

DAVISON COMMUNITY SCHOOLS

Board of Education

Monday, December 7, 2020

7:00 p.m.

Davison High School Auditorium

DTV Live Stream

MINUTES

MEMBERS PRESENT: Karen Conover
Eric Lieske
Mark McGlashen
Diane Rhines
Matthew Smith
Granger Stefanko
Kathleen Sudia

ADMINISTRATION: Kevin Brown, Superintendent of Schools
Matt Lobban, Assistant Superintendent

ORDER OF BUSINESS:

CALL TO ORDER: The regular meeting of the Davison Board of Education was called to order by President Kathleen Sudia at 7:00 pm in the Davison High School Auditorium.

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was led by Board President Kathleen Sudia.

ROLL CALL: Robin Ricica read the roll. Members present: Karen Conover, Eric Lieske, Mark McGlashen, Diane Rhines, Matthew Smith, Granger Stefanko and Kathleen Sudia.

APPROVAL OF AGENDA: Moved by Karen Conover, supported by Diane Rhines, to approve the agenda as presented. The motion was carried with a vote of 7-yes, 0-no.

APPROVAL OF CONSENT AGENDA: Moved by Mark McGlashen, supported by Granger Stefanko, to approve the consent agenda which included items 1-5 below:

- Approval of Minutes:** Approval of the open and closed session minutes for the previous special board meeting of November 16, 2020. Approval of the minutes for committee meetings received since the November 16, 2020 Board meeting.
- Approval of Bills for Payment:** Approval of payment of the bills through November 30:
AP-Pooled Cash: General Fund, DCER Fund, DTV Fund,
Food Service Fund, and Student Activity Fund \$ 2,175,156.71
- Treasurer's Report:** Approval of the Treasurer's Report for the month of November.

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4. **Monthly Personnel Report:** Approval of personnel activity for the period through December 2, 2020.
5. **Approval of the Budget Revision:** Approval of the general fund budget revision which incorporates updated student enrollment data, known and anticipated changes in funding and other relevant information.

The motion was carried with a vote of 7-yes, 0-no.

COMMUNICATIONS:

Special Presentations

- a. **New Auditorium Design:** District music teachers have been actively involved in the design of our new auditorium. The architects and engineers from Kingscott have been extremely impressed with their dedication, knowledge, expertise and willingness to participate in the design of what promises to be an amazing facility. These teachers presented to the Board on the new auditorium design.
- b. **Recognition of Board Members:** Current Board President Kathleen Sudia and Vice President Mark McGlashen have served the children of the Davison Community Schools for 32 and 22.5 years respectively. They have had a significant impact on the lives of thousands of Davison students and contributed greatly to the success of the Davison Community Schools. Mrs. Sudia and Mr. McGlashen were presented with honorary plaques and thanked for their many years of service and their dedication to the students, staff and Davison community.

From the Public: Visitors were welcomed and invited to address the Board. Elizabeth Guzak sent an email asking how much DCC Construction has profited off of the school bond to date. Mrs. Guzak encouraged the newly elected board members to consider removing Trustee Stefanko from the Buildings and Grounds Committee moving forward to ensure zero conflict of interest.

Correspondence: There was no correspondence to be read.

ACTION ITEMS:

EXTENDED COVID-19 LEARNING PLAN 30 DAY RECONFIRMATION: On September 14, 2020 the Board approved the District's Extended COVID-19 Learning Plan. The Board is required to reconfirm our plan monthly taking into consideration the following:

- COVID-19 Cases or Positive COVID-19 tests
- Hospitalizations due to COVID-19
- Number of deaths resulting from COVID-19 over a 14-day period
- COVID-19 cases for each day for each 1 million individuals
- The percentage of positive COVID-19 tests over a 4-week period
- *Health capacity strength*
- Testing, tracing and containment infrastructure with regard to COVID-19.

In addition to these seven items, the district is also required to report out the percentage of two-way interactions being made between teachers and online students. The district must, at a meeting of the board, reconfirm how instruction is going to be delivered during the 2020-2021 school year. Moved by Mark McGlashen, supported by Karen Conover, to reconfirmation the Extended COVID-19 Learning 30-Day Reconfirmation with minor changes that included expectations of teachers and parents. Motion passed with a vote of 7-yes, -0-no.

APPROVAL OF MERIT BASED COMPENSATION: The Michigan Revised School Code MCL 380.1250 requires school districts to establish a method of compensating its teachers and administrators based on performance. Since no evaluations were done last year due to the COVID-19 pandemic, this year the recommendation for merit based compensation is an off-scale payment to teachers and administrators rated as effective or highly effective on their 2019 end of year performance evaluation. The end of the 2019-2020 school year as well this year thus far has been extremely challenging due to the ongoing pandemic and at no time has merit pay been more justifiable. 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 was 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 2019-2020 school year. Those off-scale payments are listed below.

Administrators:	\$1,000
Supervisors:	\$800
Teachers:	\$600
Central Office Staff:	\$500
Full Time Hourly	\$400
Part Time Hourly	\$200

Mr. Brown commented on how fortunate we are to have employees that live the Davison Community Schools mission of putting kids first each and every day. Motion by Matthew Smith, supported by Eric Lieske, to approve merit based compensation payments to be made on the December 18, 2020 pay period. Motion passed with a vote of 7-yes, 0- no.

APPROVAL OF SUMMER ABATEMENT PROJECT AT DAVISON HIGH SCHOOL: Bids were received for the asbestos abatement project at the high school. A recommendation memorandum from Executive Director of Operations Phil Thom was attached which included a bid tabulation and recommendation letter from Arch Environmental Group. Moved by Karen Conover, supported by Granger Stefanko, to approve and recommend the low qualified bid from Certified Abatement Services in the amount of \$592,000.00 for the Davison High School Abatement Project. There was discussion and questions were answered. The motion carried with a vote of 7-yes, 0-no.

APPROVAL OF THE PUT BACK PROJECT AT THE DAVISON HIGH SCHOOL: Bids were received for the put back project at the Davison High School. A recommendation memorandum from Executive Director of Operations Phil Thom was attached which included bid tabulations and a recommendation letter from DCC Construction for the

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four bid categories of carpentry/ceiling work, fire suppression, mechanical and electrical. Moved by Mark McGlashen, supported by Eric Lieske, to approve the low qualified low bids from Resurrection Carpentry for \$124,000.00; Wolverine Fire Protection for \$76,900.00, M.J. Mechanical Services for \$45,800.00; and Metcalf Electric for \$185,775.00. The motion was carried with a vote of 7-yes, 0-no.

APPROVAL OF THE NEW DAVISON BUS LOT AT CARDINAL STATION PROJECT: Bids were received for the moving of the Bus Lot to Cardinal Station. A recommendation memorandum from Executive Director of Operations Phil Thom was attached which included a bid tabulation and recommendation letter from DCC Construction. Moved by Matthew Smith, supported by Karen Conover, to approve the low qualified bid from Kennedy Excavating in the amount of \$962,557.00. The motion carried with a vote of 7-yes, 0-no.

APPROVAL OF POLICIES FOR THE FIRST READING: In February 2014, the Board approved entering into an agreement with Neola of Michigan to provide a policy manual review of the current Board of Education policies. The Board Policy and Planning Committee has met with the NEOLA representative to review, revise and create policies for the following sections (distributed previously for review). Superintendent Brown provided an explanation of the policy updates listed below. Moved by Matthew Smith, supported by Diane Rhines, to approve the policies below for the first reading:

0141.01	Student Body Representative
6114	Cost Principles – Spending Federal Funds
6325	Procurement - Federal Grants/Funds
8450.05	Emergency Temporary Telecommunity Policy (ETTP)

The motion was carried with a vote of 7-yes, 0-no.

SUPERINTENDENT’S ANNUAL PERFORMANCE EVALUATION AND EMPLOYMENT CONTRACT: On the basis of the “highly effective” results of the superintendent’s performance evaluation, the Personnel Committee recommends the Board’s acceptance of the evaluation and to extend Superintendent Brown’s employment contract by one year to cover the period January 1, 2021 through December 31, 2025. Moved by Mark McGlashen, supported by Granger Stefanko, to approve the superintendent’s annual performance evaluation and employment contract.

ACCEPTANCE OF CONTRIBUTIONS: Moved by Karen Conover, supported by Mark McGlashen, to gratefully accept the following contributions and to direct the superintendent to express the Board’s gratitude in writing:

- Walter Smith donated a shredder to Gates Elementary to be used by staff to shred confidential papers.
- Kim Carter donated backpacks, masks and school supplies to be used in various school buildings as needed.
- Financial Plus Credit Union donated \$1,000 as a thank you to the district for support provided to students, staff, and the Davison community.

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- Trinity Quilters donated 28 handmade quilts which will be given to students in need.
- Nancy Davis donated a bag of homemade masks for elementary students.
- Journey Ministries donated a case of hand sanitizer to the school district to be used in buildings as needed.

The motion was carried with a vote of 7-yes, 0-no.

INFORMATIONAL ITEMS:

From our Superintendent:

- Students in kindergarten through eighth grade will be back in school face-to-face on Wednesday, December 9. Students in grades 9-12 will continue virtual learning as required by the MDHSS for another 12 days through December 18.

Other Matters Which May Properly Come Before the Board (From Board members):


- Trustee Smith asked for a moment of silence to recognize the recent passing of Pat McAvinchey who served on the Davison school board from 1971 to 1976.
- Vice President Mark McGlashen thanked Board members, staff and the Davison community for the many good things that are happening in our schools. He complimented the dedicated staff and stated how very much he enjoyed serving the district.

Future Meeting Dates:

Next Regular Meeting: Monday, January 11, 2020
7:00 pm
Davison High School Athletic Meeting Room
1250 N. Oak Road
Davison, MI 48423

ADJOURNMENT: Moved by Karen Conover, supported by Matthew Smith, to adjourn the meeting at 8:06 pm. The motion was carried with a vote of 7-yes, 0-no.

Respectfully submitted:



Diane Rhines, Secretary
Davison Board of Education