BOARD OF EDUCATION MEETING PACKET

November 2, 2026

7:00pm

Bates Boardroom

DEXTER COMMUNITY SCHOOLS

Our Vision:

Champion Learning –

Develop, Educate, and Inspire!

DEXTER COMMUNITY SCHOOLS

BOARD OF EDUCATION BUSINESS MEETING
MONDAY, NOVEMBER 2, 2026 – 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. The agenda reserves two periods for public participation and 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. 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 (10/19/2026)

C. APPROVAL OF AGENDA

D. SCHOOL PRESENTATIONS
1. Trustee Recognition
2. Mill Creek Presentation

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

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

G. CONSENT ITEMS
1. Personnel – Resignation
2. Personnel – Retirement
3. September Budget Report

H. ACTION ITEMS
1. Policies – Second Reading

I. DISCUSSION ITEMS
1. Technology Workshop Planning

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

K. BOARD COMMENTS

L. INFORMATION ITEMS
1. Facilities Minutes 10/19/2026
2. Finance Minutes 10/19/2026

M. CLOSED SESSION – none planned

N. ADJOURNMENT

CALENDAR

November 11, 2026	**Board Workshop**	**Bates Boardroom 6:00pm**
November 16, 2026	Board Meeting	Bates Boardroom 7:00pm
November 17, 2026	**Community Chat**	**Early Pour at Erratic Ale 8080 Grand St Ste 3. 8:30am-9:30am**
December 7, 2026	Board Meeting	Bates Boardroom 7:00pm

Public Participation: *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. Full Public Participation Policy 2504*

DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING NOTES
NOVEMBER 2, 2026

A. CALL TO ORDER

Roll Call

B. MEETING MINUTES

* An appropriate motion might be, "I move that the Board of Education approve the attached minutes from the October 19th, 2026 meeting 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. Trustee Recognition
2. Mill Creek Presentation

E. PUBLIC PARTICIPATION **(full guidelines at link)**

Board Bylaw 2504 states that the BOE will have two opportunities for public participation at each meeting. The first opportunity will last approximately 30 minutes, with each person having up to 5 minutes to speak, depending on the total number of speakers. 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 AND BOARD UPDATES

1. Superintendent
   a. Bond Update
2. Board President
3. Student Representatives

G. CONSENT ITEMS

Consent items are typically approved in bulk.

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

1. Personnel – Resignation
   This evening's packet includes a resignation from Murphy Hansen.
2. Personnel – Retirement
   This evening's packet includes a retirement letter Annette Bowen.

3. September Budget Report

This evening's packet includes summary financial information for September 2026.

H. ACTION ITEMS

1. Policies – Second Reading

On October 19, 2026, the Board approved the following updated policies for first reading: 2406 *Board Officer Duties*; 3102 *Smoking Tobacco Products, Drugs, and Alcohol*; 3108 *Service Animals*; 3402 *Drills, Plans, and Reports*; 3410 *Opioid Antagonists*; 4104 *Employment Complaint Procedure for Allegations Implicating Civil Rights*: 4201 *Employee Ethics and Standards*; 4210 *Drug and Alcohol Free Workplace Tobacco Product Restrictions*; 4508 *Administrator Non-Renewal*; 4602 *Hiring*; 5507 *Extracurricular Activities*; and 5714 *Threat Assessment and Response.* 3306 *Construction Bidding* was included in the packet in error and it was not approved.

* An appropriate motion might be, "I move that the Board of Education approve for second reading and final approval the policies listed in the attached Policy Update Summary dated 11-2-2026."

I. DISCUSSION ITEMS

1. Technology Workshop Planning

The Board has scheduled a workshop regarding technology use in Dexter schools. This discussion is an opportunity for trustees to share topics they'd like the workshop to cover.

J. PUBLIC PARTICIPATION (full guidelines at link)

During the second opportunity for public participation, each person will have up to 3 minutes to speak, depending on the total number of speakers. No person may speak twice on the same subject more than once in each 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. Facilities Minutes 10/19/2026
2. Finance Minutes 10/19/2026

M. CLOSED SESSION – none planned

N. ADJOURNMENT

DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
OCTOBER 19, 2026

A. CALL TO ORDER – 7:00pm

Roll Call

Members Present: Elise Bruderly, Michael Cipolla, Jennifer Kangas, David Pisano, Amy Reiser, Melanie Szawara; Student Representative Kadence Chan
Members Absent: Daniel Alabré, Student Representative Lloyd Brand
Administrative & Supervisory Staff: Ryan Bruder, Bill Harris, Barb Leonard, Jill Minnick, Melanie Nowak; Abby Holland
Guests: Greg Brand, Craig McCalla, Jerry Brand, Heidi Patel, Dick Lundy; Rod Beaton, Denise Beaton, Elaine Chateau, Allison Ramsey, Alle Ramsey, Barb Bennnett, George Bennett, and Mary Semanski, all members of the Hot Rods

B. MEETING MINUTES

Melanie Szawara made a motion that the Board of Education approve the minutes from October 5, 2026, as presented. Amy Reiser seconded the motion. **Motion Carried (unanimous**).

C. APPROVAL OF AGENDA

Michael Cipolla made a motion that the Board of Education approve the agenda as presented. Melanie Szawara seconded the motion. **Motion Carried (unanimous**).

D. SCHOOL PRESENTATIONS

1. Suicide Prevention Presentation

Rod Beaton, representing the Hot Rods Motorcycle Awareness and Suicide Prevention Association, shared information about the group's mission. The association recently donated two "buddy benches" to Dexter High School. These benches provide a welcoming space for students who may be feeling lonely or isolated. The benches encourage connection and kindness by inviting peers to reach out and engage with anyone sitting on the bench. Each bench is engraved with the Suicide & Crisis Lifeline number (988) and the message, "You Are NOT Alone," reminding students that support is available.

2. Audit Presentation

Kim Lindsay of Rehmann presented the results of the District's 2025-2026 audit. It was a clean, unmodified audit with no findings or control issues.

3. Principals Recognition Month

Superintendent Ryan Bruder shared his thoughts about, and gratitude for, the principals who are a large part of what makes Dexter Community Schools such a great place for students and staff. Board President Elise Bruderly shared a letter

of appreciation that the Board sent to each of the principals with thanks for their good work.

4. Dexter Alternative Educational Programs Presentation

Dexter Alternative School Principal Abby Holland shared information about Dexter Virtual Academy (DVA) and Dexter Alternative School [DAS; informally known as Alt Ed]: the types of students they serve and program highlights. This video, published in the 25-26 school year, does a nice job of outlining the differences between full-time virtual learning (Dexter Virtual Academy) and individual online course enrollment. Both the DVA and DAS programs offer flexibility and are responsive to student needs. For those students for whom the traditional high school setting isn't working, DAS offers connection to peers and supportive staff, as well as life skills learning for career and college readiness.

E. PUBLIC PARTICIPATION - none

F. ADMINISTRATIVE AND BOARD UPDATES

1. Superintendent Ryan Bruder shared some bond construction highlights: the exterior wall at Wylie is up and the project is on schedule for a completion target date of spring 2027; the twin turf restrooms are nearing inspection; Dexter High School has two site superintendents: one for the field house, and another for the new entrance, CTE addition, and weight room. He also noted that the fall testing cycle is wrapping up; parent-teacher conferences are being scheduled; DHS CTE students participated in mock interviews; November 3rd the mobile dentist will be on campus for screening and cleaning for young 5 through 8th grade students; Wylie's fun run took place October 19th.

2. Student Representative Kadence Chan shared updates about the National Merit Scholarship Qualifying Test; Dexter Drama's fall production, "Peter and the Star Catcher" opens this week; the Halloween concert next week is an Orchestra and Symphonic Band collaboration and will feature costumes; sports teams are wrapping up their seasons.

3. Board President Elise Bruderly shared that she and David Pisano attended the MASB Fall Leadership Conference and noted that all the resolutions passed.

F. CONSENT ITEMS

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

- The Board of Education offered Todd Fry a teaching contract for the 2026-2027 school year.
- The Board of Education acknowledged the retirements of Amy Robke, Jane Webby, and Elaine Baribieri.

G. ACTION ITEMS

1. Accept Audit Report

Jennifer Kangas made a motion that the Board of Education accept the 2025-2026 Audit Report. Melanie Szawara seconded the motion. **Role Call Vote. Motion Carried (unanimous).**

2. Policy Updates

Trustees reviewed a number of policies for first reading. Committee Chair Melanie Szawara noted that policy 3306 should not have been included for action. There was some confusion from non-committee members about the Thrun policy summary, which indicated Thrun's suggested options rather than the committee's recommendations. That document will be clarified for the next meeting. It was requested that policy 5714 include a specific reference to the process for parents to report threats; the earlier version of the policy only mentioned students and staff. Melanie Szawara made a motion that the Board of Education approve the policies listed in the attached memorandum [with the exception of 3306] for first reading. Michael Cipolla seconded the amended motion. **Role Call Vote. Motion Carried (unanimous).**

H. DISCUSSION

1. New Middle School Overview and Budget

Dave Larson of TMP shared a preview of the design for the new Middle School. Granger Senior Project Manager Greg Brand reviewed with the Board several financial documents: the overall 2025 Bond projects proposed budget, including revisions; a summary of the original new middle school budget vs. current estimates; and a summary of possible value engineering (cost reduction) options and recommendations. The goal for all proposed value engineering items was to target savings that would not impact student programming and instruction. The middle school estimates came in at $11,568,133 over the original budget

($48,531,225) for a total of $58,146,838; recommended value engineering would reduce construction costs by $4,380,600; transferring $7,187,533 of Series 1 unallocated funds would cover the remaining difference between the original proposed budget and the proposed budget based on current estimates.

Following discussion, Michael Cipolla made a motion that the Board take action on the new middle school planning. Melanie Szawara seconded the motion. **Role Call Vote. Motion Carried (unanimous).**

Michael Cipolla made a motion that the Board of Education authorize TMP to proceed with construction documents for the new middle school in Series 2 of the 2025 Bond, for an estimated [total project] cost of $58,800,000. Melanie Szawara seconded the motion. **Role Call Vote. Motion Carried (unanimous).**

I. PUBLIC PARTICIPATION – none

J. BOARD COMMENTS – none

K. INFORMATION ITEMS

1. Facilities Minutes 10/6/2026 and 10/13/2026
2. Corrected Policy Minutes 9/18/2026
3. Nice Job Notes June-Sept 2026

L. CLOSED SESSION – none

M. ADJOURNMENT

At approximately 8:50pm, President Elise Bruderly adjourned the meeting.

MINUTES/hlv

_____
Michael Cipolla
Secretary, Board of Education

Dear Barb, Theresa, and Ryan,

Please accept this email as formal notification of my resignation from my position as a teacher at Dexter High School, effective Monday, October 26, 2026.

I'm grateful for the experiences and relationships I've gained over my ten years with the district. I've truly cherished my time with the DHS students and athletes I've been fortunate enough to work with, build connections with, and learn from. I've learned just as much from them as I hope they've learned from me.

Best,
Murphy Hansen

Dexter Board of Education and Administration
2704 Baker Road
Dexter, Michigan 48130

October 27, 2026

Dear Dexter Board of Education and Administration,

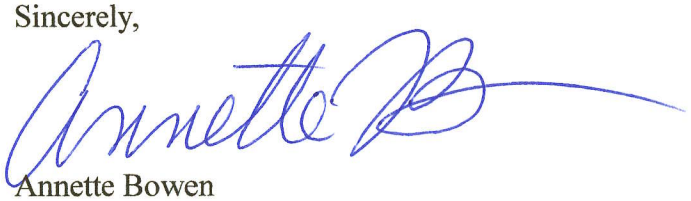
Please accept this letter as a formal notice of my intent to retire from Dexter Community Schools, effective December 18, 2026.

Due to changing family needs, I have made the difficult decision to step down, so I can focus more time and attention on those priorities.

It has been a privilege to serve as a Michigan Educator for 20 years with the last 6.5 years being in Dexter. I will always remain grateful for the opportunity to collaborate with staff and families, and to service students within the Dexter Community Schools.

I am committed to serving students through my final day, and will do everything I can to ensure a smooth transition.

Sincerely,



Annette Bowen

Board Monthly Financial Report

Fiscal Year to Date 09/30/26

Sub Function Code	Adopted Budget	Current Month Actual	Actual FYTD	Adopted Budget - Actual	Encumbrances	% Rec'd/Spent	Prior Year FYTD
Fund(COA) **11 - General Fund**							
Account Type **Revenue**							
Function Code **R100 - Local Sources - 100**							
	7,811,544.00	24,298.54	195,659.01	7,615,884.99	.00	3	227,280.55
Function Code **R100 - Local Sources - 100** Totals	$7,811,544.00	$24,298.54	$195,659.01	$7,615,884.99	$0.00	3%	$227,280.55
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**							
	36,889,696.00	.00	3,508,611.48	33,381,084.52	.00	10	586,228.34
Function Code **R300 - State Sources - 300** Totals	$36,889,696.00	$0.00	$3,508,611.48	$33,381,084.52	$0.00	10%	$586,228.34
Function Code **R400 - Federal Sources - 400**							
	894,007.00	.00	.00	894,007.00	.00	0	.00
Function Code **R400 - Federal Sources - 400** Totals	$894,007.00	$0.00	$0.00	$894,007.00	$0.00	0%	$0.00
Function Code **R500 - ISD / Other Sources - 500**							
	6,836,485.00	.00	.00	6,836,485.00	.00	0	8,767.56
Function Code **R500 - ISD / Other Sources - 500** Totals	$6,836,485.00	$0.00	$0.00	$6,836,485.00	$0.00	0%	$8,767.56
Function Code **R600 - In from other Funds - 600**							
	482,865.00	.00	.00	482,865.00	.00	0	.00
Function Code **R600 - In from other Funds - 600** Totals	$482,865.00	$0.00	$0.00	$482,865.00	$0.00	0%	$0.00
Account Type **Revenue** Totals	$52,914,597.00	$24,298.54	$3,704,270.49	$49,210,326.51	$0.00	7%	$822,276.45
Account Type **Expense**							
Function Code **100 - Instruction**							
Sub Function Code 110 - Basic Functions - 110	25,203,844.00	1,721,680.98	1,864,926.78	23,338,917.22	12,440.96	7	1,886,786.53
Sub Function Code 120 - Added Needs - 120	8,262,054.00	383,900.46	420,343.39	7,841,710.61	7,300.00	5	512,779.86
Function Code **100 - Instruction** Totals	$33,465,898.00	$2,105,581.44	$2,285,270.17	$31,180,627.83	$19,740.96	7%	$2,399,566.39
Function Code **200 - Supporting Services**							
Sub Function Code 210 - Support Services-Pupil - 210	5,783,046.00	358,348.09	392,076.94	5,390,969.06	303,267.00	7	443,542.01
Sub Function Code 220 - Support Services-Instructional - 220	3,066,049.00	211,181.92	732,965.03	2,333,083.97	36,233.30	24	790,982.44
Sub Function Code 230 - Support Services-Administration - 230	697,605.00	76,180.61	226,708.12	470,896.88	28,462.50	32	289,640.50
Sub Function Code 240 - Support Services-School Admin - 240	2,853,363.00	214,400.99	469,783.79	2,383,579.21	.00	16	462,733.86
Sub Function Code 250 - Support Services-Business - 250	865,595.00	48,170.62	134,761.40	730,833.60	.00	16	148,554.86
Sub Function Code 260 - Operations and Maintenance - 260	5,924,599.00	392,967.73	1,178,015.13	4,746,583.87	230,529.80	20	1,344,679.88
Sub Function Code 270 - Pupil Transportation - 270	2,223,627.00	79,228.39	231,985.64	1,991,641.36	63,861.27	10	239,514.18
Sub Function Code 280 - Support Services-Central - 280	698,085.00	54,835.42	168,508.25	529,576.75	.00	24	168,867.76
Function Code **200 - Supporting Services** Totals	$22,111,969.00	$1,435,313.77	$3,534,804.30	$18,577,164.70	$662,353.87	16%	$3,888,515.49
Function Code **300 - Community Services**							
Sub Function Code 300 - Community Services - 300	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 320 - Community Recreation - 320	226,783.00	21,472.45	74,644.41	152,138.59	10,814.50	33	65,123.09
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	7,484.00	.00	.00	7,484.00	.00	0	.00
Sub Function Code 390 - Other Community Services - 390	.00	.00	.00	.00	.00	+++	.00
Function Code **300 - Community Services** Totals	$234,267.00	$21,472.45	$74,644.41	$159,622.59	$10,814.50	32%	$65,123.09
Function Code **400 - Facilities Construction & Other Payments or Adjustments**							
Sub Function Code 400 - Other Government Agencies - 400	.00	.00	.00	.00	.00	+++	.00
Function Code **400 - Facilities Construction & Other Payments or Adjustments** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$0.00

Board Monthly Financial Report

Fiscal Year to Date 09/30/26

Sub Function Code	Adopted Budget	Current Month Actual	Actual FYTD	Adopted Budget - Actual	Encumbrances	% Rec'd/Spent	Prior Year FYTD
Function Code **500-600 - Other Financing Uses**							
Sub Function Code 500 - Debt Service - 500	27,319.00	.00	.00	27,319.00	.00	0	.00
Sub Function Code 600 - Fund Modifications - 600	1,006,348.00	.00	.00	1,006,348.00	.00	0	.00
Function Code **500-600 - Other Financing Uses** Totals	$1,033,667.00	$0.00	$0.00	$1,033,667.00	$0.00	0%	$0.00
Account Type **Expense** Totals	$56,845,801.00	$3,562,367.66	$5,894,718.88	$50,951,082.12	$692,909.33	10%	$6,353,204.97
Fund(COA) **11 - General Fund** Totals	($3,931,204.00)	($3,538,069.12)	($2,190,448.39)	($1,740,755.61)	($692,909.33)	56%	($5,530,928.52)

Board Monthly Financial Report

Fiscal Year to Date 09/30/26

Sub Function Code	Adopted Budget	Current Month Actual	Actual FYTD	Adopted Budget - Actual	Encumbrances	% Rec'd/Spent	Prior Year FYTD
Fund(COA) **23 - Community Service Fund**							
Account Type **Revenue**							
Function Code **R100 - Local Sources - 100**							
	3,023,826.00	350,059.28	1,080,778.65	1,943,047.35	.00	36	885,925.31
Function Code **R100 - Local Sources - 100** Totals	$3,023,826.00	$350,059.28	$1,080,778.65	$1,943,047.35	$0.00	36%	$885,925.31
Function Code **R300 - State Sources - 300**							
	141,190.00	.00	.00	141,190.00	.00	0	.00
Function Code **R300 - State Sources - 300** Totals	$141,190.00	$0.00	$0.00	$141,190.00	$0.00	0%	$0.00
Function Code **R400 - Federal Sources - 400**							
	.00	.00	.00	.00	.00	+++	.00
Function Code **R400 - Federal Sources - 400** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$0.00
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**							
	1,006,348.00	.00	.00	1,006,348.00	.00	0	.00
Function Code **R600 - In from other Funds - 600** Totals	$1,006,348.00	$0.00	$0.00	$1,006,348.00	$0.00	0%	$0.00
Account Type **Revenue** Totals	$4,171,364.00	$350,059.28	$1,080,778.65	$3,090,585.35	$0.00	26%	$885,925.31
Account Type **Expense**							
Function Code **100 - Instruction**							
Sub Function Code 110 - Basic Functions - 110	235,218.00	14,544.54	19,983.63	215,234.37	.00	8	23,347.75
Function Code **100 - Instruction** Totals	$235,218.00	$14,544.54	$19,983.63	$215,234.37	$0.00	8%	$23,347.75
Function Code **200 - Supporting Services**							
Sub Function Code 210 - Support Services-Pupil - 210	.00	.00	.00	.00	.00	+++	.00
Sub Function Code 220 - Support Services-Instructional - 220	13,278.00	.00	.00	13,278.00	.00	0	18.00
Sub Function Code 240 - Support Services-School Admin - 240	2,767.00	.00	.00	2,767.00	.00	0	.00
Sub Function Code 250 - Support Services-Business - 250	2,456.00	.00	.00	2,456.00	.00	0	.00
Sub Function Code 260 - Operations and Maintenance - 260	62,765.00	6,054.79	20,937.02	41,827.98	8,921.00	33	18,725.67
Sub Function Code 270 - Pupil Transportation - 270	.00	.00	.00	.00	.00	+++	2,985.00
Sub Function Code 290 - Support Services-Other - 290	1,796,946.00	170,164.05	257,416.99	1,539,529.01	87,141.15	14	233,477.01
Function Code **200 - Supporting Services** Totals	$1,878,212.00	$176,218.84	$278,354.01	$1,599,857.99	$96,062.15	15%	$255,205.68
Function Code **300 - Community Services**							
Sub Function Code 310 - Community Services Direction - 310	332,305.00	18,209.89	65,945.97	266,359.03	.00	20	60,392.29
Sub Function Code 320 - Community Recreation - 320	227,096.00	33,042.38	103,736.65	123,359.35	(350.00)	46	36,854.96
Sub Function Code 350 - Care of Children - 350	1,102,007.00	73,894.88	339,023.18	762,983.82	.00	31	302,940.63
Sub Function Code 390 - Other Community Services - 390	.00	.00	.00	.00	.00	+++	.00
Function Code **300 - Community Services** Totals	$1,661,408.00	$125,147.15	$508,705.80	$1,152,702.20	($350.00)	31%	$400,187.88
Function Code **400 - Facilities Construction & Other Payments or Adjustments**							
Sub Function Code 400 - Other Government Agencies - 400	.00	.00	.00	.00	.00	+++	.00
Function Code **400 - Facilities Construction & Other Payments or Adjustments** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$0.00
Function Code **500-600 - Other Financing Uses**							
Sub Function Code 600 - Fund Modifications - 600	196,289.00	.00	.00	196,289.00	.00	0	.00
Function Code **500-600 - Other Financing Uses** Totals	$196,289.00	$0.00	$0.00	$196,289.00	$0.00	0%	$0.00
Account Type **Expense** Totals	$3,971,127.00	$315,910.53	$807,043.44	$3,164,083.56	$95,712.15	20%	$678,741.31
Fund(COA) **23 - Community Service Fund** Totals	$200,237.00	$34,148.75	$273,735.21	($73,498.21)	($95,712.15)	137%	$207,184.00

Board Monthly Financial Report

Fiscal Year to Date 09/30/26

Sub Function Code	Adopted Budget	Current Month Actual	Actual FYTD	Adopted Budget - Actual	Encumbrances	% Rec'd/Spent	Prior Year FYTD
Fund(COA) **25 - School Lunch Fund**							
Account Type **Revenue**							
Function Code **R100 - Local Sources - 100**							
	319,872.00	30,643.52	40,755.48	279,116.52	.00	13	53,394.07
Function Code **R100 - Local Sources - 100** Totals	$319,872.00	$30,643.52	$40,755.48	$279,116.52	$0.00	13%	$53,394.07
Function Code **R300 - State Sources - 300**							
	1,418,305.00	.00	233,242.72	1,185,062.28	.00	16	.00
Function Code **R300 - State Sources - 300** Totals	$1,418,305.00	$0.00	$233,242.72	$1,185,062.28	$0.00	16%	$0.00
Function Code **R400 - Federal Sources - 400**							
	548,180.00	.00	.00	548,180.00	.00	0	.00
Function Code **R400 - Federal Sources - 400** Totals	$548,180.00	$0.00	$0.00	$548,180.00	$0.00	0%	$0.00
Function Code **R500 - ISD / Other Sources - 500**							
	216,300.00	.00	.00	216,300.00	.00	0	.01
Function Code **R500 - ISD / Other Sources - 500** Totals	$216,300.00	$0.00	$0.00	$216,300.00	$0.00	0%	$0.01
Account Type **Revenue** Totals	$2,502,657.00	$30,643.52	$273,998.20	$2,228,658.80	$0.00	11%	$53,394.08
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	5,242.00	.00	2,292.58	2,949.42	.00	44	2,241.80
Sub Function Code 290 - Support Services-Other - 290	2,860,509.00	132,838.79	226,500.06	2,634,008.94	914,056.20	8	280,083.03
Function Code **200 - Supporting Services** Totals	$2,865,751.00	$132,838.79	$228,792.64	$2,636,958.36	$914,056.20	8%	$282,324.83
Function Code **400 - Facilities Construction & Other Payments or Adjustments**							
Sub Function Code 400 - Other Government Agencies - 400	.00	.00	.00	.00	.00	+++	.00
Function Code **400 - Facilities Construction & Other Payments or Adjustments** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$0.00
Function Code **500-600 - Other Financing Uses**							
Sub Function Code 600 - Fund Modifications - 600	286,575.00	.00	.00	286,575.00	.00	0	.00
Function Code **500-600 - Other Financing Uses** Totals	$286,575.00	$0.00	$0.00	$286,575.00	$0.00	0%	$0.00
Account Type **Expense** Totals	$3,152,326.00	$132,838.79	$228,792.64	$2,923,533.36	$914,056.20	7%	$282,324.83
Fund(COA) **25 - School Lunch Fund** Totals	($649,669.00)	($102,195.27)	$45,205.56	($694,874.56)	($914,056.20)	-7%	($228,930.75)



Board Monthly Financial Report

Fiscal Year to Date 09/30/26

Sub Function Code	Adopted Budget	Current Month Actual	Actual FYTD	Adopted Budget - Actual	Encumbrances	% Rec'd/Spent	Prior Year FYTD
Fund(COA) **27 - Cooperative Activities Fund**							
Account Type **Revenue**							
Function Code **R100 - Local Sources - 100**							
	3,145,939.00	255,003.81	768,951.17	2,376,987.83	.00	24	699,169.58
Function Code **R100 - Local Sources - 100** Totals	$3,145,939.00	$255,003.81	$768,951.17	$2,376,987.83	$0.00	24%	$699,169.58
Function Code **R200 - Non-Education Sources - 200**							
	.00	.00	.00	.00	.00	+++	11,632.64
Function Code **R200 - Non-Education Sources - 200** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$11,632.64
Function Code **R300 - State Sources - 300**							
	.00	.00	.00	.00	.00	+++	21,272.69
Function Code **R300 - State Sources - 300** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$21,272.69
Function Code **R400 - Federal Sources - 400**							
	850,000.00	.00	.00	850,000.00	.00	0	68,263.53
Function Code **R400 - Federal Sources - 400** Totals	$850,000.00	$0.00	$0.00	$850,000.00	$0.00	0%	$68,263.53
Function Code **R600 - In from other Funds - 600**							
	125,794.00	.00	737.21	125,056.79	.00	1	14,843.05
Function Code **R600 - In from other Funds - 600** Totals	$125,794.00	$0.00	$737.21	$125,056.79	$0.00	1%	$14,843.05
Account Type **Revenue** Totals	$4,121,733.00	$255,003.81	$769,688.38	$3,352,044.62	$0.00	19%	$815,181.49
Account Type **Expense**							
Function Code **300 - Community Services**							
Sub Function Code 300 - Community Services - 300	2,922,347.00	248,330.62	706,433.57	2,215,913.43	7,559.60	24	751,354.31
Sub Function Code 390 - Other Community Services - 390	709,713.00	10,808.76	25,037.83	684,675.17	.00	4	84,110.60
Function Code **300 - Community Services** Totals	$3,632,060.00	$259,139.38	$731,471.40	$2,900,588.60	$7,559.60	20%	$835,464.91
Function Code **400 - Facilities Construction & Other Payments or Adjustments**							
Sub Function Code 400 - Other Government Agencies - 400	14,493.00	.00	.00	14,493.00	.00	0	(12,206.38)
Function Code **400 - Facilities Construction & Other Payments or Adjustments** Totals	$14,493.00	$0.00	$0.00	$14,493.00	$0.00	0%	($12,206.38)
Function Code **500-600 - Other Financing Uses**							
Sub Function Code 600 - Fund Modifications - 600	125,794.00	.00	737.21	125,056.79	.00	1	14,843.05
Function Code **500-600 - Other Financing Uses** Totals	$125,794.00	$0.00	$737.21	$125,056.79	$0.00	1%	$14,843.05
Account Type **Expense** Totals	$3,772,347.00	$259,139.38	$732,208.61	$3,040,138.39	$7,559.60	19%	$838,101.58
Fund(COA) **27 - Cooperative Activities Fund** Totals	$349,386.00	($4,135.57)	$37,479.77	$311,906.23	($7,559.60)	11%	($22,920.09)

Board Monthly Financial Report

Fiscal Year to Date 09/30/26

Sub Function Code	Adopted Budget	Current Month Actual	Actual FYTD	Adopted Budget - Actual	Encumbrances	% Rec'd/Spent	Prior Year FYTD
Fund(COA) **29 - Student/School Activity Fund**							
Account Type **Revenue**							
Function Code **R100 - Local Sources - 100**							
	2,309,542.00	45,036.47	263,679.75	2,045,862.25	.00	11	207,966.16
Function Code **R100 - Local Sources - 100** Totals	$2,309,542.00	$45,036.47	$263,679.75	$2,045,862.25	$0.00	11%	$207,966.16
Account Type **Revenue** Totals	$2,309,542.00	$45,036.47	$263,679.75	$2,045,862.25	$0.00	11%	$207,966.16
Account Type **Expense**							
Function Code **R100 - Local Sources - 100**							
	.00	.00	.00	.00	.00	+++	.00
Function Code **R100 - Local Sources - 100** Totals	$0.00	$0.00	$0.00	$0.00	$0.00	+++	$0.00
Function Code **200 - Supporting Services**							
Sub Function Code 290 - Support Services-Other - 290	2,309,542.00	144,755.44	188,045.83	2,121,496.17	19,774.59	8	110,355.42
Function Code **200 - Supporting Services** Totals	$2,309,542.00	$144,755.44	$188,045.83	$2,121,496.17	$19,774.59	8%	$110,355.42
Account Type **Expense** Totals	$2,309,542.00	$144,755.44	$188,045.83	$2,121,496.17	$19,774.59	8%	$110,355.42
Fund(COA) **29 - Student/School Activity Fund** Totals	$0.00	($99,718.97)	$75,633.92	($75,633.92)	($19,774.59)	+++	$97,610.74
Grand Totals	($4,031,250.00)	($3,709,970.18)	($1,758,393.93)	($2,272,856.07)	($1,730,011.87)	44%	($5,477,984.62)

Thrun Policy Updates Summary for Adoption (second reading 11-2-2026)

2406 Board Officers Duties	Added new "chain of command" provisions to address situations where one or more board officers are absent or other
3102 Smoking Tobacco Products Drugs and Alcohol	Updated to reflect recommended revisions from MDHHS.
3108 Service Animals	• Updated to add definitions of “service animal in training” and “animal raiser or trainer”. • Added new section J “Service Animals in Training”
3402 Drills Plans and Reports	Removed section F (Reporting Incidents of Crime) and removed reference to repealed law from legal authority.
3410 Opioid Antagonist	Updated to reflect a change in the law to permit distribution of opioid antagonists.
4104 Employment Complaint Procedure for Allegations Implicating Civil Rights	• Updated MDCR contact information and added link to portal • Added EEOC ASL Video number and public portal link • Added the Title IX requirement that a complaint be signed by the complainant to be considered a formal complaint
4201 Employee Ethics and Standards	• Updated section B2 to be consistent with RSC section 1814 • Updated C.9 and C.13 to be consistent with C.15 and C.16 • Added an option in C.9 for prior permission of “a District administrator” to be consistent with C.15 and C.16.
4210 Drug and Alcohol Free Workplace Tobacco Product Restrictions	Updated to reflect recommended revisions from MDHHS. 11/2 removed reference to optional updates that the policy committee did not recommend.
4508 Administrator Non-Renewal	Updated to address nonrenewal process in the absence of an applicable individual contract or CBA.
4602 Hiring	Clarified that the Board may consider any other relevant factors as determined by the Board when hiring a superintendent.
5507 Extracurricular Activities	Updated to define “extracurricular activities”.
5714 Threat Assessment and Response	Updated to reflect new law requiring schools to establish BTAM teams by October 1, 2026. **10/19 DCS added reference to parents in *B. Reporting***

Series 2000: Bylaws

2400 Board Membership and Duties

2406 Board Officers' Duties

To ensure proper District oversight, a Board officer must fulfill the requirements of the respective office. The following Board officer duties may be modified or removed, in whole or in part, by Board action.

A. President

1. Preside over all Board meetings and act as a decision-maker on procedural issues.
2. Coordinate with the Superintendent or designee to prepare Board meeting agendas.
3. Serve as the Board's spokesperson unless another person is designated by the Board.
4. Sign contracts, correspondence, and other documents on behalf of the District as authorized by the Board or required by law.
5. Accept complaints and coordinate investigations into allegations of misconduct against other Board members or the Superintendent, including placing the Superintendent on non-disciplinary, paid administrative leave during the pendency of an investigation.
6. Contact legal counsel on the Board's behalf or authorize individual Board members to contact legal counsel.
7. Perform other duties as prescribed by law, Policy, or Board action.

B. Vice President

1. In the President's absence, or in the event that the President is precluded from performing the President's duties due to illness or other reason, the Vice President is authorized to preside over Board meetings and perform the President's duties to the extent allowed by law. In the alternative, the Board may appoint a Board member to serve as acting President, and that acting President will be authorized to preside over Board meetings and perform the President's duties to the extent allowed by law.
2. Perform other duties as prescribed by law, Policy, or Board action.

C. Secretary

1. Ensure that an accurate record of Board meetings is maintained and published in compliance with law.

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2. Sign Board meeting minutes, orders, resolutions, and records memorializing Board proceedings.

3. Draw and sign orders upon the Treasurer for money to be disbursed by the Board.

4. Perform other duties as prescribed by law, Policy, or Board action.

5. In the event that the Secretary is precluded from performing the Secretary's duty to sign Board meeting minutes due to illness or other reason, the President must appoint a temporary Secretary, who will be authorized to sign approved Board meeting minutes. For all other Secretary duties, in the Secretary's absence, the Vice President is authorized to perform the Secretary's duties to the extent allowed by law. In the alternative, the Board may appoint a Board member to serve as acting Secretary, and that acting Secretary will be authorized to perform the Secretary's duties to the extent allowed by law.

6. The Secretary may delegate Secretary duties to an assistant to the Secretary to the extent allowed by law.

D. Treasurer

1. Serve as the custodian and maintain accounting for District monies, credits, and property.

2. Sign checks and other Board-authorized documents.

3. Perform other duties as prescribed by law, Policy, or Board action.

4. In the event that the Treasurer is precluded from performing the Treasurer's duties due to illness or other reason, the Vice President is authorized to perform the Treasurer's duties to the extent allowed by law. In the alternative, the Board may appoint a Board member to serve as acting Treasurer, and that acting Treasurer will be authorized to perform the Treasurer's duties to the extent allowed by law.

5. In the absence of both the President and the Vice President, or when both the President and Vice President are precluded from performing their respective duties due to illness or other reason, the Treasurer is authorized to preside over Board meetings and perform the President's and the Vice President's respective duties to the extent allowed by law. In the alternative, the Board may appoint a Board member to serve as acting President, and that acting President will be authorized to perform the President's duties to the extent allowed by law. The Board may also appoint a Board member to serve as acting Vice President, and that acting Vice President will be authorized to perform the Vice President's duties to the extent allowed by law.

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6. The Treasurer may delegate Treasurer duties to the person acting as the District's business official or to an assistant to Treasurer, to the extent allowed by law.

E. Succession

1. Board office holders will promptly transfer authority to their respective successor in office, including access to District accounts, investments, files, and public records.

2. Board office holders will promptly deliver District property, including logs, ledgers, money, reports, files, books, equipment, and public records, to the Board officer's respective successor in office.

3. The transfer of District property will promptly occur at a location and time agreed upon by the Board officer and the Board officer's successor in office or at a location and time otherwise determined by the Board.

Legal authority: MCL 380.901, 380.947, 380.1201, 380.1213, 380.1221, 380.1223, 380.1231, 380.1362, 380.1371, 380.1372, 380.1535a, 380.1539b, 380.1577, 380.1613; MCL 600.6094

Date adopted:

Date revised:

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Series 3000: Operations, Finance, and Property

3100 General Operations

3102 Smoking, Tobacco Products, Drugs, and Alcohol

A. Definitions

1. “Electronic nicotine delivery system” means any product containing or delivering nicotine, a nicotine analog, or any other substance, whether natural or synthetic, intended for human consumption through the inhalation of aerosol or vapor from the product. “Electronic nicotine delivery system” includes, but is not limited to, devices manufactured, marketed, or sold as e-cigarettes, e-cigars, e-pipes, e-hookah, vape pens, mods, and tank systems, regardless of any other product name or descriptor that is used. “Electronic nicotine delivery system” includes any component part of a product, whether marketed or sold separately, including but not limited to e-liquids, e-juice, cartridges, and pods.

2. “Illegal drugs” means “controlled substances” under federal or Michigan law, anabolic steroids, human growth hormones or other performance-enhancing drugs, substances purported to be illegal, abusive, or performance-enhancing (i.e., synthetic “look-alike”) drugs, or other drugs prohibited by law.

3. “Imitation tobacco product” means any edible non-tobacco product designed to resemble a commercial tobacco product, or any non-edible non-tobacco product designed to resemble a commercial tobacco product and intended to be used by children as a toy. “Imitation tobacco product” includes, but is not limited to, candy or chocolate cigarettes, bubble gum cigars, shredded bubble gum resembling chewing tobacco, pouches containing flavored substances packaged similar to snus, and shredded beef jerky in containers resembling snuff tins.

4. “Smoking” means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated product containing, made, or derived from nicotine, tobacco, cannabis, or other plant, whether natural or synthetic, that is intended for inhalation. “Smoking” also includes carrying or using an activated electronic nicotine delivery system.

5. “Tobacco-related devices” means ashtrays, rolling papers, wraps, or pipes for smoking and any components, parts, or accessories of electronic nicotine delivery systems.

6. “Tobacco product” means any product containing, made, or derived from tobacco or that contains nicotine, whether synthetic or natural, that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part, or accessory of a tobacco product, including but not limited to: cigarettes; electronic nicotine delivery systems; cigars; little cigars; cheroots; stogies; periques; granulated, plug cut, crimp cut, ready rubbed, and other smoking

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tobacco; snus; snuff; snuff flour; cavendish; plug and twist tobacco; fine-cut and other chewing tobacco; shorts; refuse scraps, clippings, cuttings and sweepings of tobacco; and other kinds and forms of tobacco.

7. "Use of tobacco product" means any of the following:

   a. the carrying by a person of a lighted cigar, cigarette, pipe, other tobacco-related device, or electronic nicotine delivery system;

   b. the ingestion of a tobacco product, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means;

   c. the placing of a tobacco product within a person's mouth; or

   d. the smoking or use of an electronic nicotine delivery system, tobacco product, imitation tobacco product, or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices for consuming or inhaling tobacco, nicotine, or any other substance.

B. Smoking and Tobacco Products

1. The District prohibits the sale, possession, distribution, dispensation, display, promotion, consumption or use of tobacco products, tobacco-related devices, electronic nicotine delivery systems, or imitation tobacco products on property owned or operated by the District: and at any District-related event.

2. This policy does not prohibit the use of nicotine replacement therapies for smoking cessation, such as Food and Drug Administration approved nicotine gum, patches, or lozenges.

C. Drugs

1. The District prohibits the sale, possession, distribution, dispensation, display, promotion, consumption, or use of illegal drugs on property owned or operated by the District and at any District-related event.

2. The District prohibits the sale, possession, distribution, dispensation, display, promotion, consumption, or use of any products containing cannabidiol (commonly referred to as CBD) on property owned or operated by the District and at any District-related event.

3. District personnel should review Policy 4210 for the District's drug- and alcohol-free workplace policy. Students should review Policy 5206 for the student discipline policy.

D. Alcohol

1. The District generally prohibits the sale, possession, distribution, dispensation, display, promotion, consumption, and use of alcohol on property owned or

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operated by the District and at any District-sponsored event, except as otherwise provided in this Policy.

2. With the written permission of the Superintendent or designee, the District may permit the lawful sale, possession, distribution, dispensation, display, promotion, consumption, and use of alcohol on school property if the use or possession is part of a non-school function. The District will require the entity utilizing school property to furnish evidence of insurance, satisfactory to the District, with the District identified as an additional insured on the policy.

3. Any person or entity with the Superintendent's or designee's permission in subsection D.2 must comply with and enforce all applicable laws and regulations and obtain any legally-required permits. See also Policy 3304.

4. District personnel should review Policy 4210 for the District's drug- and alcohol-free workplace policy.

Legal authority: 20 USC 6081 et seq.; 21 USC 812, 21 USC 860; 21 CFR 1100.3; MCL 333.7201 et seq., 333.7410, 333.12601 et seq.; MCL 436.1904; MCL 722.642; MCL 750.473; Mich Admin Code R 338.3101 et seq.

Date adopted:

Date revised:

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Series 3000: Operations, Finance, and Property

3100 General Operations

3108 Service Animals

The District will permit a person with a disability to be accompanied by a service animal in all areas of the District's facilities where members of the public, invitees, or participants in District services, programs, or activities are permitted.

A. Definitions

1. A "service animal" means any dog that is individually trained to perform tasks for the benefit of a person with a disability. A dog whose sole purpose is to deter crime or whose mere presence is to provide emotional support or comfort to the person with a disability is not a service animal.

   Except as provided by law, other animals are not service animals for purposes of this definition. Under certain circumstances, the District will permit a person with a disability to be accompanied by a miniature horse in District facilities if the horse has been individually trained to perform tasks for the benefit of the person with a disability.

   The work or tasks performed by a service animal must be directly related to the person's disability. The service animal must be trained to take a specific action when needed to assist the person with a disability. Examples of work or tasks include, but are not limited to:

   - assisting blind or low vision persons with navigation and other tasks;
   - alerting deaf or hard of hearing persons to the presence of people or sounds;
   - providing non-violent protection or rescue work;
   - pulling a wheelchair;
   - assisting a person during a seizure;
   - alerting persons to the presence of allergens, the onset of a seizure, or high/low blood sugar levels;
   - retrieving items such as medicine or a telephone;
   - providing physical support and assistance with balance and stability to persons with mobility disabilities; and
   - helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

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2. A “service animal in training” means an animal accompanied by an animal raiser or trainer with the intent that animal is being raised, socialized, and trained to become a service animal.

3. An "animal raiser or trainer" means an individual who raises and socializes a service animal in training with the intent that the animal will become a service animal.

B. Admission of Service Animals

A student or employee with a disability who desires to be accompanied by a service animal at school is encouraged, but is not required, to notify the District in writing at least 10 school days or as soon as is practicable before bringing the service animal to school. The District may provide a form for this purpose.

If a student or employee desires to be accompanied by a service animal during school or work and the student or employee will not be the animal’s handler, the handler must undergo a criminal history check and any other background check required for employees and volunteers by state law or Policy before being allowed to regularly access District facilities as the handler. The District will permit the person with a disability to be accompanied by a service animal in District facilities without that handler.

C. Inquiries

District officials may ask the person with a disability or the service animal’s owner or handler the following questions to the extent the answers to the questions are not readily apparent:

- Is the service animal required because of a disability?
- What type of work or task has the service animal been trained to perform?

District personnel will not inquire about the nature or extent of the person’s disability. District personnel also may not require documentation that the service animal is certified, trained, or licensed as a service animal, nor may District personnel require the service animal to demonstrate its task or work.

If a local ordinance or the public health department requires that dogs be vaccinated, registered, or licensed with the county or other authority, the District may require proof that a service animal meets those requirements.

D. Charges, Fees, and Liability

The District may not ask or require a person with a disability to pay the District to be accompanied by a service animal on District property. The District may charge the service animal’s owner for damages to District property caused by the service animal to the extent it charges other persons for damages caused to District property.

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The owner of the service animal is solely responsible and liable for any damage to District property or injury to persons caused by the animal.

E. Care and Supervision of Service Animal

The person with a disability or the service animal's handler is responsible for the care and supervision of the service animal at school, including, toileting, feeding, grooming, veterinary care, and exercising. The District is not responsible for supervising or otherwise caring for a service animal unless required by law.

F. Control of Service Animal

A service animal must be under its handler's control at all times. A service animal must be on a harness, leash, backpack, or other tether unless the person's disability prevents the use of the device or the device interferes with the service animal's safe and effective performance of work or tasks. In this case, the person with a disability or the handler must use voice, signal, or other effective means to maintain control of the service animal.

G. Exclusion of Service Animal

The District may exclude a service animal from District property or functions if:

- the animal is out of control and the handler does not take effective action to control it;
- the animal is not housebroken;
- the animal poses a direct threat to the health or safety of others; or
- the animal's presence fundamentally alters the nature of the District's programs, services, or activities.

If District officials determine that the service animal should be excluded from District facilities for one of the above reasons, the person with a disability (or the Parent of a student with a disability) will be notified of the determination, asked to remove the service animal immediately, and given an opportunity to respond to the District's concerns. If a District official determines to exclude a service animal, he or she shall notify the owner in writing and provide a copy of the District's Section 504/ADA grievance procedures. The person with a disability shall be given the opportunity to participate in the District service, program, or activity without the service animal.

H. Allergies

Allergies to pet dander and the fear of dogs are not valid reasons to exclude a service animal from District facilities. A person who has a concern about a service animal's presence in District facilities should contact the building administrator or the District's Section 504/ADA Coordinator.

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I. Denial of Access and Grievance

If a District official denies a request for access of a service animal, the person with a disability or his/her Parent may file a written grievance with the District's Section 504/ADA Coordinator.

Nothing in this Policy diminishes any right a person with a disability may have to be accompanied by a service animal or other assistance animal in District facilities or at District events under other federal or state laws.

J. Service Animals in Training

The District will permit service animals in-training in all areas of the District's facilities where members of the public, invitees, or participants in District services, programs, or activities are permitted, if the service animal in training is accompanied by an animal raiser or trainer for the purpose of training or socializing the animal.

The service animal in training must be under the control of the raiser or trainer and have a harness, leash, or other tether. If the use of these items interferes with the service animal in training's safe and effective performance of work, tasks, training, or socialization, the service animal in training must be otherwise under the control of the animal raiser or trainer.

Allergies to pet dander or fear of the animal are not valid reasons to exclude service animal in training from the District's facilities.

The animal raiser or trainer is responsible for the care and supervision of the service animal in training at school, including, toileting, feeding, grooming, veterinary care, and exercising. The District is not responsible for supervising or otherwise caring for a service animal in training unless required by law.

The District may exclude a service animal in training from District property or functions only if:

- the animal is out of control and the animal raiser or trainer does not take effective action to control it;
- the animal is not housebroken;
- the animal poses a direct threat to the health or safety of others; or
- the animal's presence fundamentally alters the nature of the District's programs, services, or activities.

If District officials determine that the service animal in training should be excluded from District facilities, the animal raiser or trainer will be notified of the determination, asked to remove the service animal in training immediately, and given an opportunity to participate in the District service, program, or activity without the service animal in training.

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The District may not ask or require an animal raiser or trainer to pay the District to be accompanied by a service animal in training on District property. The District may charge the animal raiser or trainer for damages to District property caused by the service animal in training to the extent it charges other persons for damages caused to District property.

The animal raiser or trainer is solely responsible and liable for any damage to District property or injury to persons caused by the animal.

K. Non-Service Animals

Animals on District property that are not service animals as defined by the ADA, such as pets or emotional support animals, are not covered by this Policy. See Policy 3109.

Legal authority: 28 CFR 35.136; MCL 287.291

Date adopted:

Date revised:

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Series 3000: Operations, Finance, and Property

3400 School Safety and Security

3402 Drills, Plans, and Reports

The Board will take reasonable steps to provide a safe and secure learning environment to protect students and employees.

A. Emergency Drills

The Superintendent or designee will schedule, notify, conduct, report, and post all fire, tornado, and other emergency drills as required by law.

B. Cardiac Emergency Response Plan

The Board will develop, adopt, and provide for annual review a cardiac emergency response plan as required by law. The Board will integrate the cardiac emergency response plan into the protocols of the local emergency response system and emergency response agencies. All high school athletic coaches must be certified in CPR and use of an AED by the American Red Cross, the American Heart Association, or a comparable organization approved by MDE.

C. Drinking Water Management Plan

The Board will develop, adopt, update, implement, and make available upon request a Drinking Water Management Plan as required by law.

D. Cooperation

The Superintendent or designee will act as liaison to work with the School Safety Commission and the Office of School Safety, including to identify model practices for determining school safety measures.

E. Safety and Emergency Plans

The Board will comply with the statewide school information policy, and the Superintendent or designee will provide all reports, information, and notices required by that policy. If the policy does not satisfy the requirements of Revised School Code Section 1308b(3), the Board will develop and adopt an emergency operations plan with public input and participation by at least 1 law enforcement agency having jurisdiction over the District. The statewide school information policy or the emergency operations plan, as applicable, will be reviewed every 2 years in conjunction with at least 1 law enforcement agency having jurisdiction over the District. The Board will notify MDE within 30 days after completing a required review.

Legal authority: MCL 29.19, 29.19b; MCL 380.1241, 380.1308, 380.1308b, 380.1310a, 380.1319, 380.1901, et seq.

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Date adopted:

Date revised:

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Series 3000: Operations, Finance, and Property

3400 School Safety and Security

3410 Opioid Antagonist

The District will provide adequate control, supervision, and training to maintain, distribute, and administer opioid antagonists consistent with state law.

A. Emergency Preparedness

1. The Superintendent or designee may obtain and distribute opioid antagonists as authorized by law.

2. An opioid antagonist maintained by a school may only be administered to a person who is believed to be having an opioid-related overdose by:

   a. a licensed registered professional nurse employed or contracted by the District; or

   b. a District employee appropriately trained in accordance with state law.

B. Notice and Reporting

The building principal or designee will:

1. contact 911 if a student is believed to be having an opioid-related overdose;

2. promptly notify the Parent of a student to whom an opioid antagonist has been administered and document all actual and attempted notices. The District will encourage the Parent to seek treatment for the student from a substance use disorder services program; and

3. document all instances of opioid antagonist administration at school.

Legal authority: MCL 15.671 et seq.

Date adopted:

Date revised:

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Series 4000: District Employment

4100 Employee Rights and Responsibilities

4104 Employment Complaint Procedure for Allegations Implicating Civil Rights

This employment complaint procedure for allegations implicating an employee's civil rights is designed to facilitate: (1) prompt notification of alleged Unlawful Discrimination, including unlawful harassment and Retaliation; (2) a prompt and thorough investigation of good faith allegations; and (3) the implementation of appropriate corrective action, if necessary, to eliminate verified Unlawful Discrimination, harassment, and Retaliation from the workplace.

A. Initiating a Complaint

1. A Board member, employee, or employment applicant who believes he/she has been the subject of Unlawful Discrimination, harassment or Retaliation, must timely file a complaint, preferably within 10 business days of the alleged or suspected violation or when the reporter obtained knowledge of the alleged or suspected violation, with the Employment Compliance Officer or applicable coordinator listed in Policy 3115B.

2. A complaint of Unlawful Discrimination, including harassment or Retaliation, may be made verbally or in writing. The complaint will be memorialized on Form 3115-F-1.

3. A complaint alleging Title IX sexual harassment must be submitted in writing and signed by the complainant. Policy 3118 governs the Title IX sexual harassment complaint procedures.

B. Investigation Procedures

A written or verbal report (including an anonymous report) of Unlawful Discrimination, including harassment or Retaliation, will be investigated promptly and thoroughly using the Grievance Procedure outlined in Policy 3115E, unless the Complaint is dismissed pursuant to Policy 3115F or informal resolution is reached pursuant to Policy 3115D.

A complaint alleging Title IX sexual harassment will be investigated pursuant to the process set forth in Policy 3118.

C. Reports to State or Federal Administrative Agencies

Any person who believes that he/she was the victim of Unlawful Discrimination, including unlawful harassment or Retaliation, may file a complaint with the Michigan Department of Civil Rights (MDCR) or the Equal Employment Opportunity Commission (EEOC) at any time:

Michigan Department of Civil Rights

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Telephone: 1-800-482-3604
Email: MDCRServiceCenter@michigan.gov
Public Portal: https://www.michigan.gov/mdcr/public-portal

Equal Employment Opportunity Commission Patrick V. McNamara Building
477 Michigan Avenue - Room 865
Detroit, MI 48226
Phone: 800-669-4000
Fax: 313-226-4610
TTY: 800-669-6820
ASL Video: 844-234-5122
Public Portal: https://publicportal.eeoc.gov/portal/
Email: info@eeoc.gov

An agency complaint may be filed before, during, or after a complaint is filed with the District, or a person may forego filing a complaint with the District and rely solely on the MDCR or EEOC. The District recommends that a person who has been subjected to Unlawful Discrimination, including unlawful harassment or Retaliation, also file a complaint with the District to ensure that the District can take steps to prevent further Unlawful Discrimination, including unlawful harassment or Retaliation, and to discipline the Respondent, if appropriate. The MDCR and EEOC do not serve as an appellate body for District decisions. An investigation by the MDCR or EEOC will occur separately from any District investigation.

Legal authority: U.S. CONST. amend. XIV; 20 USC 1681 et seq.; 29 USC 701 et seq.; 42 USC 2000d et seq., 2000e et seq., 2000ff et seq., 6101 et seq., 12101 et seq.; 29 CFR 1630; 34 CFR 104, 106.1, et seq.; MCL 15.261 et seq.; MCL 37.1101 et seq., 37.2101 et seq.

Date adopted:

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Series 4000: District Employment

4200 Employee Conduct and Ethics

4201 Employee Ethics and Standards

Employees must act professionally and model high standards of behavior at all times. Employees shall perform their respective duties and responsibilities in a professional manner, using appropriate judgment. Employees must maintain a standard of behavior that reflects positively on their status as District representatives in the community and is consistent with the Michigan Code of Educational Ethics, which is incorporated herein by reference. See:

https://www.michigan.gov/documents/mde/Code_of_Ethics_653130_7.pdf

If an employee is uncertain as to a potential course of conduct, the employee should seek advice from a supervisor before proceeding.

A. Employee Ethical Conduct

Employees must exercise objectively sound and professional judgment when engaging with students, Parents, colleagues, administrators, Board members, and community members. This standard extends to employee conduct on and off school property. Ethical behavior generally includes, but is not limited to:

1. supporting the physical and emotional welfare and safety of students, Parents, colleagues, administrators, Board members, and community members;
2. complying with federal and state law;
3. competently and appropriately performing duties and responsibilities for which the employee is trained or assigned;
4. assigning tasks to District personnel who are qualified and hired to perform the assigned task;
5. refraining from unlawful discrimination, including unlawful harassment, and retaliation as defined by Policy;
6. immediately reporting suspected child abuse or neglect;
7. immediately reporting reasonable cause to believe or suspect abuse, neglect, or exploitation of a vulnerable adult;
8. maintaining confidential information, including student, medical, personnel, financial, and security information, as protected by statute;
9. appropriately using District funds, resources, and technology;
10. maintaining consistent and reliable work attendance, unless excused by the employee's supervisor or the Superintendent or designee, as applicable;

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11. engaging in activities or behaviors that enhance the operational and instructional environment;

12. professionally communicating with students, Parents, colleagues, Board members, and community members, including through electronic means;

13. completing time and effort reporting under 4201-AG;

14. abiding by professional, ethical, and licensing standards established by relevant governmental agencies, professional licensing boards, and professional associations, including the Michigan State Board of Education; and

15. self-reporting a criminal charge and plea or conviction, as required by law.

B. Conflict of Interest

Employees shall perform their duties and responsibilities free from a prohibited conflict of interest, unless authorized by the Board or designee. Prohibited conflicts of interest include, but are not limited to:

1. soliciting or accepting anything of value (such as a gift, loan, contribution, or reward), other than compensation received from the District in exchange for services provided to the District, that would influence the employee's judgment when performing the employee's duties;

2. using public funds to purchase alcoholic beverages, jewelry, gifts, fees for golf, or any item the purchase or possession of which is illegal, except as consistent with and permitted by Policy 3205 and Revised School Code Section 1814;

3. using or authorizing the use of the employee's public employment or any confidential information received through public employment to obtain personal, professional, political, or financial gain other than compensation received from the District in exchange for services provided to the District for the employee or a member of the employee's immediate family, or a business with which the employee is associated;

4. using or authorizing the use of District personnel, resources, property, or funds under the employee's care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures, or using those items for personal, professional, political, or financial gain;

5. providing private services, lessons, tutoring, or coaching for students assigned to the employee for additional remuneration, except as permitted by Policy 4214;

6. engaging in any activity of a sexual or romantic nature with another employee(s) or contractor(s) that the employee supervises, unless the individuals are engaged to be married, married, or cohabitating;

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7. engaging in any activity of a sexual or romantic nature on school property or at school-sponsored events;

8. directly or indirectly supervising, making, or contributing to an employment decision pertaining to a relative or significant other, or relative of a relative or significant other (as defined by Policy 4213); and

9. engaging in any other activity that promotes an employee's financial and pecuniary interests over those of the District.

C. Student Fraternization

Employees must establish and maintain professional boundaries with students, including while using personal or District technology. Employees are prohibited from direct or indirect interactions with students that do not reasonably relate to an educational purpose. Employees will behave at all times in a manner supportive of the best interests of students and the District.

Conduct identified below constitutes unprofessional conduct, subjecting the employee to discipline, including discharge, absent express Board or designee authorization. The following list illustrates prohibited behavior involving students but does not describe every kind of prohibited behavior:

1. communicating about alcohol use, drug use, or sexual activity when the discussion is not appropriately related to a specific aspect of the curriculum or the employee's duties;

2. providing drugs, alcohol, tobacco, e-cigarettes, or other items students cannot possess under the District's Student Code of Conduct;

3. commenting about matters involving sex, using double entendre, or making sexually suggestive remarks with no appropriate educational purpose;

4. displaying sexually inappropriate images, materials, or objects;

5. offering or soliciting sexual advice, whether written, verbal, or physical;

6. engaging in any activity of a sexual or romantic nature, including following graduation where the relationship arises out of an employee-student relationship;

7. inappropriate kissing;

8. inappropriately intruding on a student's personal space, such as by touching unnecessarily, moving too close, or staring at a portion of the student's body;

9. communicating directly or indirectly (e.g., by phone, email, text messaging, or social media) on a matter that does not pertain to school without first obtaining the express permission of the student's Parent/Guardian and a District Administrator. Electronic communications with students generally are to be

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sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related and inappropriate for persons other than the individual student to receive (e.g., grades);

10. permitting a specific student to engage in conduct that is not permitted or tolerated from other students;

11. inappropriately discussing with a student the student's personal issues or problems that should normally be discussed with a Parent or counselor unless the employee is the student's family member;

12. inappropriately giving a student a personal gift;

13. allowing a student to live in the employee's residence without first obtaining the express permission of the student's Paren/Guardian and a District Administratort unless the student is the employee's family member, a foreign exchange student placed with the employee, or if the employee serves as the student's foster parent or legal guardian;

14. giving a student a ride in the employee's vehicle without appropriate authorization;

15. taking a student on an activity outside of school without first obtaining the express permission of the student's Parent and a District administrator;

16. inviting a student to the employee's home or residence without first obtaining the express permission of the student's Parent;

17. going to a student's home when the student's Parent or an adult chaperone is not present unless the employee is the student's family member; or

18. engaging in any other conduct which undermines the special position of trust and authority between a District employee and a student.

D. Abuse and Neglect

1. Children: An employee who suspects child abuse or neglect must: (a) immediately contact Children's Protective Services (CPS), (b) file an appropriate report with that agency as required by the Child Protection Law and Policy 4202, and (c) notify the Superintendent or designee and the building principal or supervisor that the report has been filed.

   An employee should consult with their immediate supervisor about their duty to cooperate with CPS investigations or to disclose student records to CPS.

2. Vulnerable Adults: An employee who has reasonable cause to believe or suspect abuse, neglect, or exploitation of a vulnerable adult must: (a) immediately report the matter to Adult Protective Services (APS) consistent with Michigan's Social Welfare Act and Policy 4202, and (b) notify the

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Superintendent or designee and the building principal or supervisor that the report has been filed.

A reporter's identity will remain confidential unless disclosure is authorized by the reporter's consent or by court order.

An employee should consult with their immediate supervisor about their duty to cooperate with APS investigations or to disclose student records to APS.

Legal authority: MCL 380.11a, 380.601a, 380.634, 380.1308a, 380.1814; MCL 722.621 et seq.; MCL 400.11a.

Date adopted:

Date revised:

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Series 4000: District Employment

4200 Employee Conduct and Ethics

4210 Drug and Alcohol Free Workplace; Tobacco Product Restrictions

A. General

Employees serve as role models to students at school and in the community. Employee substance abuse constitutes a threat to the physical and mental well-being of employees and students and significantly impedes job performance and effectiveness.

The District maintains a drug and alcohol free workplace. In addition, to the extent permitted by law, the District strives to maintain a tobacco product free workplace.

This policy does not prohibit the use of nicotine replacement therapies for smoking cessation, such as Food and Drug Administration approved nicotine gum, patches, or lozenges.

B. Definitions

1. "District premises" means District buildings, facilities, or other District property which is owned, leased, or used for a District purpose or District-owned vehicles or vehicles used for a District purpose.

2. "District purpose or function" means a District-sponsored or District-approved activity, event, function or other activity performed by an employee under the District's jurisdiction, which is within the scope of employment, duties, or job description.

3. "Electronic nicotine delivery system" means any product containing or delivering nicotine, a nicotine analog, or any other substance, whether natural or synthetic, intended for human consumption through the inhalation of aerosol or vapor from the product. "Electronic nicotine delivery system" includes, but is not limited to, devices manufactured, marketed, or sold as e-cigarettes, e-cigars, e-pipes, e-hookah, vape pens, mods, and tank systems, regardless of any other product name or descriptor that is used. "Electronic nicotine delivery system" includes any component part of a product, whether marketed or sold separately, including but not limited to e-liquids, e-juice, cartridges, and pods.

4. "Illicit substance" means any consumable alcohol; illegal drugs, including but not limited to those substances defined as "controlled substances" pursuant to federal or state law; marihuana; anabolic steroids, human growth hormones or other performance-enhancing drugs; and substances purported to be illegal, abusive, or performance-enhancing (i.e., "look-alike" drugs). This definition also includes any other substance used by an employee as an intoxicant.

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5. “Imitation tobacco product” means any edible non-tobacco product designed to resemble a commercial tobacco product, or any non-edible non-tobacco product designed to resemble a commercial tobacco product and intended to be used by children as a toy. “Imitation tobacco product” includes, but is not limited to, candy or chocolate cigarettes, bubble gum cigars, shredded bubble gum resembling chewing tobacco, pouches containing flavored substances packaged similar to snus, and shredded beef jerky in containers resembling snuff tins.

6. “Reasonable suspicion” means specific, contemporaneous, and articulable observations concerning an employee’s behavior, speech, appearance, or odor that suggests the employee is under the influence of an illicit substance.

7. “Smoking” means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, or pipe, or any other lighted or heated product containing, made, or derived from nicotine, tobacco, cannabis, or other plant, whether natural or synthetic, that is intended for inhalation. “Smoking” also includes carrying or using an activated electronic nicotine delivery system. “Smoking” does not include the use of traditional or sacred tobacco used by many Native communities for spiritual and medicinal purposes.

8. “Tobacco industry” means manufacturers, distributors, or wholesalers of tobacco products or tobacco-related devices (e.g., Juul, Altria). This includes parent companies and subsidiaries.

9. “Tobacco product or commercial tobacco product” means any product containing, made, or derived from tobacco or that contains nicotine, whether synthetic or natural, that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part, or accessory of a tobacco product, including but not limited to: cigarettes; electronic nicotine delivery systems; cigars; little cigars; cheroots; stogies; periques; granulated, plug cut, crimp cut, ready rubbed, and other smoking tobacco; snus; snuff; snuff flour; cavendish; plug and twist tobacco; fine-cut and other chewing tobacco; shorts; refuse scraps, clippings, cuttings and sweepings of tobacco; and other kinds and forms of tobacco.

10. “Tobacco-related device” means ashtrays, rolling papers, wraps, or pipes for smoking and any components, parts, or accessories of electronic nicotine delivery systems.

11. “Under the influence” means the use or misuse of an illicit substance or other intoxicant (including over-the-counter and prescription medication) by an employee that in any degree impairs, negatively affects, or tends to deprive that person of any physical or mental capacity normally possessed and required to perform job responsibilities.

12. “Use of tobacco product” means any of the following:

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a. the carrying by a person of a lighted cigar, cigarette, pipe, other lighted smoking device, or electronic nicotine delivery system;

b. the inhaling or chewing of a tobacco product;

c. the placing of a tobacco product within a person's mouth; or

d. the smoking or use of an electronic nicotine delivery system, imitation tobacco product, or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices for consuming or inhaling tobacco, nicotine, or any other substance.

C. Standards of Conduct

Employees are prohibited from the following conduct on District premises, at a District function:

1. manufacturing, selling, soliciting, possessing, using (including application, injection, inhalation, or ingestion), dispensing, or distributing any illicit substance;

2. being under the influence as defined in this Policy;

3. misusing over-the-counter and prescription medications;

4. manufacturing, selling, soliciting, dispensing, displaying, promoting, or distributing any tobacco product, tobacco-related device, or imitation tobacco product. This includes products or paraphernalia displaying tobacco industry brand; or

5. using or consuming a tobacco product on District premises or at a District function.

Violating these standards will subject an employee to discipline, including discharge.

It shall be a violation of this Policy for an employee to solicit or accept any contributions, gifts, money, curricula, or materials from the tobacco industry or from any tobacco products shop for use at a District premises or District function. This includes, but is not limited to, donations, money for sponsorship, advertising material, alleged educational materials, promotions, loans, scholarships, or support for equipment, uniforms, sports, or training facilities. It shall also be a violation of this Policy to participate in any type of service funded by the tobacco industry on District premises or at a District function.

If a reasonable suspicion exists that an employee is under the influence, the Superintendent or designee may direct the employee to submit to a drug test or breathalyzer. If the employee refuses, the employee may be subject to discipline, including discharge, based on the District's observations.

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D. Notice

The District shall provide notice of this policy in staff handbooks, through orientations and employee or staff training, and when offering employment.

E. Requirements for Transportation Employees Subject to Omnibus Transportation Employee Testing Act

An employee subject to the Omnibus Transportation Employee Testing Act must notify the Superintendent or designee of any criminal drug conviction for a violation occurring in the workplace no later than 5 calendar days after that conviction. Upon receiving notice of an employee's conviction of a criminal drug violation occurring in the workplace, the Board or designee must take appropriate action within 30 calendar days.

Legal authority: 20 USC 7101 et seq.; 41 USC 8101 et seq.; 42 USC 12101 et seq.; Schedules I-V of Chapter 13 of the Controlled Substances Act, 21 USC 812; 29 USC 701 et seq.; MCL 37.1211; Schedules 1-5 of the Michigan Uniform Controlled Substances Act, MCL 333.7201 et seq.; MCL 380.11a, 380.601a; MCL 436.1101 et seq.; MCL 750.473.

Date adopted:

Date revised:

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Series 4000: District Employment

4500 Administrators/Supervisors

4508 Administrator Non-Renewal

A. Administrators Subject to Revised School Code Section 1229(2)

Administrator contract non-renewal may be subject to Revised School Code Section 1229(2) depending on the person's responsibilities, duties, and certification. If the non-renewal of an Administrator is subject to Revised School Code Section 1229(2), this Policy shall be implemented consistent with that statute.

"Non-renewal" is an action to discontinue an employment contract at contract expiration. Termination during the term of an existing employment contract is addressed in Policy 4507.

If Revised School Code Section 1229(2) applies, the non-renewal of an Administrator's individual employment contract must be preceded by a notice to the employee that the Board is considering non-renewal. Written notice of consideration of non-renewal must be given to the Administrator at least 90 calendar days before the expiration date of the Administrator's contract. The Administrator will be provided notice of the Board meeting at which the consideration of non-renewal will be reviewed and may request an open or closed session, where appropriate. The Board must act in open session on the recommendation to consider non-renewal.

The Superintendent or designee will notify the Administrator of the Board's decision to consider non-renewal, including a written statement of the reason(s). The employee may request to meet with a majority of the Board to discuss the reason(s) in open or closed session, where appropriate. The meeting with the majority of the Board to discuss the reason(s) it is considering non-renewal must take place following notice to the administrator of the consideration of non-renewal and before any action of non-renewal.

There must be a minimum of 30 calendar days between the time that the administrator is provided written notice that the Board is considering non-renewal, including a statement of the reason(s) for consideration of non-renewal, and the Board's action to renew or non-renew the administrator's individual employment contract. The resolution and notice of non-renewal must be provided to the administrator not less than 60 calendar days before the expiration date of the administrator's individual employment contract.

If the non-renewal is based on a reduction in personnel and not for a performance reason, the Board's review and action must take place in open session.

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If the employee holds tenure rights as a classroom teacher and the District seeks to terminate those tenure rights, the District will comply with the Teachers' Tenure Act.

B. Non-Renewal of a Supervisor or Director

A Supervisor's or Director's contract may be non-renewed in accordance with the applicable individual employment contract or collective bargaining agreement. If the Supervisor or Director is not subject to an individual employment contract or collective bargaining agreement, the Superintendent or designee will present a recommendation of non-renewal to the Board at least 30 calendar days before June 30, stating the reason(s) for the recommendation. Advance written notice of the recommendation, the time, date, and location of the Board meeting, and the option for closed session deliberation will be provided to the Supervisor or Director.

Legal authority: MCL 380.1229

Date adopted:

Date revised:

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Series 4000: District Employment

4600 The Superintendent

4602 Hiring

The Board will determine and select the best candidate to serve as the Superintendent, based on qualifications, experience, demonstrated capabilities, and other relevant factors as determined by the Board. The Board may enlist professional consultants, employees, community members, or others to assist with the recruitment and selection process.

Qualified candidates will possess and maintain certifications, permits, and approvals required by federal and state law for the office of Superintendent. The hiring process will comply with the Michigan Open Meetings Act.

Before hiring the selected candidate, an offer of employment will be conditioned on successful completion of a background check as described in Policy 4205.

The Board should consult with legal counsel when drafting the Superintendent's employment contract.

The Superintendent's employment contract shall not exceed five years in duration. If a Superintendent vacates the position before a new Superintendent is selected, the Board shall appoint an interim Superintendent to oversee operations until a new Superintendent is selected. Hiring decisions shall be based on qualifications, skills, knowledge, abilities, education, certifications/licenses, experience, demeanor, and other criteria the Board may deem relevant.

Legal authority: MCL 15.261 et seq.; MCL 380.1229(1), 380.1536

Date adopted:

Date revised:

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Series 5000: Students, Curriculum, and Academic Matters

5500 School Sponsored and Extracurricular Activities

5507 Extracurricular Activities

A. General Purpose

"Extracurricular activities" are defined as District-sponsored optional activities, including athletics, that are not for grade or credit.

Extracurricular activities, while an important part of the total school experience, are secondary to the academic program. Participation in extracurricular activities is a privilege, not a right.

Extracurricular activities do not include:

1. co-curricular activities such as band and choir, in which students must participate as part of the requirements for enrollment in and receiving a grade for a particular course; or

2. student-initiated, noncurricular student groups, which are permitted to hold meetings and events on school premises. These groups are not school-sponsored and are governed by Policies 3304 and 5510.

B. Governance

The District has exclusive control over extracurricular activities including, but not limited to, formation, naming, structure, operation, financing, and discontinuance.

Students and sponsors are governed by all Policies, applicable codes of conduct, and any other applicable rules or behavioral expectations.

Extracurricular groups may use District facilities consistent with Policy 3304.

C. Student Eligibility

Students are encouraged to participate in extracurricular activities. Participation is open to students who meet the eligibility requirements established by the District and any applicable governing body.

Students who wish to participate in extracurricular activities must abide by Board Policy, applicable codes of conduct, and any other applicable rules or behavioral expectations. A student's failure to comply with Board Policy, applicable codes of conduct, and any other applicable rules or behavioral expectations may result in disciplinary action and exclusion from extracurricular activities.

Students who participate in interscholastic athletics may not use performance-enhancing substances. Performance-enhancing substances include any

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substance banned by the NCAA. Students who use performance-enhancing substances may be disciplined and excluded from the activity.

D. Advisors and Coaches

Each extracurricular activity must have an advisor or coach who is a District employee or a selected community member who is qualified by virtue of education, training, experience, or special interest to serve as the advisor or coach, as determined by the Superintendent or designee.

The Superintendent or designee will assign activity advisors and athletic coaches. Advisors and coaches serve at the will of the Superintendent, who may remove an activity advisor or athletic coach in the Superintendent's sole discretion, absent contrary contractual provisions.

Sponsors may be required to develop materials, activities, and a budget; promote membership and participation; communicate with the building principal or designee, staff, students, and Parents; schedule meeting dates and locations; plan meaningful experiences; supervise students during activities; evaluate and make program recommendations; and submit a year-end report to the building principal or designee.

E. Fundraising Activities

Fundraising activities must comply with Policy 5501.

Date adopted:

Date revised:

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Series 5000: Students, Curriculum, and Academic Matters

5700 Student Health and Safety

5714 Threat Assessment and Response

A. General

The Board is committed to providing a safe environment for all members of the school community. Our commitment to security includes creating and maintaining a safe school climate and supportive culture as a foundation for preventing violence and mitigating risk.

To further that commitment, the Board directs the Superintendent to:

1. Establish a behavior threat assessment and management (BTAM) team for each school operated by the District.

2. Ensure each BTAM team includes, at a minimum, the following individuals: a school administrator, a mental health professional as defined by MCL 330.1100b, and a school resource officer or another law enforcement official from the local law enforcement agency that has jurisdiction over the school.

3. Ensure each BTAM team is assigned at least the duties described in MCL 380.1308e(2).

4. Develop and implement threat assessment protocols. The threat assessment protocols must include training for individuals who administer threat assessments and a framework for determining when a threat assessment should be used.

B. Reporting Threats

District employees, volunteers, and contractors must immediately report any threat to the designated BTAM team school administrator. Reports may be made in person, by email, or by telephone. Threats requiring immediate intervention should also be reported to the local law enforcement.

Parents/Guardians and Students are encouraged to immediately report any threat. Threats may be reported to any District employee in-person, by email, or by telephone. Students may also report threats through the OK2SAY program.

If there is a concern about student self-harm, the building principal or designee should comply with Policy 5710.

C. Threat Response

When a threat is reported, the BTAM team school administrator or designee will determine whether to initiate the District's threat assessment protocol.

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Any disciplinary action taken in response to a reported threat must be consistent with the Student Code of Conduct and applicable law and policies.

D. Training

All District employees must receive awareness training on this Policy and the District's threat assessment process at least annually. Additional training will be provided as required by the District's threat assessment process.

E. Communication with the School Community about Reported Threats

All communications about reported threats or safety concerns will comply with applicable law, including the Family Educational Rights and Privacy Act.

Legal authority: MCL 380.1308e

Date adopted:

Date revised:

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Facility Committee Minutes

October 19, 2026
8:30 AM
Bates Board Room

In attendance: Ryan Bruder (Superintendent), Elise Bruderly (BOE Committee Member), Mike Cipolla (BOE Committee Member), David Pisano (BOE trustee), Bill Harris (Principal for Operations), Greg Brand (Granger Construction), Jerry Brand (Committee Community Member)

START TIME: 8:30am

1. **Discussion – New Middle School Design and Budget Information**
   Greg Brand shared information regarding plans for the new middle school. The cost estimates have come in at ~$11 million over the proposed budget, so Granger and TMP have been reviewing cost saving engineering options, with their goal being to identify value engineering that would not materially affect student programming and instruction.

   Greg shared a preview of the budget information that will be reviewed with the full board as a discussion item at this evening's regular BOE meeting. Resources will include the original proposed budget for this project, the original budget for the whole bond, and proposed budget vs. current estimates for the middle school project. Dave Larson of TMP will attend the BOE meeting to share a preview of the current middle school plans draft. His presentation will include illustrations and explanations of the recommended value engineering suggestions.

Next meeting: TBD

Adjourned: 10:00am

draft

Dexter Community Schools
Finance Committee
Meeting Minutes
October 19, 2026

Board Committee Members Present – Jennifer Kangas (Chair), Elise Bruderly
Non-Board Committee Members Present – John Heuser (DEA)
Staff Committee Members Present – Ryan Bruder, Jill Minnick, Mike Wagner
Others Present – Kim Lindsay (Rehmann)

Meeting convened at 5:46 pm.

Approval of Minutes

A motion was made by John Heuser to approve the finance committee meeting minutes of September 8, 2026. Elise Bruderly seconded the motion. Motion Carried (unanimous).

Approval of Minutes

A motion was made by Elise Bruderly to approve the finance committee meeting agenda. John Heuser seconded the motion. Motion Carried (unanimous).

Audience Participation

None

Discussion Item

1. 2025-26 Audit Presentation

Kim Lindsay presented the fiscal year 2025-26 financial audit and management letter. He confirmed the Single Audit will be submitted once the final federal OMB guidance is released, and noted one misstatement in the narrative section of the audit report concerning pupil enrollment projections. His team will make the revision and forward a corrected pdf version of the audit report. The financial audit is recommended to be presented to the full Board at tonight's meeting at 7pm.

A motion was made by John Heuser to accept the audit and recommend it for Board approval. Elise Bruderly seconded the motion. Motion carried (unanimous).

Meeting adjourned at 6:52 pm.