

GRAND LEDGE PUBLIC SCHOOLS
Board of Education

Regular Meeting – January 24, 2022

MINUTES

President Shiflett called the meeting to order at p.m. He led those present in the Pledge of Allegiance.

ROLL CALL

Roll Call by Superintendent Marcus Davenport indicated the presence of **Board Members:** Jon Shiflett, Nicole Shannon, Jarrod Smith, Sara Clark Pierson, Denise DuFort and Ben Cwayna. **Central Office Administrators:** Marcus Davenport, Steve Gabriel, Bill Barnes, Julie Waterbury, Sara Holding, Mark Deschaine and John Ellsworth. **Others in Attendance** Melissa Mazzola, Kim Laforet, Jason Devenbaugh, Liz Devenbaugh, Tim Totten, Robert Payne, Jean Payne, Ginny Betcheller, Tara Kopietz, Karen Hogan, Jes Melton, Courtenay Hamilton, Ashley Oneil, Gena Voorheis, John Voorheis, Ashley Kuykendoll, Amie Hartman, Jim Haywood, Chelsee Howe-West, Mary Moore, John Ledesma, Tiffany Organek, Julie Tadgerson, Deb Wiliamson, Carla Wey, Kristen Andriessen, Kyle Dymond, Jon Wise, Lana Wise, Anthony Beattie, Alison Walcziac, Jeff McNeilly, Jody Lyon, James Wheelock, Sheri Wheelock, Dairus Reynnet, Monica Jackson, Sharon Frazier, Jim Frazier, David Penfield, John Hubbard, Howard Pizzo, Nell Pizzo, Nick Kuhl, Janee Penfield, Kristin Baker, Marlene Promer, Sally Jo Nelton, Melissa Burke, Dawne Velianoff and Kim Manning

APPROVAL OF AGENDA ITEMS

Motion by Ms. Shannon, seconded by Ms. Clark Pierson for the Grand Ledge Public Schools Board of Education to approve the January 24, 2022 Agenda Items, as presented. The motion carried unanimously.

APPROVAL OF CONSENT AGENDA ITEMS

Motion by Mrs. DuFort, seconded by Mr. Smith or the Grand Ledge Public Schools Board of Education to approve the January 24, 2022 Consent Agenda Items, as presented.

Included on the Consent Agenda was the January 10, 2022 Organizational and Work Session Meeting Minutes and the Hiring of Kristy Ford.

The motion carried unanimously.

REPORTS

A. Capitol Connections Report

Mr. Smith noted legislative sessions have been limited due to COVID-19 but he continues to follow legislation related to the school bond sharing this does not impact the district as we no longer borrow.

B. Eaton RESA Report

Mrs. DuFort noted the Board received a presentation from the Meadowview staff, reviewed the Michigan Integrated Continuous Improvement Process (MICIP), appointed CJ VanNieuwenhuyzen to the Parent Advisory Committee, updated their COVID-19 policy, received an Eaton County Emergency Response update, and shared enrollment is open for

the student to enroll in the 2023 Career Prep Center noting applications can be made online and students will begin being placed on February 7.

C. Equity, Diversity & Inclusion Committee

Ms. Clark Pierson advised the committee did not meet but plans are underway to bring the group back together to move forward with the hiring of the EDI Support person as well as further reviewing the EDI report that was shared in June.

Dr. Davenport clarified that the district went through the hiring process for the EDI Support person and unfortunately, after months of work to find the right person, both of the top two candidates declined the opportunity to join the team. Based on this reality, the administrative team is now considering reposting the position with the intent to fill it at the start of the 2023-2024 school year. He noted the board approved this hiring but will need to spend time reviewing the full report and establishing how each of the goals presented look at all levels throughout the district. In closing he noted he looks forward to hiring someone to fill the EDI Support position to continue pushing our district forward, uniting our community and being fully transparent through the process to ensure we can move forward as a united community.

D. Bond Update

Dr. Johnson provided an update with regard to bond construction projects noting most of the work at Holbrook has been completed, Beagle is vastly complete with the exception of the pool but noted the hallway for students to access their STEM classes is complete. He noted work continues on the high school track despite the weather and sharing that most of the outside work has been completed on the high school fine arts and athletics project. In closing he noted planning for projects at Delta Center are well underway and conceptual planning strategies have begun for the new Wacousta Elementary School.

E. Superintendent's Report

Superintendent Davenport took a moment to acknowledge the members of the Board of Education noting January is School Board Recognition month. He thanked them for their tireless work in these unprecedented times. He then welcomed the Holbrook Team to present.

Holbrook Principal Bill Albrecht kicked off the presentation introduced Holbrook's facility dog Diesel and how they celebrated Diesel's 3rd birthday by collecting and donating to the Capital Area Humane Society in his honor. He thanked the board for their continued support and helping the district continuously improve. He further thanked the administrative team including the Central Office Administrators noting the group is "top shelf", very collaborative and always ensuring our eye stays on the ball. He acknowledged the students, families and staff of Holbrook, including the PTO for the tremendous opportunities they have developed to support the staff, He acknowledged the tremendous work of all the high-quality staff throughout the building and all their extra efforts to maintain in-person learning. He shared his continued priorities moving forward to include professional development for staff and improving student achievement, being intentional about being data driven, and sharing a recent partnership with Sylvan Learning Center that is providing additional tutoring and enrichment opportunities to the students at Holbrook. He then introduced teacher Tiffany Organek.

Ms. Organek presented the board with a presentation overview how teachers and students work toward their Holbrook P.R.I.D.E. with P being positive, R being respectful, I being inclusive, D being determined, and E being empathetic. She provided specific examples for each item. She then shared an video of the Holbrook Weekly Highlights.

Assistant Superintendent for Academic Services Dr. Barnes recognized the teachers and support staff that have made everything possible. He shared students are currently testing with NWEA, Dibles and the Delta Math Screener. He noted this data is used to show gaps and where we need to grow. He advised he will present an in-depth overview of the data in February. He remarked we know we have holes in math, science and social studies and have begun piloting some new programs noting the work that has gone into these pilots on the part of our teachers and advising he will share information on these programs in the Spring. He noted the collaborative sessions built into the calendar are paying huge dividends. He referenced the partnership with Sylvan Learning Center Mr. Albrecht referenced noting this is also a pilot and provides additional supports to the students who need it. He shared he is looking into ways to build support for our English as a Second Language students at Delta Center noting the high population of these students in that building. He thanked Mrs. Waterbury for her guidance in ensuring fund availability to provide additional support to our students including bringing back our Summer School Program that was a great success last year. He noted the building administrators along with our Deans of Students will attend Restorative Justice Training next week sharing this training provides guidance on healing the harm instead of just giving a consequence. Restorative justice training next week for deans and administrators – working with students when they make a mistake, help to heal the harm instead of just giving a consequence. He referenced MICIP noting this is the new school improvement process from the State and sharing how it impacts each level of learning and noting the district is working well toward achieving this year's goals and work will begin next week to establish goals for next year. In closing he noted none of this would be possible without the leadership from our building principals.

Dr. Davenport then shared the district has partnered with MASB to begin establishing a long-term Strategic Plan noting input from stakeholders will be vital in the process with the process beginning in the near future.

a. Review of Proposed ESSER III Spending Plan

Chief Financial Officer Julie Waterbury shared the district has been the beneficiary of federal ESSER funds to assist with the challenges faced in responding to the COVID-19 pandemic. She reviewed the two previous rounds of ESSER funding and what the funds were used for and sharing the district is now eligible to receive ESSER III funding. To receive these funds districts are required to engage in meaningful consultation with their stakeholders. As such, the district conducted a survey to provide our stakeholders with information on the allowable uses of the ESSER III funds and to seek input on how the funds may be best utilized. She shared the results of that survey. She further noted the ESSER III funding requires that 20%, or approximately \$500,000, be reserved to address student learning loss. The results of the survey were reviewed with the District Professional Learning Team, which is made up of staff, parents and community members and they provided feedback and discussion on the suggested usage. She then provided an in-depth overview of the

proposed usage of the ESSER III part 1 funds and advising the district's plan will be submitted to the Michigan Department of Education (MDE) by February 13, 2022 and the MDE will release all plans to the general public on March 1.

A detailed discussion among the members noted part of this funding was included in the July budget but full details will be included in the upcoming budget amendment, purchases already approved, counselor to student ratios, difficulties districts throughout Michigan are facing in finding persons to hire, different funds being utilized to support these hirings and support programs, assistance from the RESA, Engage MI funded by the legislature advising several of our families are taking part in this program.

PUBLIC COMMENT

Mr. Smith read the rules for addressing the board.

Melissa Mazzola thanked the members as part of School Board Recognition, for the transparency in sharing the board packets with the public, and the great candidates they have to select from to fill the vacancy on the board.

Kim Laforet addressed the board reiterating she will be running for one of the open seats on the Board in November and that she is a candidate for appointment tonight sharing the attributes she brings in her candidacy for school board.

Tim Totten addressed the board thanking them for considering him for appointment tonight, sharing his frustration with the foster program through Eaton County DHS, and noting if he is not selected he would recommend Kim Laforet.

Ginny Batcheller addressed the board remarking masks are really bad and expressing her support of Tim Totten, Kim Laforet, Jason Devenbaugh or Ashley Oneil to fill the vacancy on the board.

Julie Tadgerson addressed the board on her letter of interest to be appointed to fill the board vacancy and sharing the attributes she brings in her candidacy for school board.

Jason Devenbaugh addressed the board on his letter of interest to be appointed to the fill the board vacancy and sharing the attributes he brings to his candidacy for school board..

Kyle Dymond thanked the board members for their service to the community and endorsing candidate Ashley Kuykendoll to fill the vacancy on the board.

Ashley Oneil addressed the appointment to the board referencing mask mandates, in-person learning, CRT, EDI, and her support of Kim Laforet.

Tara Kopietz addressed the board in support of Kim Laforet or Ashley Oneil, Kristen Andriessen or Jason Devenbaugh.

Jeff McNeilly addressed the board stating he does not feel the board is representative of our community, claiming there is lack of leadership, stating the only flags that should be in classrooms are the Michigan and American flags, stating politics don't belong in our schools, expressing he hopes the board will fill the position based on credentials and not the color of their

skin and with somebody that does not stand for Black Lives Matter stating he doesn't want this "leftist agenda".

Kristen Andriessen thanked the board for the opportunity noting she submitted her letter of interest and would love to serve. She expressed concern for things that have been allowed to be spoken in classroom, masks, stating this is not us versus you or you versus us and noting we have to work together. She endorsed Kim Laforet, Rosalina Hernandez and Jason Devenbaugh.

Dairus Reynnet addressed the board expressing he is aware of what is going on and endorsing Kim Laforet.

Jody Lyon addressed the board in support of Kim Laforet.

John Hubbard addressed the board in support of Kim Laforet or Tim Totten, expressed concerns over his perceived lack of communication from Dr. Davenport noting weekly communications are being sent by John Ellsworth. He expressed safety concerns within the high school and Beagle following the events in Oxford.

Dawn Velianoff addressed the board in support of Kim Laforet, Jason Devenbaugh or Tim Totten noting she values their opinions, expressing her concern for the board making mandates when they claim they are not health experts, communications coming from John Ellsworth and not the Superintendent, her belief the administration dismissed the parent who spoke three meetings ago offering assistance for safety concerns, use of the ESSER III funds noting counselors are not therapists, questioning why certain members of the board have not addressed the board, and noting a kid being mean is not bullying stating bullying means ongoing.

Allison Walczak thanked the board for their service and endorsing Kim Laforet for the open board position.

Chelsea Hare-West thanked the board for their service, expressing appreciation to Dr. Davenport, noting John Ellsworth is the District Communication Director and endorsing Ashley Kuykendoll for the open Board seat.

Monica Jackson addressed the board on her letter of interest to be appointed to fill the board vacancy and sharing the attributes she brings in her candidacy for school board.

Melissa Burke addressed the board noting she is new to the district and sharing she left a job she loved because something had to change stating the pandemic is destroying our mental lives, encouraging the end to the mandates and supporting Kim Laforet.

OLD BUSINESS

A. SELECTION OF NEW GLPS BOARD OF EDUCATION TRUSTEE

President Shiflett noted the process for the selection of Trustee needs to be looked at by the Governance Committee to ensure we are following the same process each time.

Member Cwayna nominated Kim Laforet.

Member Clark Pierson nominated Toni Glasscoe.

Member DuFort nominated Ashley Kuykendoll.

President Shiflett closed the nominations.

President Shiflett recessed the meeting due to audience disturbance.

The meeting resumed at 7:52 p.m.

Mr. Cwayna recommended members remove their masks when speaking.

President Shiflett noted that will be a personal decision for each member.

Ms. Clark Pierson addressed her nomination of Dr. Glasscoe noting this is the first time the board has had the opportunity to have someone with a doctorate in education on the board expressing having Dr. Glasscoe on the board would be a tremendous benefit to the district due to her deep understanding of education and her executive leadership skills. She expressed she believes this is a real opportunity to Grand Ledge Public Schools and that Dr. Glasscoe will bring an undeniable energy to this board.

Ms. Shannon noted she was excited to see Dr. Glasscoe's letter of interest, remarking on her Governance experience coupled with the wealth of educational experience she has. She also noted candidate Ashley Kuykendoll has an extraordinary and would make an excellent addition to the board.

Mr. Cwayna noted the hassle and consternation that has existed since school was closed last year and asking the board to extend an olive branch. He noted there is a perception the board is not listening to parents, people don't feel like their voices are being heard. He noted this board doesn't disagree on the nuts and bolts but this board is divided 6-1 on the major issues. He noted the parents deserve representation and stating the board will still have a 5-2 majority. He noted this is a one-year appointment as the remainder of the position will be on the November 2022 ballot again encouraging the board to extend the olive branch. He noted Mrs. Laforet has lived in this community for over 40 years, she is mother, a grandmother. He remarked the board doesn't need another doctor, just like it doesn't need another lawyer, government worker, teacher's spouse. He encouraged broadening the board's diversity of thought. He pleaded with the board to give these parents a win, give them something so they are not coming here so made, give them Mrs. Laforet.

Mrs. DuFort noted the board received 11 letters of interest for one position commenting there were many strong candidates reiterating this is really an 11-month appointment and then it will be brought to the voters. She commented on Mrs. Kuykendoll's experience particularly as it relates to EDI and what that would mean to the district as we continue to move forward. She noted Mrs. Kuykendoll's dedication to working with children, strong budget experience, experience in analyzing data for organizational visions and goals. She believes she is the right candidate for the board.

Ms. Clark Pierson noted she has worked with Mrs. Kuykendoll and she thinks she is great. She also expressed a lot of regard for Mrs. Laforet but noted she speaks for a certain element of the community but that doesn't mean she speaks for the majority. She remarked length of time in this community does not qualify someone for the board. She noted many people have

contacted the members of this board in support of our policies. She noted there are people who will not come to these meetings. She again noted she has high regard for Mrs. Laforet, but she feels the board does need another doctor on this board, someone with the leadership skills that Dr. Glasscoe has.

Mr. Cwayna questioned how this would create a balanced board.

Ms. Clark Pierson noted the seat will be before the voters in November.

Mr. Cwayna noted the board does not represent the community with a 6-1 board noting diversity of thought is lacking and reiterating the board is still going to have a majority and again requesting the board consider appointing Mrs. Laforet and giving the parents a win.

President Shiflett requested a vote for the Nomination of Kim Laforet. There was one vote.

President Shiflett requested a vote for the nomination of Toni Glasscoe. There were three votes.

President Shiflett requested a for the nomination of Ashley Kuykendoll. There were two votes.

Noting none of the nominees have received a majority vote, the vote was taken again.

President Shiflett requested a vote for the Nomination of Kim Laforet. There was one vote.

President Shiflett requested a vote for the nomination of Toni Glasscoe. There were four votes.

President Shiflett requested a for the nomination of Ashley Kuykendoll. There was one vote.

President Shiflett noted Toni Glasscoe's selection as the new trustee of the Grand Ledge Public Schools Board of Education.

President Shiflett called a five-minute recess at 8:08 p.m.

The meeting reconvened at 8:13 p.m.

B. OATH OF OFFICE

Notary Public Kim Manning administered the Oath of Office to Toni Glasscoe.

Dr. Glasscoe joined the meeting.

C. SELECTION OF BOARD REPRESENTATIVES

President Shiflett noted this item was tabled at the January 10, 2022 Organizational Meeting pending the appointment to fill the vacancy on the board. He reminded everyone that Sara Clark Pierson was appointed to serve as the Parliamentarian to ensure this position stayed filled. Discussion among the members noted the appointment of Toni Glasscoe as Legislative Liaison; Nicole Shannon will continue to serve as the Board's Representative on the Grand Ledge Education Foundation Board; Sara Clark Pierson, Nicole Shannon and Ben Cwayna will serve as members of the Board's Audit Committee; Jon Shiflett, Jarrod Smith and Toni Glasscoe will serve as members of the Board's Bond Advisory Committee; Jon Shiflett, Sara Clark Pierson and Denise DuFort will serve as members of the Board's Equity, Diversity and Inclusion

Committee; and Nicole Shannon, Jarrod Smith and Ben Cwayna will serve as members of the Board's Governance Committee.

D. SAFETY & SECURITY DISCUSSION

Dr. Davenport shared the district is partnering with various law enforcement agencies to conduct Active Violent Incident (AVI) training that will take place over the summer month. He shared that he has participated in mandatory lock down drills at all levels throughout the district to gather pertinent information to assist in safety decisions. He noted that he, along with several other members of the Central Office Leadership team did meet with the parent who spoke at a recent board meeting regarding safety and conversations are ongoing. He advised a communication form was created to provide building administrators the ability to share building safety concerns as they arise, again noting this is a continuous means of keeping safety issues in the forefront. He commended the district's Comet Pride Officer Chris Chester remarking he goes above and beyond every day further sharing that the district is fortunate to have the support of local law enforcement and the City of Grand Ledge to conduct a threat assessment. He noted the findings of this assessment will not be shared with the public due to the sensitive nature of what is being discussed. In closing he noted as Superintendent and the member of the Central Office Leadership team are boots on the ground when it comes to district safety and security. He noted the district will continue making improvements and will continue to keep the board and public informed, as appropriate.

E. COVID-19 MITIGATION STRATEGIES

Dr. Davenport noted, as it has been stated, Mr. Ellsworth is our Director of Communication. He commended him for the excellent job he has done in communicating with our school community. He noted Mr. Ellsworth created the diagrams contained in the board packet, which have become a tool as we collaborate with our building leaders and the school community. He recognized Executive Director of Student Services Sara Holding for taking an active role in working with our district nursing staff and staying on top of our COVID rates in addition to her other current duties. He shared the leadership team meets weekly, sometimes more than once, to discuss the current COVID related remarking everyone has grown fatigued of this pandemic.

Director of Communications John Ellsworth then provided updates to the board with regard to the requirements of school districts to provide the number of school related COVID cases. He shared as of this morning, the district is still tracking 133 active cases, which means they are still in their infectious period. He provided an overview of the daily process as per the requirements of the pandemic order. He shared the district has successfully completed 85-days of in-person instruction with no full building or district wide cancellations of instruction. He further noted this is still an ever-changing environment; the CDC changes some guidance, then the MDHHS changes guidance, then the BEDHD changes guidance, then we have to change.

A questions was raised if the district is doing conducting test to stay to which Mr. Ellsworth advised the district is still conducting test to stay but noting the number will decrease as it is only required in a small number of circumstances.

Motion by Mr. Cwayna, seconded by Mr. Shiflett that the Grand Ledge Public Schools Board of Education rescind the mask mandate, effective immediately.

Ms. Clark Pierson noted the infection rate is the second highest since the start of the pandemic. She expressed she thought once more people got vaccinated, if you opted to, the number would go down. She remarked there are still too many people dying in this county and schools are

partners in this county. She noted she is not prepared to stop using masks, especially with the speed of Omicron.

The motion failed 6-1.

COMMENTS FROM STAFF AND BOARD

Dr. Barnes welcomed Dr. Glasscoe noting he is looking forward to working with her.

Mr. Ellsworth noted he continues to be contacted regarding the facility dogs, which speaks to the power of dogs in the school setting. He thanked the board for their support of this program in Grand Ledge.

Assistant Superintendent for Human Resources & Operations Dr. Steve Gabriel welcomed Dr. Glasscoe. He noted that as we continue to talk about the impact of the pandemic on a daily basis with test to stay, contact tracing, student and staff absences, it is important to recognize the staff that are going above and beyond to keep things going, doing things they have never done before, but stepping up for our students and our district as a whole. He reiterated what Dr. Davenport reported on with regard to the safety of our district and our relationship with local law enforcement.

Executive Director for Technology Services Mark Deschaine advised the district recently went through an external penetration test noting this is used to detect hackers. There was one minor imminent threat recognized and the district has taken steps to extinguish that threat. He noted as we move forward, cyber security is something that is always on our minds.

Dr. Davenport noted Dr. Gabriel was very humble in giving kudos to our staff, what he did not say was that every single member of the Central Office Leadership Team has stepped up and done their part to ensure appropriate coverage within our buildings. He shared he, and all the members of the leadership team, are committed to doing the work to keep our students in school.

Dr. Glasscoe expressed she appreciates the diversity of thought she heard tonight. She was humbled as she read through the credentials of all those that submitted their letters of interest to serve noting it is obvious there are individuals who care about this community, which indicates there is no lack of resources. She noted she appreciates honesty and what she has heard tonight is that people want to be listened to and stating that will be part of her mission, and noting she would be foolish if she didn't take the time to talk to her colleagues. She stated she wants to understand, noting she has her own thought process, but she believes in listening. She noted her goal has always been to serve this community beyond what she has done through LCC. She explained that she has not been present at meetings in the past as these meeting coincide with the LCC Board of Trustees meetings. She had a conversation with the LCC President prior to submitting her letter of interest and the President supported her in her desire to serve on this board. She wants people to know she is here to work with the other members of the board, the administration, the parents and the community.

Mrs. DuFort welcomed Dr. Glasscoe. She recognized the continuing commitment of our staff to do whatever is necessary to make sure we are doing the best we can under challenging circumstances to put our students first and noting 85 days of in-person instruction is something to be very proud of. She noted she appreciates the updates on Safety & Security and COVID. In closing she noted there are a lot of positive things going on in Grand Ledge.

Ms. Clark Pierson took a moment to acknowledge the loss of Craig Kahler to COVID. She noted he was the president of the DeWitt Board of Education and assisted Grand Ledge as a bond consultant. She noted she and Mr. Kahler had talked over the years and she appreciated his counsel.

Mr. Smith welcome Dr. Glasscoe. He shared Mr. Kahler was a colleague and he will be missed.

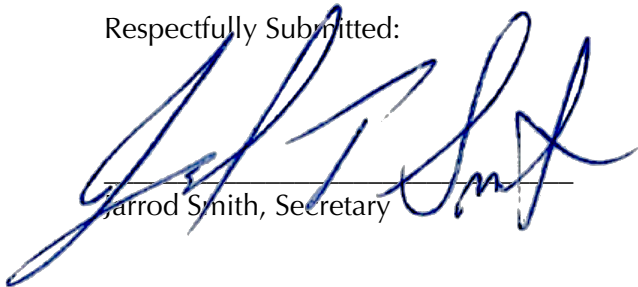
Ms. Shannon echoed condolences for the loss of Mr. Kahler. She thanked the staff for everything they are doing to get it done and noting she sees the results with kids in classrooms, busses running, etc. She welcome Dr. Glasscoe and thanked everyone who put themselves out there to be of service to the district.

President Shiflett welcomed Dr. Glasscoe. He thanked everyone for coming out and recognized the tremendous amount of commitment to the district. In closing he remarked "whether you agree with me or not, we don't have to be disagreeable".

ADJOURNMENT

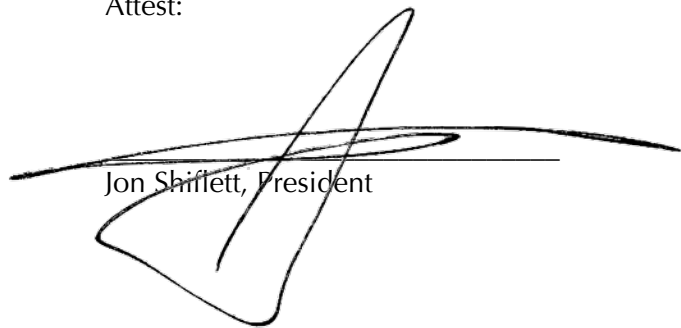
The meeting adjourned at 8:49 p.m.

Respectfully Submitted:



Jarrod Smith, Secretary

Attest:



Jon Shiflett, President