

Ludington Board of Education
Public Meeting Notice

Please Post

Mission: The Ludington Area School District, in partnership with parents and community, will educate and empower students to adapt and succeed in their future.

Personnel/Policy Committee Meeting

Date: October 16, 2019

Time: 7:00 a.m.

Place: Ludington Area School District Administration Office
809 East Tinkham Avenue, Ludington, Michigan

- 1) CALL TO ORDER & ROLL CALL
 Stephanie Reed Mike Nagle Leona Ashley
- 2) CITIZEN PARTICIPATION
- 3) AGENDA MODIFICATION
- 4) DISCUSSION ITEMS
 - a) First Reading: NEOLA Policy Update - Volume 34, Number 1
 - b) Director of Academic Programs and Services
 - c) Letter of Agreement with LESPA - Head Mechanic Hiring
 - d) Hockey Cooperative Agreement - Addition of Bear Lake Schools to Program
 - e) Thrun Law Firm - Review of School Law Notes
 - a) Updates from Other Committees
- 5) OTHER ITEMS OF BUSINESS AND ANNOUNCEMENTS
- 6) ADJOURNMENT

This 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. Official minutes of the Ludington Board of Education are available for public inspection during normal business hours at the Board of Education's Central Business Office, 809 E. Tinkham Avenue, Ludington, Michigan, 231-845-7303. The Ludington Area School District is an equal opportunity employer and provider. If you are an individual with a disability who is in need of special accommodations to attend or participate in a public meeting please contact Superintendent Jason J. Kennedy at 231-845-7303 at least 24 hours prior to the meeting or as soon as possible.

Memorandum - Office of the Superintendent

TO: Board of Education
FROM: Jason Kennedy, Superintendent
RE: Personnel/Policy Committee Meeting ~ Agenda Notes

First Reading: NEOLA Policy Update - Volume 34, Number 1

While the District has received confirmation from our NEOLA policy adviser that they will be in the District on October 22, 2019 to review the policy updates with the District, the District has received the policy packet that will be reviewed with the District on October 22, 2019. We will review the policy updates with the committee as our first committee reading of the policy recommendations. Policies to be reviewed and updated include:

- 1420 - School Administrator Evaluation
- 2265 - Child Care Center Staff and Volunteers
- 2450 - Community and Adult Education
- 2628 - State Aid Incentives
- 3210 - Staff Ethics
- 3220 - Professional Staff Evaluation
- 5230 - Late Arrival and Early Dismissal
- 5330.02 - Opioid Antagonists
- 6800 - System of Accounting
- 7300 - Disposition of Real Property
- 7440.03 - Small Unmanned Aircraft Systems
- 8400 - School Safety Information
- 8462 - Student Abuse and Neglect

Director of Academic Programs and Services

We will discuss a plan and recommendation to address academic program support through the building design and construction project over the next several years.

Letter of Agreement with LESPA - Head Mechanic Hiring

The district received notice that Rich Page will be retiring from his Head Mechanic position at the end of this calendar year. We posted the position in July when his retirement notice was received and have been trying to fill this difficult position since that time. We found one interested applicant in August, who was in the process of retiring from his current mechanic position with the City of Ludington. After interviewing and further communicating with the applicant, we became aware that he accepted a position working part-time for LMTA and was enjoying working part-time rather than full-time. We then received an additional qualified applicant currently working in Grand Rapids at Great Lakes Motor Coach, but living in Hesperia. Van Leone has been a certified diesel mechanic and has done work on buses since 2013, but is interested in this position that's closer to

home. We have offered the Head Mechanic position to Van and he has accepted, but at the 4-Year step of \$19.25 per hour. The district was aware of the wage Van was already making at Great Lakes Motor Coach, and realized that he was taking a pay cut to accept this position. As a result we made the decision to offer a starting wage that provides 4 years of credit for the experience he has in similar positions. Starting a new employee at a rate above the first step of the wage scale is becoming more common for teacher positions, but not very common for support staff positions. As a result, we have received questions from LESPA about the rationale for starting Van at this 4-year step. The LESPA contract does allow us to do this, but the MEA has recommended that we sign a Letter of Agreement to explain the reasoning for this, and to document that this is a non-precedent setting hire due to the unique circumstances of this position that has received little interest and has been difficult to fill.

Hockey Cooperative Agreement - Addition of Bear Lake Schools to Program

While the cooperative agreement for hockey has already been approved by the Board, superintendents of schools within the hockey cooperative agreement (Mason County Central, Manistee, Hart, Shelby, Manistee Catholic Central, Ludington) have agreed to add Bear Lake Schools to the cooperative program. Adding this school does not impact the cooperative program in terms of division alignment and playoff positioning of the program. Adding Bear Lake Schools will allow for one student that they have to join the team. This would make 12 players on the team, instead of the current 11. It is my recommendation that Bear Lake Schools be added to the cooperative program.

Thrun Law Firm - Review of School Law Notes

We will discuss the most recent school law notes with the committee. This will provide the committee with the most recent developments in school law with regard to policy development.

Updates from Other Committees

We will review updates from each of the other committees in preparation for the Board meeting on October 21, 2019.