BOARD OF EDUCATION MEETING PACKET

October 19, 2026

7:00pm

Bates Boardroom

DEXTER COMMUNITY SCHOOLS

Our Vision:

Champion Learning –

Develop, Educate, and Inspire!

DEXTER COMMUNITY SCHOOLS

BOARD OF EDUCATION MEETING
MONDAY, OCTOBER 19, 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 (10/5/2026)

C. APPROVAL OF AGENDA

D. SCHOOL PRESENTATIONS
1. Suicide Prevention Presentation
2. Audit Presentation
3. Principals Recognition Month
4. Dexter Alternative School 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 – New Hire
2. Personnel – Retirements

H. ACTION ITEMS
1. Receive Audit Report
2. Policies – First Reading

I. DISCUSSION ITEMS
1. New Middle School Overview and Budget

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

K. BOARD COMMENTS

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

M. CLOSED SESSION – none planned

N. ADJOURNMENT

CALENDAR

November 2, 2026	Board Meeting	Bates Boardroom 7:00pm
November 16, 2026	Board Meeting	Bates Boardroom 7:00pm
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
OCTOBER 19, 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 5th, 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. Suicide Prevention Presentation
2. Audit Presentation
3. Principals Recognition Month
4. Dexter Alternative School 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 – New Hire
   This evening's packet includes a recommendation for hire for Todd Fry.
2. Personnel – Retirements
   This evening's packet includes retirement letters from Amy Robke, Jane Webby and Elaine Barbieri.

H. ACTION ITEMS

1. Receive Audit Report

Earlier in the meeting, Rehmann will have presented the 2025-2026 school year audit results.

* An appropriate motion might be, "I move that the Board of Education accept the 2025-2026 audit."

2. Policies – First Reading

On October 5, 2026, the Board approved in bulk a number of policy updates that were strictly clerical in nature. This evening, your packet includes a summary memo as well as marked-up drafts of the following updated policies: 2406 *Board Officer Duties*; 3102 *Smoking Tobacco Products, Drugs, and Alcohol*; 3108 *Service Animals*; 3306 *Construction Bidding*; 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.* These are being presented for first reading.

* An appropriate motion might be, "I move that the Board of Education approve for first reading the policies listed in the attached Policy Update Summary dated 10-19-2026."

I. DISCUSSION ITEMS

1. New Middle School Overview and Budget

Dave Larson of TMP will share current design plans for the new middle school, and Greg Brand (Granger) will share updated bond budget information.

In the event that the Board would like to take action on this item, appropriate motions might be:

* "I move that the Board of Education take action on the new Middle school planning."

and

* "I move 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 cost of $58,146,838."

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

M. CLOSED SESSION – none planned

N. ADJOURNMENT

DEXTER COMMUNITY SCHOOLS
BOARD OF EDUCATION MEETING MINUTES
OCTOBER 5, 2026

A. CALL TO ORDER – 7:00pm

Roll Call

Members Present: Daniel Alabré, Elise Bruderly, Michael Cipolla, David Pisano, Amy Reiser, Melanie Szawara; Student Representatives Lloyd Brand and Kadence Chan

Members Absent: Jennifer Kangas

Administrative & Supervisory Staff: Ryan Bruder, Bill Harris, Barb Leonard, Jill Minnick, Melanie Nowak, Brooke Stidham, Allison Bradley

Guests: Michael McHugh and family, DHS swimmers, Heidi Patel

B. MEETING MINUTES

Amy Reiser made a motion that the Board of Education approve the minutes from September 14, 2026, as presented. Daniel Alabré 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. Daniel Alabré seconded the motion. **Motion Carried (unanimous**).

D. SCHOOL PRESENTATIONS

1. Michael McHugh MHSCA Induction

The Board of Education recognized varsity swim coach Michael McHugh's induction into the Michigan High School Coaches Association (MHSCA) Hall of Fame.

2. DEEC Presentation

Dexter Early Elementary Complex ("the DEEC") Principal Broke Stidham and Allison Bradley shared basic information about her Young 5-2nd grade building, recent changes to classroom organization and the pick-up/drop-off routines, and DEEC goals for 2025-2026, as well as a "welcome to the DEEC" video.

3. 2026 MSTEP Data

Chief Academic Officer Melanie Nowak shared Spring 2026 M-STEP Data, DCS achievement trends, and answered questions about standardized testing in general and what MSTEP measures, specifically.

E. PUBLIC PARTICIPATION - none

F. ADMINISTRATIVE AND BOARD UPDATES

1. Superintendent

Superintendent Ryan Bruder shared that there were lots of things to celebrate this week, including Homecoming and the National Merit Scholarship Semifinalists and Commended Students; He also noted that the Ed Foundations Rivalry Match raised $30,000 and the DEEC PTO raised $40,000 with their fun run, with both accomplishments indicating the incredible community and family support that benefits Dexter students and staff. He noted that he enjoys seeing the teaching and learning happening in Dexter classrooms every day.

2. Board President – no update

3. Student Representatives

Student Representatives Kadence Chan and Lloyd Brand shared their impressions of the Homecoming dance (theme: Board Games); gave a shout-out to the Freshman class, who won the Spirit Week competition; shared some of this week's athletic competitions including Field Hockey, Boys Water Polo, and Boys Soccer; pointed out that this week was College App week; and reminded everyone that the Marching Band Glow Show as scheduled for Wednesday.

G. CONSENT ITEMS

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

- The Board of Education offered John McKaig a probationary teaching contract for the 2026-2027 school year.
- The Board of Education received the August 2026 budget report.

H. ACTION ITEMS

1. Rescind Policy 5507.1

When the Board adopted policy 5207 Anti Bullying in March 2026, rescinding the policy it replaced was overlooked. Melanie Szawara made a motion that the Board of Education rescind policy 5507.1, effective March 23, 2026. Daniel Alabré seconded the motion. **Role Call Vote. Motion Carried (unanimous).**

2. Policy Updates

This evening's packet included a list of clerical policy updates. Micahel Cipolla made a motion that the Board of Education approve the policies listed in the attached memorandum for first and final approval. Daniel Alabré seconded the amended motion. **Role Call Vote. Motion Carried (unanimous).**

3. Michigan Liquid Asset Fund Plus (MiLAF)
Amy Reiser made a motion that the Board of Education authorize CFO Jill Minnick to continue serving as a member of the Board of Trustees of the Michigan Liquid Asset Fund Plus. Melanie Szawara seconded the motion. **Role Call Vote. Motion Carried (unanimous).**

I. DISCUSSION ITEM

J. Michigan Association of School Boards Delegate Resolutions
The 2026 MASB Delegate Assembly will take place October 15th, 2026, in Lansing. The Board discussed MASB's amended resolutions and four new advocacy resolutions that will be on the assembly agenda to provide guidance for the trustees who will be in attendance as voting delegates.

K. PUBLIC PARTICIPATION – none

L. BOARD COMMENTS

1. Daniel Alabré talked about the Educational Foundation of Deter and Chelsea Education Foundation Rivalry.

2. Amy Reiser noted that Dexter Cross Country participated in the Dewitt Cross Country Invitational on October 3rd [with boys varsity taking 2nd place in their division and girls varsity taking 3rd place in their division; boys JV took 5 of the top 10 slots and finished 1st; girls JV finished 3rd over all)].

3. Elise Bruderly shared notes from the WASB Legislative Breakfast, which she attended with Michael Cipolla and Ryan Bruder.

M. INFORMATION ITEMS

1. Facility Committee Minutes 8/19/2026; 9/14/2026
2. Policy Committee Minutes 9/18/2026

N. CLOSED SESSION – none

O. ADJOURNMENT

At approximately 8:23pm, President Elise Bruderly adjourned the meeting.

MINUTES/hlv

_____
Michael Cipolla
Secretary, Board of Education

MILL CREEK MIDDLE SCHOOL
Brett Pedersen, Principal | Katie Heikkila, Assistant Principal
7305 Dexter Ann Arbor Road, Dexter, Michigan 48130
(734) 424-4150 fax (734) 424-4159
pedersenb@dexterschools.org | heikkilak@dexterschools.org

To: Dexter Board of Education
From: Brett Pedersen and Katie Heikkila
Subject: Mill Creek Teacher Recommendation
Date: October 14, 2026

We are pleased to recommend Todd Fry for Mill Creek's vacant science teaching position. Mr. Fry is a former Mill Creek teacher who retired several years ago, and has been serving as the long-term substitute in this role. His experience, familiarity with our school community, and commitment to high-quality instruction make him a strong fit for the position.

Todd is a collaborative team member who works hard to build positive relationships with students. Continuing in this role will allow him to build on those relationships and provide consistency in instruction, supporting students' continued learning and success.

We are grateful for Todd's willingness to return from retirement to serve our students and school community.

October 9, 2026

Dear Members of the Board of Education & Dexter Administration:

Please accept this letter as formal notice of my retirement from Dexter Community Schools, effective December 18, 2026.

Over my 25 years as a 5th – 7th grade teacher, I have been fortunate to work with wonderful students, families and colleagues. I am grateful for the opportunity to have taught in Dexter Community Schools, and I thank the Board for its support during my time here.

I am committed to serving my students through my final day. I will do all I can to make the transition smooth by collaborating with the colleague who takes over my classroom.

Thank you again for the opportunity to be part of this amazing community.

Sincerely,

Amy Robke

Jane Webby,
Dexter, Michigan
[redacted]
webbyj@dexterschools.org

October 12, 2026

Dexter Community Schools Board of Education
Dexter, Michigan

Dear Members of the Board of Education:

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

I am committed to serving my students through my final day. I will do everything I can to make the transition smooth, including preparing materials and sharing information with the colleague who will take over my classroom.

Thank you again for the opportunity to be part of this community.

Sincerely,

Jane Webby.

Dexter Board of Education
Ryan Bruder, Superintendent
2704 Baker Road
Dexter, Michigan 48130

October, 16, 2026

Dear Dexter Board of Education and Superintendent Ryan Bruder,

It is with a heavy heart and deep sadness that I write to inform you of my decision to retire from Dexter Community Schools, effective November 1, 2026.

Over the past 24 years with Dexter Community Schools, and 44 years in education overall, I have been blessed with the opportunity to teach thousands of students in the Brighton, Hartland, Petoskey, and Dexter communities. Teaching has been more than a career to me; it has been a calling and a passion that I have carried with me throughout my life.

It has been one of my greatest privileges to watch our Dexter graduates grow into the wonderful young men and women they are today. I will always cherish the memories, relationships, and experiences I have gained throughout my years in the classroom, and I am proud to have played a part in the lives of so many students.

As difficult as this decision is, I feel that the time has come for me to move forward and dedicate my talents, compassion, and knowledge as an educator in an environment where I feel valued, respected, and appreciated for the teacher I am and the experience I bring.

I wish the Dexter Board of Education, Mr. Bruder, the staff, and all Dexter students a wonderful fall and a successful school year. I will always be grateful for the years I have spent as part of the Dexter community and will continue to take pride in the accomplishments of our students and graduates.

And, as my husband used to say, “It’s a great day to be a Dexter Dreadnaught!”

Sincerely,

Mrs. Elaine Barbieri - Young Fives - 8th grade teacher.
7th-12 Competitive Cheerleading coach

Thrun Policy Updates Summary (first reading 10-19-2026)

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”
3306 Construction Bidding	Revised to clarify that competitive bidding is required under Section 1267 of the Revised School Code for certain improvements
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. Includes an exception for Native communities for spiritual and medicinal purposes; added optional provision in D.4 that would allow the use and possession of tobacco products on school premises at outdoor areas during certain times to follow the exceptions in Section 473 of the Michigan Penal Code.
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.

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. If both the President and Vice President are absent from a Board meeting, the Board may appoint a Board member to serve as acting President.~~

~~6.~~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.

~~7.~~6. Contact legal counsel on the Board's behalf or authorize individual Board members to contact legal counsel.

~~8.~~7. Perform other duties as prescribed by law, Policy, or Board action.

B. Vice President

1. In the President's absence, or ~~where~~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 ~~other~~ 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

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

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 Secretary's absence,~~ ~~or~~ 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 ~~will serve as acting Secretary or, in~~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 Treasurer's absence,~~ ~~or~~ in the event that the Treasurer is precluded from performing the Treasurer's duties due to illness or other reason, the Vice President ~~will serve as acting Treasurer or, in~~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,

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and that acting Vice President will be authorized to perform the Vice President's duties to the extent allowed by law.

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.~~includes the components, parts, and accessories of an electronic nicotine delivery system, such as e-liquids, cartridges, atomizers, cartomizers (atomizer plus replaceable fluid-filled cartridge), clearomisers, tank systems, flavors, and vials that contain e-liquids.~~

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.

~~2.~~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,

insert: snus pouches

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; 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.~~made or derived from tobacco, or containing nicotine from any source, that is intended for human consumption, including any component, part, or accessory of a tobacco product (except for raw materials other than tobacco used in manufacturing a component, part, or accessory of a tobacco product).~~

~~3.~~7. "Use of tobacco product" means any of the following:

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

b. the ~~inhaling or chewing~~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 vapor~~electronic nicotine delivery system, tobacco product, imitation tobacco product, or other substitute forms of cigarettes, clove cigarettes, or other lighted smoking devices~~, or other electronic nicotine delivery systems~~ 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 cigarettes, vaporizers, and all 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.

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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 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.

~~J.~~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

3300 Facilities, Real, and Personal Property

3306 Construction Bidding

The Board will comply with applicable laws and this Policy for the construction of a new school building or an addition to or repair or renovation of an existing school building (a "Construction Project").

A. When Competitive Bidding is Required

1. The District must competitively bid all labor and material for a Construction Project if the project cost exceeds the then-current state bid threshold published annually by MDE (the "Bid Threshold").

~~1.~~2. The District must competitively bid energy conservation improvements, operational improvements, or the removal or treatment of asbestos or other material injurious to health for school facilities, if authorized under Revised School Code Section 1274a and the cost exceeds the Bid Threshold.

~~2.~~3. The District does not need to competitively bid a:

- Construction Project costing less than the Bid Threshold;
- contract for repair in emergency situations;
- repair normally performed by District employees; or
- professional consultant contract.

B. Bidding Procedure

1. If competitive bidding is required, the District must follow the bidding procedure prescribed by Revised School Code Section 1267 and award contracts to the lowest responsible bidder.
2. To determine whether a bidder is a responsible bidder, the District may consider the factors enumerated in Policy 3301 subsection C.3.b.
3. If competitive bidding is not required, the District may use any lawful means to procure contracts.
4. Each bidder must certify that it is not an Iran-linked business as defined by MCL 129.312.
5. If federal or state prevailing wage requirements apply, project specifications must include the schedule of minimum rates to be paid to each relevant class of construction mechanic or laborer. If state prevailing wage requirements apply, the schedule of minimum rates must also be printed on bid forms.

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C. Alternates

1. Bid specifications may require bidders to submit bids with mandatory alternates or allow bidders to submit voluntary alternates; provided, however, that no voluntary alternate may change the nature of the work.

2. The Board, in its discretion, may award bids based on allowable alternates.

D. Michigan Business Preference

For any Construction Project, the District may apply a preference to a Michigan-based business as described in Policy 3301 subsection C.4.

E. Construction Bidding Using State Aid Act Funds

The purchase of property and services made with state aid must comply with the requirements described in Policy 3301 subsection D.

F. Construction Bidding Using Federal Funds

The purchase of property and services made with federal funds subject to the Uniform Grant Guidance are also governed by Policy 3301A.

Legal authority: 40 USC 3141, et seq.; 2 CFR 200.1, et seq.; MCL 129.311 et seq.; MCL 380.1267; MCL 388.1764c; MCL 408.1101, et seq.

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.

~~F. Reporting Incidents of Crime~~

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~~Each building principal will collect and update information at least weekly on incidents of crime in the applicable building. At least annually, the Board will post information on its website about incidents of crime in the District and will make this information available to Parents on a per-building basis. Within 24 hours after an incident occurs, the Superintendent or designee will report to the Michigan State Police crimes and attempted crimes identified in MCL 380.1310a(2).~~

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

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 at school consistent with state law.

A. Emergency Preparedness

1. The Superintendent or designee ~~will~~ 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 ~~on school grounds~~ 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 ~~Capitol Tower Building~~

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Telephone: 1-800-482-3604
Email: MDCRServiceCenter@michigan.gov
Public Portal: https://www.michigan.gov/mdcr/public-portal
~~110 W. Michigan Avenue, Suite 800~~
~~Lansing, MI 48933~~
~~Phone: 517-335-3165~~
~~Fax: 517-241-0546~~
~~TTY: 517-241-1965~~
~~Email: MDCR-INFO@michigan.gov~~

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:

Date revised:

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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 unless the employee obtained prior parental consentwithout first obtaining the express permission of the student's Parent and a District administrator. Electronic

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communications with students generally are to be 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 Parent and a District Administrator 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~~s~~ 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.

~~1.~~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.

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~~and~~ 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; 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.

insert: snus pouches

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

~~2.~~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.~~

~~3.~~1. ~~"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.~~

~~4. "Tobacco product" means a form of tobacco intended to be inhaled, chewed, or placed in a person's mouth.~~

~~5.~~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:

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 ~~or~~, 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~~, except:~~

~~6.~~5. or at ~~outdoor areas including, but not limited to, an open-air stadium, on Saturdays, Sundays, and other days on which there are no regularly scheduled school hours, or~~ a District function.

~~a. after 6 p.m. on days during which there are regularly scheduled school hours;~~

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.

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. Reporting 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. ~~Absent any contractual guidance~~If the ~~Supervisor or~~ Director is not subject to an ~~applicable~~ individual employment contract or collective bargaining agreement, the Superintendent or designee will present a recommendation of non-renewal ~~will be presented~~ to the Board at least 30 calendar days before ~~the contract expiration~~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, ~~and~~ 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 ~~develop~~:

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 ~~under~~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~~s~~ is assigned at least the duties described in MCL 380.1308e(2).

4. Develop and implement threat assessment protocols. Th~~os~~e threat assessment protocols must include training for individuals who administer threat assessments and a framework for determining when a threat assessment should be used~~]~~.

~~[Option 2:~~

~~The Board is committed to providing a safe environment for all members of the school community. To this end, the Board directs the Superintendent or designee to adopt and implement a threat assessment process.~~

~~For purposes of this Policy, a threat is defined as: [Option A: Insert the definition of a threat under your school's threat assessment process.][Option B: Use definition from MDE/MSP joint guidance, which is: an expression of intent to physically or sexually harm someone. This expression may be spoken, written, or gestured. Threats can be expressed directly or indirectly to the victim or others, and threats may be explicit or~~

~~implied. Threats sometimes, but rarely, involve guns, other weapons, or explosive devices.]~~

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

~~A.~~B. Reporting Threats

District employees, volunteers, and contractors must immediately report any threat to the ~~Threat Assessment Coordinator.~~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.

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.

~~B. Threat Assessment Coordinator~~

~~The Board designates the following individual to serve as the District's Threat Assessment Coordinator:~~

~~[THREAT ASSESSMENT COORDINATOR NAME]~~
~~[THREAT ASSESSMENT COORDINATOR POSITION/TITLE]~~
~~[THREAT ASSESSMENT COORDINATOR PHONE NUMBER]~~
~~[THREAT ASSESSMENT COORDINATOR EMAIL]~~

[Optional (include if Policy 5710 is adopted): 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 ~~Threat Assessment Coordinator~~BTAM team school administrator or designee will determine whether to initiate the District's threat assessment protocol.

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~~]~~.

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Legal authority: MCL 380.1308e

Date adopted:

Date revised:

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Facility Committee Minutes
October 6th, 2026
10:00 AM
Bates Board Room

In attendance: Ryan Bruder (Superintendent), Elise Bruderly (BOE Committee Member), Mike Cipolla (BOE Committee Member), Daniel Alabré (BOE Committee Member), Bill Harris (Principal for Operations), Jill Minnick (Chief Financial Officer), Greg Brand (Granger Construction), ~~Craig McCalla (Granger Construction)~~, Dick Lundy (Committee Member), Jerry Brand (Committee Member), ~~Jeff Tuley (Granger Construction)~~, ~~Jackie Ziemba (Granger Construction), David Larson (TMP), Mary Cay Lancaster (TMP), Matthew Feldbush (TMP)~~, Collin Wells (Granger Construction)

START TIME: 10:05 am

1. Approval of Agenda: **Motion:** Elise Bruderly **2nd:** Daniel Alabré
   Vote: Approved unanimously.
2. Approval of Minutes: **Motion:** Elise Bruderly **2nd:** Daniel Alabré
   Vote: Approved unanimously.
3. Public Participation - none
4. Discussion:
   A. Soil Stabilization Update- Greg/Granger- Dewatering and stabilization w/ concrete up to 16” below the 3ft footings. Grading and stormwater management should help mitigate future challenges.
   B. Update on DHS Window Replacement- Collin/Granger- moving forward with just replacing broken windows at this time. No additional concerns since spring.
   C. Wylie Pool Lights- Bill/DCS- Long time need due to bulb replacement challenges. Upgrade to LED. Ensure appropriate for natatoriums. Side note: Pool caulking project through B&G- request for additional details.
   D. Bates and Jenkins Programming- Ryan/DCS- Considering purposes for Bates/Jenkins and capital needs of each site and whether there are advantages to relocating offices/programs. Request for concepts, pros/cons, etc. if pursuing idea.
   E. Remaining Series 1 Funds- Greg/Granger share possible projects for Series 1 dollars.
5. Action:
6. Review Upcoming Meeting Date/Time:
   A. Next meeting - October 13th @ 10:00am
7. Adjourn - 11:30am

Facility Committee Minutes
October 13th, 2026
10:00 AM
Bates Board Room

In attendance: Ryan Bruder (Superintendent), Elise Bruderly (BOE Committee Member), ~~Mike Cipolla (BOE Committee Member)~~, Daniel Alabré (BOE Committee Member), Bill Harris (Principal for Operations), Jill Minnick (Chief Financial Officer), Greg Brand (Granger Construction), Craig McCalla (Granger Construction), Dick Lundy (Committee Member), Jerry Brand (Committee Member), ~~Jeff Tuley (Granger Construction), Jackie Ziemba (Granger Construction)~~, David Larson (TMP), Mary Cay Lancaster (TMP), Matthew Feldbush (TMP), Collin Wells (Granger Construction)

START TIME:

1. Approval of Agenda: **Motion:** Elise Bruderly **2nd:** Jerry Brand
   Vote:. Unanimously approved.
2. Approval of Minutes: **Motion:** Elise Bruderly **2nd:** Dick Lundy
   Vote: Unanimously approved.
3. Public Participation -
4. Discussion:
   A. Wylie Pool Update- Bill shared a proposed ~$14,000 repair to the pool's gutter system using a crystalline concrete product in place of failed caulking. This provides a short-term, cost-effective solution with a one-year warranty. There is a goal of coordinating pool lighting improvements during the same closure. Regular grout resealing was recommended as ongoing maintenance. Long-term options include replacing the gutter system and/or the pool.
   B. New Middle School DD Estimate Presentation by TMP/Granger- TMP reviewed the developing building plan, including learning communities, single-user restrooms, changes to the gym and food-service areas, and a flexible performance space. Gym floor replacement and bleachers remain alternates. Use/purpose of space and proposed improvements discussed. Greg/Granger shared the estimate vs. budget summary.
   C. Series 1 Next Steps- The committee discussed possible savings from reducing the addition's footprint, mechanical-system changes, technology and finish choices, and omitting the proposed new tennis courts. Members expressed a preference to preserve the building's educational uses and consider long-term operating implications. No final value-engineering package was approved at this meeting. Value-engineered possibilities were presented and discussed…pertaining to the scope of the new middle school and Series 1 possibilities. Requests for "now or never, no brainers" categorizations, significant operational budget impacts, and top recommendations from Granger and TMP. Agenda to include a formal rec. for the BOE.
5. Action:
6. Review Upcoming Meeting Date/Time

Next meeting: Monday,19, 2026 at 8:30am

7. Adjourn - 12:19pm

Policy Committee Meeting Minutes - corrected
September 18, 2026 8:30am
Bates Boardroom

Call to Order: 8:28am
Present: Melanie Szawara (chair), David Pisano, Amy Reiser; Ryan Bruder, Barb Leonard, Hope Vestergaard

1. Approval of Minutes 6/19/2026: Motion: Pisano; Second: Szawara **Motion Carried**.
2. Approval of Agenda Motion: Pisano; Second: Szawara **Motion Carried**.
3. Public Participation – none
4. Discussion
    a. Advertising and Sponsorships were on the agenda for discussion. Melanie suggested the policy have a full board discussion to identify concerns and suggestions before the committee proceeds with policy review & recommendations. DCS is gathering information regarding DCS advertising and sponsorships as well as other local districts' practices that will help inform the board discussion. This topic is tabled pending additional info.
    b. Thrun Updates – the committee reviewed the June 2026 policy updates from Thrun. The following policies include clerical updates only (typos or corrected legal references): 3115-3115E; 3115H; 3407; 4101; 4113; 4209. These will be presented for first and final reading, to be approved in bulk, at the 10/5/2026 Board meeting.
    c. Thrun Updates – The following updated Thrun policies will be edited per committee discussion and recommended to the full board for first reading at the 10/5/2026 meeting: 2406; 3102; 3108; ~~3301A~~; 3306; 3402; 3410; 4104; 4201; 4210; 4508; 4602; 5507; 5714
        i. The following policy updates will not be recommended to the Board: 2202 (addressed in DCS finance policies 6000 section); 2501(not needed, restates law); 3301A, (Purchasing and Procurement with Federal Funds – held for CFO review in context of our NEOLA-based finance policies); 3303 (Gifts and Donations – held for CFO review in context of our NEOLA-based finance policies); 3304 (Use of District Facilities – not at this time); 4216 (no meaningful changes since DCS adopted updates to 5209); 5209 (no meaningful changes since recent adoption); 5710 (update not needed); 5710A (optional and not needed);
5. Future Business
    a. Board Compensation 2306
    b. MASB Conference attendance 2305 (re: frequency)
    c. Advertising/Sponsorships, AFTER BOARD DISCUSSION
6. Next Meeting – TBD Mondays and Fridays seem to be good days.
7. **Adjournment** 9:55am

Dexter Community Schools
Nice Job Notes – JUNE-SEP 2026

Vickie Allie
Jessica Baese
Ryan Baese
Jennifer Baglio
Tara Basso
Matt Bell
Allison Bradley
Meghan Buckler (3)
Krickett Chamberlain (2)
Jill Covington
Hank Deffes
Melanie Dever (3)
Emaly Donahue
Trenton Doyle (2)
Jaime Dudash (3)
Nicole Durbin
Megan Ford (2)
Kelli Gatecliff
Katie Heikkila (2)
John Heuser
Abby Holland
Nariman Kasham
Brendan Kelly
Kelly King (2)
Emily LaRocque
Paige Lumpiesz
Libby Makowsky
Maria Mast
Jennifer Mattison
Krista McDonnough
Melanie McIntyre
Jennifer Miceli
Rick Munir
Marianne Mutschler
Stephanie Nolan
Melanie Nowak
Carla Pacek
Hollie Pastorino (2)
Brett Pederson
Katie Prall
Angela Ripka
Shelly Sprague
Theresa Stager
Nick Stanko
Brooke Stidham
Technology Team
Hope Vestergaard
Mike Wagner
Dara Wandyg
Dale Willett
David Yon
Julie Zulch

JUNE-SEP = 64
RUNNING TOTAL = 44,395

Dexter Community Schools
Nice Job Note Historical Numbers

1998 = 894

1999 = 2,205

2000 = 1,370

2001 = 1,815

2002 = 2,840

2003 = 2,298

2004 = 1,931

2005 = 1,388

2006 = 1,176

2007 = 1,506

2008 = 2,029

2009 = 1,932

2010 = 1,576

2011 = 1,868

2012 = 1,740

2013 = 1,958

2014 = 1,909

2015 = 1,747

2016 = 1,256

2017 = 1,417

2018 = 991

2019 = 1,458

2020 = 744

2021 = 728

2022 = 761

2023 = 1,255

2024 = 1,101

2025 = 846

2026
JANUARY = 56
FEBRUARY = 124
MARCH = 65
APRIL = 65
MAY = 262
JUNE - SEP = 64