

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**

Date: May 15, 2024

Time: 7:00 a.m.

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

- 1) CALL TO ORDER & ROLL CALL
- 2) CITIZEN PARTICIPATION
- 3) AGENDA MODIFICATION
- 4) DISCUSSION ITEMS
  - a) LHS Grading Policy
  - b) New LES Special Ed Position
  - c) OJ Employee Dismissal
  - d) LHS Academic Center
  - e) Professional Development Advisory Committee
  - f) Thrun Update
  - g) Legislative Update
  - h) NEOLA Policy Update
  - i) 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 Dr. Kyle B. Corlett 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: Dr. Kyle Corlett, Superintendent  
RE: Committee Meeting – Agenda Notes

---

## **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**

### **LHS Grading Policy**

LHS Principal Steve Forsberg will explain the policy of allowing students to retake classes if they receive a D or F in the class.

### **New LES Special Ed Position**

We will discuss the creation of a new special ed position at LES using mental health grant and special ed funds.

### **OJ Employee Dismissal**

We will discuss the dismissal of an OJ employee.

### **LHS Academic Center**

We will discuss LHS's plan for an Academic Center to support students next school year.

### **Professional Development Advisory Committee**

The state requires that the school district approve the committee who plans professional development. The committees who plan our professional development are the Building Network Teams in each building.

### **Thrun Update**

### **Legislative Update**

### **NEOLA Policy Update 1st Reading**

Below are summaries of the proposed new policies and policy revisions from NEOLA.

## **POLICIES**

### **Policy 1240 - Evaluation of the Superintendent (Revised)**

Senate Bill 395 and 396 were recently signed into law by Governor Whitmer. These bills change the evaluation system effective July 1, 2024. The revised policy incorporates those changes as they apply to evaluating the superintendent. For additional information, please review Legal Alert 4 - Changes to Policy 1240, found in this update packet.

### **Policy 2410 - Prohibition of Referral or Assistance (Rescinded)**

The legislature repealed the portions of the school aid act that require a disciplinary policy for providing abortion assistance and that provide additional limitations on instruction in reproductive health or other sex education, M.C.L. 388.1766 and 388.1766a respectively. Based on the repeal of these sections, we are rescinding PO 2410 as its sole purpose was to ensure compliance with the now-repealed section 1766.

### **Policy 2414 - Reproductive Health and Family Planning (Revised)**

The legislature repealed the portions of the school aid act that require a disciplinary policy for

providing abortion assistance and that provide additional limitations on instruction in reproductive health or other sex education, M.C.L. 388.1766 and 388.1766a respectively. Based on the repeal of these sections, we have updated the related provisions in this policy. Language that was present solely because of M.C.L. 388.1766 has been deleted. We have also deleted the reference to a parent's right to observe instruction as that was contained solely in the repealed section M.C.L. 388.1766a. Finally, provisions have been modified to track more closely with the notice language that is still in effect in M.C.L. 380.1507.

#### Policy 2418 - Sex Education (Revised)

The legislature repealed the portions of the school aid act that require a disciplinary policy for providing abortion assistance and that provide additional limitations on instruction in reproductive health or other sex education, M.C.L. 388.1766 and 388.1766a respectively. Based on the repeal of these sections, we have updated the related provisions in this policy. This includes deleting the reference to requirements of M.C.L. 388.1766 that have been rescinded and adding language from 1507b to ensure all curriculum requirements are noted.

#### Policy 6320 - Purchasing (Technical Correction)

A technical correction is being made to include a cross reference to Policy 6350 - Prevailing Wage with the intent of encouraging districts to review all related content during implementation. Also includes miscellaneous grammar/punctuation corrections.

#### Policy 6321 - New School Construction, Renovation (Technical Correction)

A technical correction is being made to include a cross reference to Policy 6350 - Prevailing Wage with the intent of encouraging districts to review all related content during implementation. Also includes miscellaneous grammar/punctuation corrections.

#### Policy 6325 - Procurement Federal Grants / Funds (Technical Correction)

A technical correction is being made to include a cross reference to Policy 6350 - Prevailing Wage with the intent of encouraging districts to review all related content during implementation. Also includes miscellaneous grammar/punctuation corrections.

#### Policy 6350 - Prevailing Wage (New)

This policy has been added because Michigan's Prevailing Wage Act has been restored and will take effect in March of 2024.

#### Policy 6520 - Payroll Deductions (Revised)

This policy has been revised to reflect that districts can deduct union dues or services fees.

#### Policy 8800 - Religious/Patriotic Ceremonies and Observances (Revised)

The policy is revised to reflect the recent U.S. Supreme Court decision in Kennedy v. Bremerton School District in which the Court clarified the equal importance of and the interaction between the Constitution's two (2) First Amendment clauses pertaining to religious rights. The Bremerton decision reinforced employees rights to the free exercise of religion such that a First Amendment analysis regarding district action (i.e. discipline or censorship) must consider whether the employee is exercising the staff members' free exercise rights. As a practical matter, the analysis remains unchanged; however, the Court clarified that the school district officials were not entitled to err on the side of avoiding a violation of the Establishment Clause. Revisions are recommended and if they are not adopted to articulate current law, a District can be exposed to a Constitutional challenge to the policy as facially invalid. Likewise, application of the concepts does require officials to apply the law as described in the policy revisions.

**Updates from Other Committees**

We will review updates from each of the other committees in preparation for the Board meeting on Monday.