Minutes
Regular Board of Education Meeting
Montrose Community Schools
December 15, 2025 6:00 pm
KHMS Media Center

Members Present: Chuck Wright, Mary Kreider, Vicki Van Cura, Dan Hill, Barry Gross, Trevor Jones
Members Absent: Chris Zolinski
Other Participants: Dr. Linden Moore, Cassandra Jackson, Jennifer Sutton, Casey Schaub, Shawna Birchmeier, Shaun Brewer, Cassandra Wright, Shayne Mishler
Guests: 36

Call to Order	Chair called the meeting to order at 6:00 p.m. and led the Pledge of Allegiance.
Presentation	Student Recognition Special Recognition – Sovita Credit Union Grant Award Special Recognition – Schlicht Excavating Donation
First Call for Citizen Comment	
BOARD MEMBERS ARE REMINDED TO CONSIDER AND DECLARE POTENTIAL CONFLICT OF INTEREST ISSUES WITH ANY ACTION ITEM	
Recommended Actions	A motion was made by Chair to approve the: • Approval of the November 24, 2025 Regular Board Meeting Minutes • Approval of Financial/Secretary Report and Bills as Presented Special Recognition – Sovita Credit Union Grant Award Special Recognition – Schlicht Excavating Donation • Approval of Proposed Agenda Support: Trevor Jones *The motion carried with all members' present voting yes.*
Consider Approval of Superintendent Evaluation	According to District Policy 1240 and the Revised School Code (M.C.L. 380. 1249b), the Board must evaluate the superintendent each school year. Board members were provided an information packet regarding the superintendent's evaluation during the Regular Board meeting on November 24, 2025. At that meeting, Board members were advised to review the material and be prepared to work towards a score for each performance characteristic through consensus at the Committee of the Whole meeting on December 15, 2025. The Board is required to determine an overall performance effectiveness rating for the superintendent, which in turn must be reported to the Michigan Department of Education. It should be noted that the Montrose Board of Education will be using the state approved Collins and Blaha Superintendent Evaluation tool. **RECOMMENDATION:** The Montrose Schools Board of Education approves the superintendent evaluation as presented and a 2025-2026 performance rating of **Effective** for Dr. Moore. Motion: Mary Kreider Support: Vicki Van Cura

<table>
<tr><td></td><td>Roll Call: Trevor Jones, Mary Kreider, Barry Gross, Dan Hill, Vicki Van Cura, Chuck Wright

The motion carried with all members present voting yes.</td></tr>
<tr><td>Consider Approval of Hire for Carter Special Olympics Building Sponsor</td><td>The posting for a Carter Special Olympics building Sponsor went out on October 29, 2025. Ms. Danielle Davenport expressed interest. Mrs. Cassandra Wright is pleased to recommend Ms. Danielle Davenport for the position.

RECOMMENDATION:
The Montrose Schools Board of Education approves the hire of Ms. Danielle Davenport for the position of Carter Special Olympics Building Sponsor.

Motion: Barry Gross
Support: Vicki Van Cura

The motion carried with all members present voting yes.</td></tr>
<tr><td>Consider Approval of Hire – K-5 Math Interventionist, Coordinator, & Instructional Coach</td><td>Mrs. Cassandra Jackson is pleased to recommend Mrs. Theresa Paxton for the K-5 Math Interventionist, Coordinator, and Instructional Coach position at Montrose Community Schools on the basis of her knowledge and enthusiasm for working with staff, students, and families.

Mrs. Paxton has taught at Carter Elementary since 2009. During this time, she has been a leader in terms of integrity and professionalism. She works tirelessly to provide quality instruction for all students in the classroom. Additionally, Theresa has demonstrated strong instructional leadership by mentoring other teachers and modeling effective strategies for colleagues seeking to enhance their practice.

RECOMMENDATION:
The Montrose Schools Board of Education approves the hire of Mrs. Theresa Paxton for the K-5 Math Interventionist, Coordinator, and Instructional Coach.

Motion: Vicki Van Cura
Support: Trevor Jones

The motion carried with all members present voting yes.</td></tr>
<tr><td>Consider Approval of Policy Updates Volume 40, No. 1 – First Reading</td><td>Working with NEOLA, the Board of Education has reviewed numerous policies that have been modified or created in response to emerging issues and/or legal mandates (see list below). These policies require two public readings before formal approval. Once adopted by the Board, the policies will be sent to NEOLA for revisions as needed and then added to the district bylaws and policies that are posted online.

<table>
<tr><th colspan="2">POLICY & BYLAW, ADMINISTRATIVE GUIDELINES, AND FORMS – Initial Review</th></tr>
<tr><th colspan="2">R = Revised, N = New</th></tr>
<tr><th colspan="2">Vol. 40, No. 1 – September 2025</th></tr>
<tr><th>Policy/Bylaw Number</th><th>Topic</th></tr>
<tr><td>2210</td><td>Curriculum Development – Approved Courses</td></tr>
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2266	Nondiscrimination on the Basis of Sex in Education Programs or Activities
2412	Homebound Instruction Program
4162	Controlled Substance & Alcohol Policy for Commercial Motor Vehicle Drivers & Other Employees who Perform Safety-Sensitive Functions
5460	Graduation Requirements
5517.01	Bullying & Other Aggressive Behavior Toward Students
7540.02	Digital Content & Accessibility
7541 **Rescind**	Electronic Data Processing Disaster Recovery Plan
8300	Continuity of Organizational Operations Plan
8305	Information Security
Vol. 40, No. 1 – Nondiscrimination	
Policy/Bylaw Number	**Topic**
1422	Nondiscrimination, Equal Employment Opportunity, & Anti-Harassment
1422.02 **Rescind**	Nondiscrimination Based on Genetic Information of the Employee
1623	Section 504/ADA Prohibition Against Disability Discrimination in Employment
1662 **Rescind**	Anti-Harassment
2260	Nondiscrimination & Access to Equal Educational Opportunity
2260.01	Section 504/ADA Prohibition Against Discrimination Based on Disability
3122	Nondiscrimination, Equal Employment Opportunity, & Anti-Harassment
3122.02 **Rescind**	Nondiscrimination Based on Genetic Information of the Employee
3123	Section 504/ADA Prohibition Against Disability Discrimination in Employment
3362 **Rescind**	Anti-Harassment
4122	Nondiscrimination, Equal Employment Opportunity, & Anti-Harassment
4122.02 **Rescind**	Nondiscrimination Based on Genetic Information of the Employee
4123	Section 504/ADA Prohibition Against Disability Discrimination in Employment
4362 **Rescind**	Anti-Harassment

RECOMMENDATION:
The Montrose Schools Board of Education approves the first public reading of policies as presented.

Motion: Dan Hill
Support: Barry Gross

The motion carried with all members present voting yes.

Consider Approval of Overnight Trip	The Special Olympics Winter Games will be held in Traverse City, Michigan from January 27-30, 2026. Students will depart from the middle school on January 27, travel to Clio to be picked up by another school district and then travel to Grand Traverse

for Special Olympics Team to Traverse City

Resort & Spa in Traverse City, Michigan. They will return to Montrose on January 30, 2026. There will be 9 students participating and 5 chaperones attending. Overnight field trips need to be Board approved per policy.

RECOMMENDATION:
The Montrose Schools Board of Education Approves the overnight (3 nights) trip for the Special Olympics team to attend the Special Olympics State Winter Games at Traverse City, Michigan from January 27-30, 2026. The students and chaperones will be staying at the Grand Traverse Resort and Spa in Traverse City, Michigan and reserves the right to cancel the trip in the event of severe weather or potentially dangerous world conditions. All staff, students, and parents involved in this trip are cautioned that the district will not assume any financial responsibility for funds lost due to the cancellation of this trip may want to pursue trip insurance to guard against such a possibility.

Motion: Dan Hill
Support: Mary Kreider

The motion carried with all members present voting yes.

Consider Approval of Recommended Contracts for Bid Pack Three

Request for Bid Pack Three proposals were sent out with a due date of November 18, 2025. A total of 69 bids were received. Bids were opened for review on November 18, 2025, in-person and in an online forum. Please see chart below for award recommendations. Post-bid interviews were conducted with low bidder(s) on November 21 & 24-25, 2025.

Item	Vendor	Amount
Concrete	Gross Construction Inc	$141,750.00
Masonry	Tancor Corporation	$195,000.00
Metals	Bill's Custom Fab	$85,976.00
General Trades	J Perez Construction	$332,000.00
Metal Wall Panels	Silverline Contracting	$247,146.00
Roofing	Beyer Roofing Co. Inc	$49,950.00
Glass & Glazing	A-1 Glass Co LLC	$40,135.00
Drywall, Insulation & Acoustical	Acoustical Arts, Inc	$23,250.00
Flooring	Elite Coatings LLC	$24,340.00
Painting	Hock Painting	$29,229.00
Plumbing & HVAC System	J.E. Johnson, Inc	$176,000.00
Electrical	Advance Contracting & Elec	$1,072,400.00
Site Work	Gross Construction	$118,750.00
	GRAND TOTAL	**$2,535,926.00**

The total recommended award amount for the BP3 Wrestling Addition, HS/MS Renovations, and Carter Elementary projects is $2,535,926.00.

Also included in phase 3 of the bond project is replacement of existing teacher stations. A furniture showcase was held last March to show staff the latest options. Quotes were sought for 75 stations from 4 companies. Jim Ply is recommending that

	the furniture contract be awarded to Meteor Education in the total amount of $134,657.57. This will give a total amount of **$2,670,583.57.** **RECOMMENDATION:** The Montrose Schools Board of Education approves the recommended Contracts for Bond 2023, Bid Pack Three for the total of $2,670,583.57 as presented. Motion: Mary Kreider Support: Trevor Jones **Roll Call:** Dan Hill, Barry Gross, Trevor Jones, Chuck Wright, Vicki Van Cura, Mary Kreider *The motion carried with all members present voting yes.*
Consider Approval of Overnight Trip for YouCubed Leadership Summit	The YouCubed Leadership team has invited the following to present and participate in the YouCubed Leadership Summit in Stanford, California: • Casey Shuck, Data Science Teacher • Trae Hinojosa, Data Science Student (24-25) These individuals have been invited because of their unique experience, personal testimony, and success with teaching and learning in Data Science. Their testimony on this national stage will help inform other educational leaders on the ways that mathematics can be taught with an emphasis on equity, creativity, and real-world application, making high-level quantitative reasoning accessible to all students. Grant funds obtained by the GISD will reimburse Montrose Community Schools for eligible expenses up to a maximum of $3,600. This includes the following: • Teacher conference registration • Teacher and student lodging • Teacher and student flights • Transportation to/from airport • Student and teacher meal reimbursements The GISD has also agreed to collaborate with participating teachers and students from other local districts to ensure group travel whenever possible. The full details of the MOU can be found by clicking here. **RECOMMENDATION:** The Montrose Schools Board of Education approves the overnight trip to attend the YouCubed Leadership Summit in Stanford, CA from January 21-24, 2026, and reserves the right to cancel the trip in the event of severe weather or potentially dangerous world conditions. Motion: Mary Kreider Support: Trevor Jones

	The motion carried with all members present voting yes.
Consider Approval of the 2024-2025 Single Audit	This single audit has come separately this year due to government shutdown and needing to wait for the compliance supplement material before being able to be completed. This will now complete the 2024-2025 fiscal audit. **RECOMMENDATION:** The Montrose Schools Board of Education approve the 2024-2025 single audit as conducted, prepared, and presented by Lewis & Knopf, CPAs, P.C.. Motion: Dan Hill Support: Barry Gross *The motion carried with all members present voting yes.*
Consider Student Discipline Case #2526-03	Student Discipline Hearing #2526-03 **RECOMMENDATION:** I (Chair) move that, in the matter of student discipline Hearing #2526-03, the student be assigned a local expulsion from Montrose Community Schools. The student may enroll in a public school district outside of Montrose Community Schools. Support: Dan Hill **Roll Call:** Mary Kreider, Chuck Wright, Vicki Van Cura, Barry Gross, Trevor Jones, Dan Hill *The motion carried with all members present voting yes.*
Information Items	**Administrator Reports** **Superintendent Reports** **Board Calendar** o January – Election of Officers, Board Appreciation Month o February – Selection of Delegates for GISD Budget Hearing **School Board Requests for Information** **For the Good of the Order**
Future Business	• December 19 – Early Release Day K-12 • Dec. 22-Jan. 4 – No School/Winter Break • January 5 – School Resumes • January 12 – Regular Board Meeting • January 15 – Early Release Day (8^{th}-12^{th}) / Full Day (K-7^{th}) • January 16 – Early Release Day • January 19 – No School/PD Day
Adjournment	Chair moved to adjourn the meeting @ 6:57 pm *The motion carried with all members present voting yes.*

- Minutes recorded and prepared by Jennifer Sutton, Executive Secretary
- Submitted by Vicki Van Cura, Board Secretary