DAVISON COMMUNITY SCHOOLS

Board of Education

Monday, November 9, 2026
6:00 p.m.
DHS Community Meeting Room

Regular Meeting Agenda

ORDER OF BUSINESS:

A. **Call to Order**

B. **Pledge of Allegiance:** We are pleased to recognize an outstanding group of third graders from Siple Elementary this evening. These students were selected to serve as helpers to kindergarten students. One team assists kindergarten students at Siple by escorting them to Parent Pick-up at the end of the day and helping them know when to go outside for pick-up. The second group assists kindergarten students travel between their transfer bus and the bus they take home at the end of the day. They demonstrate tremendous kindness toward these young learners and make sure they all get home safely at the end of the day. These students are led by Evelyn Harig, our Physical Education teacher.

C. **Roll Call:** Patty Galea will read the roll.

D. **Approval of Agenda**

E. **Approval of Consent Agenda:**

1. **Approval of Minutes:** The minutes from the regular Board meeting of October 5, 2026, are attached for your approval. Board committee meeting minutes for meetings held since the last regular Board meeting have been distributed and are also proposed for approval this evening.

2. **Presentation of Bills for Payment:** The attached bills through October 31 have been reviewed by Treasurer Diane Rhines.

3. **Treasurer's Report:** This report, which includes cash balances in major district accounts through October 31, is attached and has been reviewed by Treasurer Diane Rhines.

4. **Approval of Personnel Report:** Distributed previously for your review was a summary of personnel activity for the period through November 6, 2026. Holly Halabicky, Chair of the Personnel Committee, has reviewed this report.

F. **Communications - Related to Agenda:**

1. **Special Presentations:**

a. **Kids First Award Recognition**: Tonight, we honor Davison High School cook Brenda Fritz as our November "Kids First Employee of the Month." This employee recognition initiative has been developed to recognize employees for going above and beyond the call of duty to meet the needs

of the children they serve. The program is being sponsored by Mark Owen of MEEMIC Insurance in Davison.

b. **Cardinal Spirit Award Recognition:** We are very fortunate to have many dedicated individuals from our community who are passionate and loyal in their support and service to the students and staff at Davison Community Schools. To acknowledge these fine citizens, we have established the Cardinal Spirit Award. Individuals can be nominated by any DCS staff member. Once a month, the building principal can submit one name for that month's drawing. This month, we are pleased to announce Doug Halabicky as our Cardinal Spirit Award recipient.

c. **Cardinal Kid Award:** Beginning with the 2024-2025 school year, the Davison Educational Foundation is proudly sponsoring the "Cardinal Kid" award. Each month, October through June, one student from Davison Community Schools will be selected as the Cardinal Kid winner for his/her efforts to better the community. Each recipient will be honored at a Board of Education meeting and receive $100 for themselves and $100 to donate to their worthy cause. Tonight we would like to recognize Lilly Soerens as our DEF Cardinal Kid award recipient. Lilly is being recognized for her fundraising efforts to benefit her school, Hill Elementary.

d. **2025-2026 Audit Report:** Bryson Nugent of Yeo and Yeo will present an overview of their recent audit of our school district's financial records and practices.

2. **From the Public:** Visitors who wish to address the Board, and who are not already on the evening's agenda, may do so at this time.

The Board of Education welcomes all visitors to its meetings. Board Policy 0167.3 governs public participation in such meetings. Each person who wishes to address the Board must register himself/herself with their name and address in writing at least 10 minutes prior to the scheduled start of the meeting. If the comments made by a person constitute a complaint against a board member's or employee's job performance, the board member or employee has a right to request a closed hearing. Personal attacks of board members, employees or students unrelated to the administration of the District are not permitted by Board Policy 0167.3 paragraph G. In general, issues raised by speakers will be referred to the superintendent for investigation, study, and recommendation or possibly designated as a future agenda item for board consideration.

3. **Correspondence:** Alicia Hensley will read correspondence for the Board which has been received in the past month.

G. **Action Items:**

a. **Acceptance of Audit Report:** Earlier in this evening's agenda, you heard a presentation of our District's 2025-2026 independent audit by the firm of Yeo and Yeo. ***We recommend your acceptance of the audit report tonight.***

b. **Approval of Merit-Based Compensation:** The collective bargaining agreement between Davison Community Schools Board of Education and Davison Education Association requires an off-schedule-payment to bargaining unit members be made based on their performance no later than December 31. This year the recommendation for this merit-based compensation is an off-scale payment to teachers rated as effective on their 2026 end-of-year performance evaluation. Furthermore, to keep with the spirit of encouraging high performance

from all Davison Community Schools' employees and to recognize the contributions to the District during the past year by all of our employee groups, it is recommended that an off-scale payment be provided to all full and part-time employees that worked a minimum of the second semester of the 2025-2026 school year. We are fortunate to have employees who live the Davison Community Schools mission of putting kids first each and every day. Those off-scale payments are:

Administrators:	$ 1,000
Teachers:	$ 700
Central Office Staff:	$ 600
Full Time Hourly:	$ 525
Part Time Hourly:	$ 275

We recommend your approval of these payments to be made on the* November 20, 2026 *pay period.

c. ACC has supported the early purchase of instructional materials and equipment to support district curriculum and programming. Recommended purchases include musical instruments and related equipment for Hahn Intermediate, Davison Middle School, and Davison High School; STEM materials for grades DK–6; and supplies for Physical Education and Health. Additionally, grant funds will be used to purchase decodable books and texts for grades K–2 to strengthen foundational literacy instruction. These proposed purchases have been reviewed by the Board Curriculum, Extracurricular Programs and Technology Committee. The details, outlined in a memorandum from Director of Curriculum Dr. Angela Hards, were previously provided to the Board. ***We recommend your approval for the early purchase of music instruments and equipment, DK–6 STEM materials, Physical Education and Health supplies, and K–2 decodable books and texts using designated grant funds.***

d. **Approval to Schedule the January 2027 Board Meeting Date:** The regular monthly meetings of the Board of Education are scheduled during the January Organizational meeting each year. Tonight, we propose January 11, 2027, as the first meeting of the Board of Education for the 2027 calendar year. The remainder of the meeting dates will be proposed at the January 11, 2027 meeting. ***We recommend your approval of the proposed meeting date.***

e. **Policy Updates for the First Reading:** In February 2014, the Board approved entering into an agreement with Neola to provide a policy manual review of the current Board of Education policies. The Board Policy and Planning Committee reviewed the policies below and the changes proposed by NEOLA and Superintendent Lobban. The committee is recommending the changes in the policies distributed previously for your review, as written for adoption by the full Board:

0100	Revised DEFINITIONS
0154	Replacement ORGANIZATIONAL MEETING ACTIONS
0164.1	Revised MEETINGS
0164.2	Rescind SPECIAL MEETINGS
0164.3	Rescind EMERGENCY MEETINGS
0165.1	Rescind REGULAR MEETINGS
0165.2	Rescind CHANGE OF REGULAR MEETINGS

0165.3	Rescind SPECIAL MEETINGS
0165.4	Rescind EMERGENCY MEETINGS
0165.5	Rescind RECESS
0165.6	Rescind CANCELLATION
2370.02	New VIRTUAL INSTRUCTION DAYS
2623	Revised STUDENT ASSESSMENT
3310	Revised FREEDOM OF SPEECH ACT IN NON-OFFICIAL DUTY NONINSTRUCTIONAL SETTINGS
4310	Revised FREEDOM OF SPEECH ACT IN NON-OFFICIAL DUTY NONINSTRUCTIONAL SETTINGS
5111.01	Revised HOMELESS STUDENTS
5330	Revised USE OF MEDICATION
5330.01	Revised EPINEPHRINE DELIVERY SYSTEMS
5460	Revised GRADUATION REQUIREMENTS
5830	Revised STUDENT FUNDRAISING
6605	Revised CROWDFUNDING
6700	Revised FAIR LABOR STANDARDS ACT (FLSA)
7230	Revised GIFTS, GRANTS, AND BEQUESTS
7540.03	Revised STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY
7540.04	Revised STAFF TECHNOLOGY ACCEPTABLE USE AND SAFETY
7540.09	Revised ARTIFICIAL INTELLIGENCE (AI)
8310	Revised PUBLIC RECORDS
8320	Revised PERSONNEL FILES
8321	Revised CRIMINAL JUSTICE INFORMATION SECURITY (NON-CRIMINAL JUSTICE AGENCY)
8330	Revised STUDENT RECORDS
8420	Revised EMERGENCY SITUATIONS AT SCHOOLS
8510	Revised WELLNESS
9211	Rescind DISTRICT SUPPORT ORGANIZATIONS
9215	SCHOOL SUPPORT ORGANIZATIONS (SSOs)
8454	New TWO-WAY RADIOS
8455	New DOOR AND WINDOW SECURITY

We recommend your approval of the first reading of these policies:

f. **Acceptance of Contributions:** The following contributions have been offered to the district:

- The Borowski Family Insurance Agency/Farm Bureau donated $2,500 to help purchase supplies for the Cardinals in Action Bus in an effort to help fight hunger within the Davison community.
- Matthew Strobl donated $1,000 to support the boys' and girls' volleyball programs. The funds will be used for program needs, including training, equipment, uniforms, and other related expenses.
- Jack and the Beanstalk donated a tractor and driver for hayless hay rides to Hill Elementary for Harvest Day.

- Robin and Casey Reed donated a wagon for hayless hay rides to Hill Elementary for Harvest Day.

We recommend you accept these contributions and direct the superintendent to express the Board's gratitude in writing.

H. **Information Items:**

1. **<u>From the Superintendent</u>**

I. **Other Matters Which May Properly Come Before the Board** (from Board members)

J. **Future Meeting Date:**

Monday, December 7, 2026
6:00 p.m.
DHS Community Meeting Room
1250 N. Oak Road
Davison, MI 48423

K. Closed Session Regarding a Student Disciplinary Matter: The Board will conduct a hearing to consider a disciplinary matter involving a student. The student's parents have requested that the Board hearing take place in closed session, which is allowed under Section 8 (b) of the Open Meetings Act. An informational packet regarding the matter was provided prior to the meeting. ***We recommend your approval of a closed session for this purpose.***

L. Adjournment