

NOTICE OF PUBLIC MEETING

LUDINGTON BOARD OF EDUCATION - LUDINGTON AREA SCHOOL DISTRICT

809 E. Tinkham Avenue, Ludington, Michigan 49431 – Phone 231-845-7303

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. There is a time for public participation during the meeting as indicated on the agenda.

Mission: The Ludington Area Schools, in partnership with the community, will achieve excellence in a positive environment where motivation and quality instruction ensure learning and equip students for success in society.

MEETING: Special Meeting
DATE: August 24, 2020
TIME: 6:00 PM
PLACE: **Electronic / Virtual Meeting: See meeting access details below.**
ADDRESS: 809 E. Tinkham Ave. Ludington, MI 49431

SPECIAL MEETING

- I. CALL TO ORDER & ROLL CALL
 Steve Carlson Josh Snyder Bret Autrey Mike Nagle Stephanie Reed Leona Ashley Scott Foster
- II. GOOGLE MEET PARTICIPANT CONTROLS
- III. AGENDA MODIFICATION
- IV. JOINT STATEMENT: Ludington Education Association (LEA) and District
- V. CITIZEN PARTICIPATION
- VI. CONSENT AGENDA
 - A. Approval of 2020-2021 Student Handbooks
 - B. K-12 Curriculum and Course Offerings
- VII. DISCUSSION ITEMS
 - A. Ratification of Collective Bargaining Agreement with the Ludington Education Association
 - B. Ratification of Collective Bargaining Agreement with the Ludington Education Support Personnel Association
 - C. Non-union, Non-affiliated, and Administrative Contracts
- VIII. ACTION ITEMS
 - A. Ratification of Collective Bargaining Agreement with the Ludington Education Association
Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster
 - B. Ratification of Collective Bargaining Agreement with the Ludington Education Support Personnel Association
Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster
 - C. Non-union, Non-affiliated, and Administrative Contracts
Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster
 - D. Closed Session: Student Disciplinary Reinstatement Hearing
Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster
- IX. OTHER ITEMS OF BUSINESS & ANNOUNCEMENTS
- X. ADJOURNMENT

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. 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: Special Meeting Agenda Notes

SPECIAL MEETING

Meeting Notice and Meeting Access Information:

This notice is given and published pursuant to the Executive Orders issued by Gretchen Whitmer, Governor of the State of Michigan.

The Board of Education for Ludington Area School District will meet on Monday, August 24, 2020 at 6:00 pm for a special meeting as a virtual meeting (online and/or by phone) to protect the health, safety, and welfare of the citizens of Ludington Area School District from Coronavirus/COVID-19, pursuant to law and mandates of Executive Order 2020-154 issued by Governor Gretchen Whitmer.

Public comment will be handled using the participant controls of the Google Meet platform. These will be discussed at the start of the meeting. If you are listening by telephone only, you will be called upon by the host during the time for public participation in the meeting.

To comply with the Americans with Disabilities Act (ADA), any citizen requesting accommodation to attend this meeting and/or to obtain this notice in an alternative format, should contact Superintendent Jason Kennedy, Ludington Area School District at (231) 845-7303 at least twenty-four (24) hours prior to this meeting.

Google Meet Instructions for Participants

To join the conference by telephone:

1. On your phone, dial the teleconferencing number provided below:
 - Phone number: (US)+1 540-583-6349
2. Enter the meeting pin number below when prompted using your touch-tone (DTMF) keypad:
 - Pin number: 274 176 098#

Before the meeting:

1. You will need a computer, tablet, or smartphone with speakers or headphones. You will have the opportunity to check your audio immediately upon joining the meeting.

To join the meeting via video conference or technology device:

1. At the start time of the meeting, click on the link below to join via computer. You may be instructed to download the Google Meet application.

Meeting Link: meet.google.com/cpv-ymhy-ucx

CITIZEN PARTICIPATION

Review Board Policy 0167.3: Public Participation at Board Meetings

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on District matters.

To permit fair and orderly public expression, the Board shall provide a period for public participation at every regular meeting of the Board and publish rules to govern such participation in Board meetings. The rules shall be administered and enforced by the presiding officer of the meeting.

The presiding officer shall be guided by the following rules:

- A. Public participation shall be permitted as indicated on the order of business, or at the discretion of the presiding officer.
- B. Participants must be recognized by the presiding officer and will be requested to preface their comments by an announcement of their name, address, and group affiliation, if and when appropriate.
- C. Each statement made by a participant shall be limited to three (3) minutes duration.
- D. No participant may speak more than once.
- E. Participants shall direct all comments to the Board and not to staff or other participants.
- F. The presiding officer may:
 1. interrupt, warn, or terminate a participant's statement when the statement is too lengthy, personally directed, abusive, obscene, or irrelevant;
 2. request any individual to leave the meeting when that person does not observe reasonable decorum;
 3. request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
 4. call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action;
 5. waive these rules with the approval of the Board when necessary for the protection of privacy or the administration of the Board's business.
- G. The portion of the meeting during which the participation of the public is invited shall be limited to thirty (30) minutes, but the timeframe will be extended, if necessary, so that no one's right to address the Board will be denied.
- H. Tape or video recordings are permitted. The person operating the recorder should contact the Superintendent prior to the Board meeting to review possible placement of the equipment, and agrees to abide by the following conditions:
 1. No obstructions are created between the Board and the audience.
 2. No interviews are conducted in the meeting room while the Board is in session.
 3. No commentary, adjustment of equipment, or positioning of operators is made that would distract either the Board or members of the audience while the Board is in session.
- I. Each Board agenda will include the following statement, "Public participation shall be permitted only as indicated on the order of business."

Revised: January 21, 2019

Legal: M.C.L.A. 15.263(4)(5)(6), 380.1808

DISCUSSION ITEMS

A. Ratification of Collective Bargaining Agreement with the Ludington Education Association

The Ludington Education Association has approved the tentative agreement between the District and the Association. The Board of Education will now need to consider the approval of the Agreement so that the Collective Bargaining Agreement can be ratified between the Board of Education and the Association. Changes to the Collective Bargaining Agreement will be discussed at the meeting on Monday. The major financial provision of the successor agreement includes a step improvement for each employee and a 2% increase in compensation.

B. Ratification of Collective Bargaining Agreement with the Ludington Education Support Personnel Association

The Ludington Education Support Personnel Association has approved the tentative agreement between the District and the Association. The Board of Education will now need to consider the approval of the Agreement so that the Collective Bargaining Agreement can be ratified between the Board of Education and the Association. Changes to the Collective Bargaining Agreement will be discussed at the meeting on Monday. The major financial provision of the successor agreement includes a step improvement for each employee and a 2% increase in compensation.

C. Non-union, Non-affiliated, and Administrative Contracts

The Board of Education approved non-union, non-affiliated, and administrative contracts at a prior Board of Education meeting. These contracts were approved with an understanding that compensation would be frozen until successor agreements were negotiated with the professional and support staff associations that represent employees of the District. This would allow for uniform improvements in compensation to be applied to contracts. It is the recommendation of the Superintendent that a step and 2% increase in compensation be applied to each of these contracts consistent with the step and 2% increase in compensation that is outlined in both the professional and support staff Collective Bargaining Agreements that have been presented to the Board of Education. This does not apply to the Superintendent's compensation, which will remain unchanged and the same as it was during the 2019-2020 school year.

D. Closed Session: Student Disciplinary Reinstatement Hearing

The District has received a request for reinstatement from a student who was expelled from the District after violating Board of Education policy and the Student Code of Conduct in 2019. The student has completed the requirements of the Board of Education for reinstatement, and is requesting to return to school. The Board will need to consider a recommendation for reinstatement.

ACTION ITEMS

A. Ratification of Collective Bargaining Agreement with the Ludington Education Association

Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster

The Board will need to consider an action item to approve and ratify the Collective Bargaining Agreement between the Board of Education and the Ludington Education Association. Ratification of the Collective Bargaining Agreement will authorize the Superintendent to sign and execute the Agreement on behalf of the Board of Education.

B. Ratification of Collective Bargaining Agreement with the Ludington Education Support Personnel Association

Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster

The Board will need to consider an action item to approve and ratify the Collective Bargaining Agreement between the Board of Education and the Ludington Education Support Personnel Association. Ratification of the Collective Bargaining Agreement will authorize the Superintendent to sign and execute the Agreement on behalf of the Board of Education.

C. Non-union, Non-affiliated, and Administrative Contracts

Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster

The Board will need to consider an action item to approve a step and 2% increase in compensation to be applied to all non-union, non-affiliated, and administrative contracts that have already been approved by the Board of Education. Approval of this recommendation will authorize the Superintendent to sign and execute the Agreement on behalf of the Board of Education.

D. Closed Session: Student Disciplinary Reinstatement Hearing

Roll Call Vote: (Y/N) Steve Carlson (Y/N) Bret Autrey (Y/N) Mike Nagle (Y/N) Stephanie Reed (Y/N) Josh Snyder (Y/N) Leona Ashley (Y/N) Scott Foster