessner and that President Bird responded via email.

Correspondence from Public

The following individuals presented public comment: Han/Littleton/Rooney/Kessner

VIII. **CONSENT AGENDA**

MOTION BY CLARK, SECONDED BY WAWRZYNSKI TO APPROVE:

1. THE FEBRUARY 24, 2025, MINUTES FROM THE REGULAR BOARD MEETING, AS PRESENTED.
2. THE FEBRUARY 24, 2025, MINUTES FROM THE CLOSED SESSION MEETING, AS PRESENTED.
3. THE RECOMMENDED PROPOSED NEW AND REVISED BOARD POLICIES (3000 SERIES TO BECOME EFFECTIVE ON AUGUST 1, 2025), AS PRESENTED.
4. THE RECOMMENDED PROPOSED NEW, REVISED, AND RESCINDED BOARD POLICIES, AS PRESENTED.
5. THE APPROVAL OF A VIRTUAL LEARNING DAY AT THE HASLETT HIGH SCHOOL FOR GRADES 9, 10, AND 12.

Motion carried. Unanimous vote: 7-0

IX. **ANNOUNCEMENTS**

1. The Policy/Personnel Committee Meeting is scheduled for Tuesday, April 8, 2025, at 7:45 AM. The meeting will be held in the Haslett Administration Building.
2. The Finance/Facilities Committee Meeting is scheduled for Thursday, April 10, 2025, at 8:00 AM. The meeting will be held in the Haslett Administration Building.
3. A regularly scheduled Board of Education Meeting will be held on April 14, 2025, at 7:00 PM in the Haslett Administration Building.

X. **ADJOURNMENT**

MOTION BY COLLINS, SECONDED BY POLVERENTO TO ADJOURN AT 8:01 PM.

Motion carried. Unanimous Vote: 7-0

Date Approved _____

Board Secretary _____

(S. Lerch, Recorder)

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 a time limit for public participation during the meeting, as indicated on the agenda.