



Grand Ledge Public Schools Board of Education

OCTOBER 27, 2025
REGULAR MEETING

**SAWDON ADMINISTRATION BUILDING
BOARD ROOM
6:00 PM**

Grand Ledge Public Schools

Regular Meeting of the Board of Education

Please take notice that the Board of Education will hold a Regular Meeting on:

Date: Monday, October 27, 2025

Place: Sawdon Administration Building
Board Room
220 Lamson Street
Grand Ledge, MI 48837

***Once the meeting begins, it will be Live Streamed
at: [youtube.com/@GLPS21](https://www.youtube.com/@GLPS21) (click on Live)***

Time: 6:00 p.m.

Purpose: General Business

Phone: (517) 925-5400

Board minutes are located at the Board of Education office, 220 Lamson Street, Grand Ledge, MI 48837



William A. Barnes, Ed.D., Superintendent of Schools

cc: Buildings
Board Members
Lansing State Journal
Melissa Mazzola, President, GLEA
Katie Grass, Vice-President, GLEA
Blake Wegenke, Co-President, GLPEA
Dave Kushman, Co-President, GLPEA
Jim Gee, Co-President, GLPEA
Sarah Hopper, President, MEA/NEA Unit I, Secretarial /Clerical
Denise Truman, President, MEA/NEA Unit III, Food Service
Allyson McCann, President, MEA/NEA Unit IV, Paraeducators, TA & Health Care Paraeducators
Danis Peck, President, IUOE Local 547, A, B, C, E & H AFL-CIO, Bus Drivers
Pat Malloy, Co-President, Building & Grounds Maintenance Association
Dave Jolley, Co-President, Building & Grounds Maintenance Association
Sarra Ruiz, President, IUOE Local 324, Custodial Association

Date of Posting: October 22, 2025

NOTE: Individuals may address the Board for up to three (3) minutes in the Public Comment segment of the meeting. Any person with a disability needing accommodations to attend a Board of Education meeting should contact Kim Manning at 925-5401 at least three (3) days prior to the date of the meeting he/she plans to attend.

Grand Ledge Public Schools
Board of Education
MEETING AGENDA
Monday, September 27, 2025
6:00 pm

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- I. Call to Order & Pledge of Allegiance.....Denise DuFort, President
 - II. Roll Call.....Dr. Bill Barnes, Superintendent
 - III. Approval of Agenda Items
 - IV. Approval of Consent Agenda Items
 - A. October 13, 2025 Meeting Minutes
 - B. Teacher Hiring
 - a. Andrea Hayes – Math - Virtual
 - V. Reports
 - A. Capitol Connections
 - B. Eaton RESA
 - C. Grand Ledge Education Foundation
 - D. Diversity, Equity & Inclusion Committee
 - E. Governance Committee
 - F. Finance Committee
 - G. Bond Update
 - H. Superintendent
 - VI. Public Comment
 - VII. New Business
 - A. Approval of Facility Naming Resolution - Baseball Venue
 - B. Approval of Facility Naming Resolution - Track & Field Facility
 - C. Approval of Probationary to Tenure Status
 - D. Approval of MPSERS 3% Employee Healthcare Reimbursement
 - E. Approval of PowerSchool Litigation Resolution
 - F. Approval of Updated Distance Learning Student Handbook
 - G. Updated Board Policies – 1st Reading
 - a. Civil Rights Address Change
 - 1623 - Section 504/ADA Prohibition Against Disability Discrimination in Employment
 - 2260 – Nondiscrimination & Access to Equal Education Opportunity
 - 2260.01 – Section 504/ADA Prohibition Against Discrimination Based on Disability
 - 3123- Section 504/ADA Prohibition Against Disability Discrimination in Employment
 - 4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment
 - b. Fall 2025 Review
 - 2210 - Curriculum Development – Approved Courses
 - 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities
 - 2412 - Homebound Instruction Program
 - 4162 - Controlled Substance & Alcohol Policy for CMV Drivers & Other Employees
 - 5120 - Assignment within District
 - 5517.01- Bullying & Other Aggressive Behavior Toward Students
 - 7540.02 - Digital Content
 - 8305 - Information Security
 - c. Non-Discrimination
 - 1422 – Nondiscrimination, EEO & Anti-Harassment
 - 3122 – Nondiscrimination, EEO & Anti-Harassment
 - 4122 – Nondiscrimination, EEO & Anti-Harassment
 - VIII. Comments from Staff and Board
 - IX. Future Topics
 - A. Board DEI Committee – Monday, October 6, 2025, 5:30 p.m., Zoom
 - B. Board Governance Committee – Monday, October 6, 2025, 6:30 pm, Sup't Ofc.
 - C. Board Bond & Sinking Fund Committee - Monday, October 13, 2025, 5:15 p.m., Room 107
 - D. Work Session – Monday, October 13, 2025 6:00 p.m., Board Room

NOTE: Individuals may address the Board for up to three (3) minutes in the Public Comment segments of the meeting. If any person with a disability needs accommodations at the Board of Education meeting, please contact Kim Manning at 925-5401 at least three (3) days prior to the date of the meeting he/she plans to attend.

**Grand Ledge Public Schools
Board of Education
MEETING AGENDA
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6:00 pm**

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- X. Closed Session – Negotiations – Per Section 8(1)(c) of the Open Meetings Act, PA 267 of 1976
- XI. Reconvene in Open Session
- XII. Closed Session – Superintendent’s Evaluation - Per Section 8(1)(a) of the Open Meetings Act, PA 267 of 1976
- XIII. Reconvene in Open Session
- XIV. Superintendent’s Annual Evaluation Statement
- XV. Adjournment

NOTE: Individuals may address the Board for up to three (3) minutes in the Public Comment segments of the meeting. If any person with a disability needs accommodations at the Board of Education meeting, please contact Kim Manning at 925-5401 at least three (3) days prior to the date of the meeting he/she plans to attend.



CALL TO ORDER & PLEDGE OF ALLEGIANCE

President Denise DuFort

"I pledge allegiance
to the Flag
of the United States of America,
and to the republic
for which it stands,
one Nation under God,
indivisible,
with liberty and justice for all."



ROLL CALL

Superintendent Dr. William Barnes



APPROVAL OF AGENDA ITEMS

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the October 27, 2025 Agenda Items, as presented.



APPROVAL OF CONSENT AGENDA ITEMS

A. October 13, 2025 Meeting Minutes

B. Teacher Hiring

a. Andrea Hayes - Math - Virtual

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the October 27, 2025 Consent Agenda Items, as presented.

GRAND LEDGE PUBLIC SCHOOLS
Board of Education
Work Session – October 13, 2025
MINUTES

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

ROLL CALL

Roll Call by Superintendent Bill Barnes indicated the presence of ***Board Members***: Coban Holmes, Matt Oppenheim, Toni Glasscoe, Nicole Shannon, Ashley Kuykendoll and Denise DuFort. ***Board Members Absent***: Kali Steves. ***Central Office Administrators***: Bill Barnes, Steve Gabriel, Adrienne Barna, Wendy Seida, Bill Albrecht, Kelly Jones, Mark Deschaine and John Ellsworth. ***Others in Attendance***: Melissa Mazzola, Jon Ringlein, Kevin Garthe and Kim Manning

PUBLIC COMMENT

There was no public comment.

DISCUSSION ITEMS

A. 2024-2025 AUDIT PRESENTATION – Jon Ringlein, CPA, Maner Costerisan

Jon Ringlein of Maner Costerisan provided the board with an overview of the 2024-2025 Audit reviewing the Financial Statements, Internal Controls, Compliance for Major Programs, Governance Letter and the Management Letter. He reviewed the balance sheet of assets and liability, the statement of revenues, expenditure and changes in the fund balance, budget comparison, revenue in the General Fund, including an overview of the three-year trend, expenditure from the General Fund including an overview of the three-year trend, and the three-year trend of the fund balance. In closing he noted the district has a strong 18.30% fund balance, which is in line with MSBO's recommendation of 15-20%, noted the implementation of GASB 101 and GASB 102 with future implementations of GASB 103 and 104 still to come.

B. SUPERINTENDENT'S EVALUATION UPDATE – C. STAFF RELATIONS

Superintendent Barnes provided the board with an update regarding Staff Relations. He reviewed the goal for each of the goals areas including staff feedback, staff communication, personnel matters, delegation of duties, recruitment, labor relations and visibility in the district and provided current initiatives and evidence that support the progress for each goal area.

C. FACILITIES UPDATE – NEXT STEPS

Superintendent Barnes reviewed the presentation from August 2025 reviewing the purpose of the discussion, the past facility upgrades priority updates from 2022, 2024 and 2025, provided the 2018 bond highlights, and reviewed future district needs along with additional future needs for consideration. He advised we are looking at putting out

some Request For Proposals (RFPs). This doesn't change our current bond partners. For transparency, he noted this is to look at considerations for possible future bond or sinking fund proposals noting this is the conversation that needs to start taking place. If we want to live up to the expectations of our district and our community, we must continue to grow and look to the future.

ACTION ITEMS

A. APPROVAL OF MEETING MINUTES

Motion by Ms. Shannon, seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to approve the September 22, 2025 Meeting Minutes and the September 29, 2025 Retreat Minutes, as presented. The motion carried unanimously.

B. APPROVAL OF 2024-2025 AUDIT

Motion by Dr. Glasscoe, seconded by Ms. Kuykendoll for the Grand Ledge Public Schools Board of Education to approve the 2024-2025 Audit, as presented. The motion carried unanimously.

C. APPROVAL OF RESOLUTION AUTHORIZING GLPS MEMBERSHIP IN THE WMHIP INSURANCE POOL FOR A MINIMUM THREE-YEAR PERIOD

Motion by Mr. Holmes, seconded by Ms. Shannon for the Grand Ledge Public Schools Board of Education to authorize Grand Ledge Public Schools Membership in the West Michigan Health Insurance Pool for a minimum three-year period, as presented.

Dr. Barnes expressed his appreciation to Ms. Barna and Ms. Jones for getting us here. He thanked the members of our Insurance Committee, for helping make the decisions on what we are going to do for our employees with regard to health insurance. He provided information on the health pool noting they only deal with public sector groups. The health pool allows the ability to spread the risk out over a far greater pool of people which keeps costs low. He noted employees will have a number of options that may put more money in our employees' paychecks.

Chief Financial Officer Adrienne Barna, also thanked the member of the Health Advisory Committee and reiterated this plan has very minimal cost increases with many employees seeing cost reductions. She noted open enrollment is the first week of November, but prior to this, the district will offer opportunities for employees to come and see what the plan offers.

Roll Call Vote:

Mr. Holmes	YES	Ms. Shannon	YES
Mr. Oppenheim	YES	Ms. Kuykendoll	YES
Dr. Glasscoe	YES	President DuFort	YES

The motion carried unanimously.

D. PAYMENT OF SINKING FUND INVOICES

Motion by Ms. Shannon seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to approve the payment of Sinking Fund Invoices in the amount of \$12,106.80, as presented.

Ms. Shannon noted this was reviewed at the Board Bond and Sinking Fund Committee prior to the meeting and approved to be brought forward for the board's consideration. This represents work for the Neff secure entrance.

The motion carried unanimously.

E. PAYMENT OF PROPOSAL 1, SERIES 2 BOND INVOICES

Motion by Ms. Kuykendoll, seconded by Mr. Holmes for the Grand Ledge Public Schools Board of Education to approve the payment of General Capital Projects Invoices in the amount of \$69,174.93, as presented.

Ms. Shannon noted this was reviewed at the Board Bond and Sinking Fund Committee prior to the meeting and approved to be brought forward for the board's consideration. This represents a payment to the Department of Treasury noting there is a cap on how much the district can earn on bonds.

The motion carried unanimously.

F. PAYMENT OF PROPOSAL 1, SERIES 3 BOND INVOICES

Motion by Ms. Shannon, seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to approve the payment of Proposal 1, Series 3 Bond Invoices in the amount of \$732,694.51, as presented.

Ms. Shannon noted this was reviewed at the Board Bond and Sinking Fund Committee prior to the meeting and approved to be brought forward for the board's consideration. This represents work at the high school.

The motion carried unanimously.

G. PAYMENT OF PROPOSAL 1, SERIES 4 BOND INVOICES

Motion by Ms. Shannon, seconded by Ms. Kuykendoll for the Grand Ledge Public Schools Board of Education to approve the payment of Proposal 1, Series 4 Invoices in the amount of \$1,201,745.65, as presented.

Ms. Shannon noted this was reviewed at the Board Bond and Sinking Fund Committee prior to the meeting and approved to be brought forward for the board's consideration. This represents Clark progress billing and work at Hayes, Willow Ridge and Operations.

The motion carried unanimously.

COMMENTS FROM STAFF & BOARD

Mr. Deschaine reminded everyone tickets for Footloose are on sale now and encouraged everyone to get their tickets as they are going fast.

Dr. Barnes thanked the members of his Central Office Leadership Team (COLT) noting tonight he presented the last evaluation presentation commenting that while he is sharing the information, it is a culmination of the work of the leadership team.

Mr. Holmes also encouraged everyone to get their tickets to Footloose and thanked Ms. Barna and her team for the work they do to bring in a clean audit.

Mr. Oppenheim shared details from his visit to Ashley Allison's, Shawn Bronson's and Natalie Queen's classrooms last Wednesday.

Dr. Glasscoe noted the Education Foundation is set to review this year's teacher grant applications commenting the information provided tonight gives a better idea of what is needed and how it fits in. She thanked President DuFort and Dr. Barnes for the recent Board Retreat. In closing she remarked Dr. Barnes is very visible in the community and the region and thanked everyone for what they have done for employee benefits.

Ms. Shannon congratulated the Cross-Country team, commended the band exhibition last Wednesday noting she loves seeing the all the bands and remarked the Grand Ledge band community were fabulous hosts.

Ms. Kuykendoll gave shout outs for the band exhibition, noting they recently took 1st place in a competition and to the Cross Country team. She thanked everyone for their work on employee health benefits and being proactive to find something good for our employees. In closing she shared her recent experience at MSU's Women In Leadership Institute in which she was a guest speaker.

President DuFort also thanked Ms. Barna and her team for the audit and congratulated the Cross Country team. She shared she visited Hayes last week and was able to see the new CKLA curriculum in action. She also noted she attended the most recent Wacousta PTIA meeting where comments were made about how engaging the new CKLA curriculum is remarking she is pleased to have a strong language arts curriculum that incorporates social studies and science. She shared information regarding Wacousta and Holbrook Counselors, Kelsey Connor and Kelsey Burzinski for seeking our RAMP certified noting this is a very detailed process and commended them for going above and beyond anything that is required of them. She commended the district for their work to bring a favorable benefits plan to employee. She recognized the recent Hall of Fame induction ceremony and the military recognition. In closing she expressed her appreciation to Dr. Barnes and the team for continuing to look at our facilities needs and commented the board retreat was a great event providing the members the opportunity to grow together.

ADJOURNMENT

The meeting adjourned at 7:39p.m.

Respectfully Submitted:

Attest:

Nicole Shannon, Secretary

Denise DuFort, President

DRAFT



INTEROFFICE MEMORANDUM

TO: Dr. William A. Barnes, Superintendent of Schools
FROM: Kelly J. Jones, Director of Human Resources
SUBJECT: Teacher Recommendations
DATE: October 22, 2025

I recommend the hiring of the following candidates for employment during the 2025-2026 School Year. Each candidate has the qualifications and certifications necessary for the recommended position.

Andrea Hayes	Math	Distance Learning
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KJJ

ANDREA HAYES



EDUCATION

B.A. Secondary Education
Western Michigan
University
Kalamazoo, MI
April, 2004

M.A. in Education
Marygrove College
Detroit, MI
December, 2006

CERTIFICATIONS

**MI Secondary Professional
Certificate**

- 6 – 12 Mathematics (EX)
- 6 – 12 English (BA)

EXPERTISE

20+ years of teaching middle school, high school, and college mathematics, ELA, and teacher education courses with a specialization in at-risk student populations.

14+ years of curriculum coordination and development, teacher evaluation, assignment evaluation, teacher coaching, and data collection and analysis.

6+ years experiences with RTI and Tier 1 and Tier 2 instructional practices.

Expansive software knowledge including Google suite, Excel, PowerSchool, and multiple online learning platforms.

WORK EXPERIENCE

Lansing Community College **2022 - present**
Assistant Professor of Education and Lead Faculty

- Taught education courses to preservice teachers including Educational Psychology, Foundations of Education, Intro to Exceptional Learners, and Teacher Education Practicum.
- Participated in course evaluation, course revision, and program review.
- Served as Lead Faculty for the Education Program.

TNTP **2023 - present**
Instructional and Academic Reviewer

- Evaluated classroom assignments for effectiveness.
- Conducted instructional observations for school districts across the country.

Grand Ledge High School **2021 - 2023**
Math Teacher

- Taught Algebra 1, Geometry, and Algebra 2 to at-risk and general education populations.
- Provided Tier 1 and Tier 2 supports to students in small groups.
- Designed Algebra 1C curriculum for students needing to regain credit in Algebra 1.
- Worked in the Math Help Room providing assistance to any math student from Algebra 1 up to Pre-Calculus including students with IEP's and 504 plans.

Grand Rapids Community College **2011 - 2021**
Associate Professor of Mathematics

- Instructed students in a variety of mathematics courses including courses for at-risk students and for preservice teachers: MA 210: Math for Elementary Teachers I and MA 211: Math for Elementary Teachers II.
- Served as Curriculum Coordinator for MA 107: Intermediate Algebra.
- Developed curriculum, evaluated instructors, provided instructional coaching, collected and analyzed data on over 30 instructors per semester, participated on curriculum alignment projects, instituted common course guidelines, and choose textbooks.
- Organized and ran professional development for instructors.

ANDREA HAYES

TEACHING PHILOSOPHY

- All students can learn, and all students deserve rich, deep learning opportunities.
- Education must be inclusive and culturally relevant.
- High expectations must be set for all students.
- The purpose of public education is to provide students with the skills they will need to think critically, work collaboratively, discern information, effectively communicate, and problem solve regardless of how different their future looks from the present.
- Equitable teaching means providing each student with the tools and support they need to be successful.
- A quality teacher uses multiple research-based methods of instruction and regularly adapts instruction to fit the needs of current students.
- Relationships with students must at the forefront. Students need to feel seen, safe, and included before learning can begin.
- Collaboration and communication among teachers within and across disciplines is essentially.
- Teaching must be asset-based instead of deficit-based. Teachers must look to expand upon knowledge students already have and make connections.
- Teaching must be flexible and adapt to the changing needs of the students.

Maple Valley Jr. / Sr. High School

2004 - 2011

Teacher – ELA and Math

- Instructed academic diverse students in English 8, English 9, English 10, English 11, Career Writing, Algebra I, Geometry, and Calculus. Developed and implemented academically appropriate lessons that incorporated Michigan content standards and benchmarks.
- Created standard-aligned curricula for English 8, English 9, English 10, Algebra I, Geometry, Calculus, and Freshman Focus.
- Served as class advisor, District School Improvement Committee team member, National Honor Society Selection Committee team member, Professional Development Committee Chair, and Scheduling Team member.
- Organized professional development opportunities for staff, created and ran trainings on data collection and analysis, and worked with parents, counselors, and administrators to help students achieve academic goals.

Kellogg Community College

2004 - 2007

Upward Bound Summer Academy Instructor

- Upward Bound is an intensive college preparatory support project designed to provide low- income, first generation high school students with encouragement and the essential skills necessary to complete high school and earn a post-secondary degree.
- Developed and implemented appropriate Algebra I and Algebra II curriculum that incorporated the use of technology and real-world applications and met the needs of the Algebra curricula at Battle Creek Central High School.
- Created and incorporated a variety of assessment tools to track students’ progress throughout the course.
- Created hands-on explorations and investigations that allowed students to make their own mathematical discoveries.

University of Phoenix

2008 - 2017

Adjunct Professor

- Instructed online students in associate-level mathematics courses (College Algebra, Math for Elementary Teachers I and Math for Elementary Teachers II).
- Implemented departmental policies and curriculum.
- Facilitated class discussions, assisted students with understanding course material, and provided supplemental instruction to help students understand the concepts being addressed.



REPORTS

- A. Capitol Connections Report
- B. Eaton RESA Report
- C. Grand Ledge Education Foundation Report
- D. Diversity, Equity & Inclusion Committee Report
- E. Governance Committee Report
- F. Bond Update
- G. Superintendent's Report



PUBLIC COMMENT ON NON-AGENDA ITEMS

Persons may address the board for up to three (3) minutes in the Public Comment segment of the meeting by providing your name and jurisdiction (City, Township / County) on one of the Public Comment forms provided at the sign in table and turning it in to the Superintendent's Assistant.

The meeting chair will use the Public Comment forms submitted to invite persons to come forward to make their public comment at the appropriate time.

Board Meetings are constructed to conduct necessary business of the board, while allowing time for the public to express concerns and opinions.

Out of respect for board members, students and staff, you will be interrupted if you:

- Personally attack a board member or district employee on issues unrelated to their job performance.
- Mention a student's name when discussing behavior or other incidents.
- Engage in discussion with other members of the audience.

You will be reminded when you are approaching the end of your three-minute limit so you can conclude with your strongest points.

The board will not respond to questions or comments during public comment but the Superintendent will do his best to answer questions at the end of the meeting. If immediate answers are not available, arrangements will be made to provide you with the information requested.



NEW BUSINESS A

A. Facility Naming Resolution - Baseball Venue

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the Resolution Naming the Grand Ledge High School Baseball Venue the Patrick O’Keefe Stadium, as presented.

ROLL CALL VOTE

Grand Ledge Public Schools

Resolution Naming the “Patrick O’Keefe Stadium”

WHEREAS, Board Policy 7250, “Commemoration and Naming of School Facilities,” authorizes the Board of Education to name District facilities for individuals who have made significant contributions to education or to the well-being of the District, community, state, or nation; establishes the process by which recommendations are presented to the Board for discussion and action; and reserves final naming authority to the Board;

WHEREAS, Coach Pat O’Keefe, celebrated as one of the greatest coaches in Grand Ledge history and a premier figure in Michigan high school sports, served more than 50 years as head varsity baseball coach and 13 seasons as head varsity football coach; led Grand Ledge to state baseball championships in 1977 and 1995; compiled 1,315 baseball victories, the second most in Michigan high school history; and achieved a school-record 95 football wins, guiding the Comets to the 2000 Division 1 state championship;

WHEREAS, Coach O’Keefe’s distinguished career has been recognized by induction into the Michigan High School Baseball Coaches Hall of Fame (1990), the Greater Lansing Area Sports Hall of Fame (2006), the Central Michigan University Athletics Hall of Fame (2009), the Michigan Baseball Hall of Fame’s Inaugural Class of 2015, the Grand Ledge High School Athletic Hall of Fame (2024), and the Edward R. Vandervoort Memorial Award (2024), among other honors, reflecting his excellence, leadership, and profound impact on generations of student-athletes and the Grand Ledge community;

WHEREAS, beyond his achievements as a coach, Pat O’Keefe served for many years as a classroom teacher at Grand Ledge High School, promoting academic learning and investing daily in students’ growth, character, and citizenship, thereby advancing the core mission of Grand Ledge Public Schools;

WHEREAS, Pat O’Keefe also gave back to the community as the city summer recreation director for many years, giving youngsters the opportunity to play baseball and softball, compete in track and swimming, and do arts and crafts;

WHEREAS, it is the Board’s intent to honor Coach O’Keefe’s unparalleled legacy in a manner consistent with Policy 7250’s purpose and standards for commemoration, recognizing his decades of service and the enduring pride he has brought to Grand Ledge Public Schools and the community;

WHEREAS, the Board further acknowledges the historic significance of Gorman Field, the playing surface at the Grand Ledge High School baseball venue, which honors Charles “Charlie” Gorman Jr., a revered multi-sport coach whose pioneering leadership and achievements in baseball, football, and wrestling continue to influence Comet athletics; the Board affirms that the field itself will continue to be known as Gorman Field as part of this commemoration;

NOW, THEREFORE, BE IT RESOLVED that the Grand Ledge Public Schools Board of Education, acting under the authority and procedures set forth in Policy 7250 – Commemoration and Naming of School Facilities, hereby names the Grand Ledge High School baseball venue the “Patrick O’Keefe Stadium” in honor and grateful recognition of Pat O’Keefe for his decades of leadership, competitive excellence, character development, and profound, positive impact on GLPS student-athletes and the Grand Ledge community.

BE IT FURTHER RESOLVED that the Superintendent (or designee) is directed to:

1. Implement appropriate signage, maps, and digital references to reflect the official name “Patrick O’Keefe Stadium,” while retaining “Gorman Field” for the playing surface;
2. Ensure this action is recorded in District records and communicated across District platforms and athletics publications.

On this Day: October 27, 2025.

Denise DuFort, President

Ashley Kuykendoll, Vice President

Nicole Shannon, Secretary

Toni Glascoe, Trustee

Kali Stevens, Trustee

Matt Oppenheim, Trustee

Coban Holmes, Trustee



NEW BUSINESS B

B. Facility Naming Resolution - Track & Field Facility

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the Resolution Naming the Grand Ledge High School Track & Field venue the Brant/Spalsbury Track & Field Complex, as presented.

ROLL CALL VOTE

Grand Ledge Public Schools

Resolution Naming the “Brandt / Spalsbury Track & Field Complex”

WHEREAS, Board Policy 7250, “Commemoration and Naming of School Facilities,” authorizes the Board of Education to name District facilities for individuals who have made significant contributions to education or to the well-being of the District, community, state, or nation; establishes the process by which recommendations are presented to the Board for discussion and action; and reserves final naming authority to the Board;

WHEREAS, Coach Jim Brandt served Grand Ledge High School from 1969 to 1997 and built a standard of excellence in cross country and track, including 66 consecutive dual-meet victories, 11 CAAC championships in 12 years, three regional championships, multiple All-State and All-Region athletes, and significant honors such as Lansing State Journal Coach of the Year (1994), a MITCA Class A Coach of the Year nomination (1996), the Eddy Award for contributions to track and field, and induction into the GLHS Athletic Hall of Fame (2004) and the Greater Lansing Sports Hall of Fame (2022); he founded the Greater Lansing Cross Country Championship, an event and legacy that endures to this day; his steady leadership, high expectations, and mentorship strengthened GLPS athletics and inspired generations of student-athletes and coaches across mid-Michigan;

WHEREAS, Coach Kim Spalsbury, a Grand Ledge alumnus and collegiate runner, returned to mid-Michigan and, over more than three decades, led programs to statewide prominence, including four girls’ track and field state championships (plus four state runner-up finishes), five combined cross-country state championships (plus five runner-up finishes), dozens of league and regional titles, and later guided the Grand Ledge High School boys’ track and field team to a 76–13 record with four league and two regional championships; he co-founded and ran the Grand Ledge Summer Track program for 25 years; his leadership has been recognized with 10 MITCA Coach of the Year awards, the Eddy Award (1996), and induction into the Michigan High School Coaches Association Hall of Fame (2010), the Greater Lansing Sports Hall of Fame (2015), and the GLHS Athletic Hall of Fame (2024);

WHEREAS, beyond their achievements as coaches, both Jim Brandt and Kim Spalsbury served for many years as classroom teachers at Grand Ledge High School, promoting academic learning and investing daily in students’ growth, character, and citizenship, thereby advancing the core mission of Grand Ledge Public Schools;

WHEREAS, together, Jim Brandt and Kim Spalsbury exemplify the very qualities contemplated by Board Policy 7250—significant, enduring contributions to education and to the well-being of Grand Ledge Public Schools and the broader community—by cultivating disciplined teams, mentoring future coaches and leaders, and elevating track & field and cross country across mid-Michigan;

WHEREAS, consistent with the format and tradition of Board resolutions, the Board recognizes that commemorations serve as living tributes that educate current and future students about exemplary service and achievement;

NOW, THEREFORE, BE IT RESOLVED that the Grand Ledge Public Schools Board of Education, acting under the authority and procedures set forth in Policy 7250 – Commemoration and Naming of School Facilities, hereby names the Grand Ledge High School track & field venue the “Brandt / Spalsbury Track & Field Complex,” in honor and grateful recognition of Jim Brandt and Kim Spalsbury for their decades of leadership, competitive excellence, character development, and profound, positive impact on GLPS student-athletes and the Grand Ledge community.

BE IT FURTHER RESOLVED that the Superintendent (or designee) is directed to:

1. Implement appropriate signage, maps, and digital references to reflect the official name;
2. Ensure this action is recorded in District records and communicated across District platforms and athletics publications.

On this Day: October 27, 2025.

Denise DuFort, President

Ashley Kuykendoll, Vice President

Nicole Shannon, Secretary

Toni Glascoe, Trustee

Kali Stevens, Trustee

Matt Oppenheim, Trustee

Coban Holmes, Trustee



NEW BUSINESS C

C. Approval of Probationary to Tenure Status

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education award tenure status to Jaclyn Hays, Bryn Hummel, Stacy Kruse, Sarah Young, Tori Sweet, Brian Mishler, Kymberlee Davis, Ann Goodwin, Tanya Smith, Jennifer Pinckney, Brian Wetherwax, Rachel Hess, Becky Manore, Ryleigh Scott and Tracy Vincent , as presented.



William A. Barnes, Ed.D. / Superintendent of Schools

TO: Grand Ledge Public Schools Board of Education
FROM: Superintendent Dr. William A. Barnes
RE: Granting of Tenure Status
DATE: October 23, 2025

RECOMMENDATION:

I recommend the Grand Ledge Public School Board of Education approve Tenure Status, effective July 1, 2025, to the following teachers:

Teacher	Position	Building
Jaclyn Hays	Special Education	Neff
Bryn Hummell	Special Education	Neff
Stacy Kruse	2 nd Grade	Holbrook
Sarah Young	English Language Development	Holbrook/Wacousta/Willow Ridge
Tori Sweet	3 rd Grade	Willow Ridge
Brian Mishler	Special Education	Hayes
Kymberlee Davis	Science	Beagle
Ann Goodwin	Science	Beagle
Tanya Smith	Science	Beagle
Jennifer Pinckney	Math	Beagle
Brian Wetherwax	Social Studies	Beagle
Rachel Hess	Math	Grand Ledge High School
Becky Manore	Foreign Language	Grand Ledge High School
Ryleigh Scott	English	Grand Ledge High School
Tracy Vincent	Art	Grand Ledge High School

BACKGROUND:

These teachers have successfully completed the District's requirements for a probationary teacher including years of service, evaluations, and overall performance, as well as student growth. We have carefully reviewed all the supporting documents and based upon our review, as well as the recommendations of their building principals, these teachers have achieved tenure status with Grand Ledge Public Schools.



NEW BUSINESS D

D. Approval of MPSERS 3% Employee Healthcare Reimbursement

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the use of General Fund dollars to cover the remaining balance necessary to fully reimburse employees for all 3% healthcare contributions withheld from their pay during Fiscal Year 2025, as presented.



Adrienne Barna / Chief Financial Officer

TO: Dr. Bill Barnes, Superintendent
FROM: Adrienne Barna, CFO
DATE: October 24, 2025
RE: MPSERS 3% Employee Healthcare Reimbursement

Recommendation:

I recommend that the Board of Education approve the use of General Fund resources to cover the remaining balance necessary to fully reimburse employees for all 3% healthcare contributions withheld from their pay during FY2025. This ensures equitable treatment for all employees, consistent with the intent of the legislative reimbursement. The total estimated cost to the district's General Fund is approximately \$88,000, inclusive of benefit costs.

Background Information:

Beginning in 2012, a 3% retiree healthcare contribution was authorized under Public Act 300, requiring MPSERS (Michigan Public School Employees' Retirement System) members enrolled in the premium subsidy plan to contribute 3% of their wages toward retiree healthcare. Grand Ledge Public Schools currently has 305 employees enrolled in the premium subsidy plan.

Public Act 120 of 2024, the School Aid Appropriations Bill for FY2024–25, created a new section, Section 147g, related to the 3% employee healthcare contributions made by public school employees with the premium subsidy benefit. Section 147g also established a reimbursement mechanism directing school districts to return the 3% contributions withheld from employees during the state's FY2025 (October 1, 2024 – September 30, 2025). Each district received a specific allocation from the Michigan Department of Education (MDE) to fund these reimbursements.

Grand Ledge Public Schools received an allocation under Section 147g; however, the total funds received are approximately \$80,000 less than the total 3% contributions withheld from staff during FY2025. This shortfall occurred because the state's allocation formula did not fully align with actual district payroll costs and reimbursement timing.

To date, the District has reimbursed employees 100% of the contributions withheld from October 1, 2024, through June 30, 2025. The remaining 147g funds are sufficient to reimburse approximately 40% of the contributions withheld from July 1, 2025 – September 30, 2025. There is no indication of additional funding from the State to address this issue, which is impacting Grand Ledge and other school districts statewide.



NEW BUSINESS E

E. PowerSchool Litigation Resolution

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the PowerSchool Litigation Resolution and authorizes and directs Superintendent William A. Barnes, or designee, to sign the Attorney-Client Fee Contract on behalf of the school and take such other action as necessary to obtain monetary damages for the school in the Lawsuit, subject to review by the District's legal counsel, as presented.

ROLL CALL VOTE

POWERSCHOOL LITIGATION RESOLUTION

A regular meeting of the Grand Ledge Public Schools (“School”) Board of Education (the “Board”) was held on the 27th day of October, 2025 at the following time: 6:00 PM (“Meeting”).

The Meeting was called to order by President Denise DuFort

Present: Denise DuFort, Ashley Kuykendoll, Nicole Shannon, Toni Glasscoe, Kali Stevens, Matt Oppenheim, Coban Holmes

Absent: None

The following preamble and resolution were offered by Member _____ and supported by Member _____.

WHEREAS:

1. Schools nationwide are joining a nationwide lawsuit against PowerSchool Holdings, Inc., Powerschool Group, LLC, and related defendants concerning the December 2024 PowerSchool data breach, specifically MDL No. 3149 in the United States District Court for the Southern District of California (“Lawsuit”).

2. Schools in the Lawsuit are being represented by Frantz Law Group, APLC, a California professional law corporation (“Frantz”).

3. Thrun Law Firm, P.C. referred the School to Frantz for the Lawsuit.

4. The Board believes it is in the School’s best interests to join the Lawsuit on the terms specified in the attached Attorney-Client Fee Contract.

5. The Board believes it is in the School’s best interests to authorize and direct William A. Barnes, Superintendent, or designee to sign the attached Attorney-Client Fee Contract on behalf of the School and to take such other action as necessary to obtain monetary damages for the School in the Lawsuit, subject to review by the School’s legal counsel.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board decides to join the Lawsuit on the terms specified in the attached Attorney-Client Fee Contract.

2. The Board authorizes and directs William A. Barnes, Superintendent, or designee to sign the attached Attorney-Client Fee Contract on behalf of the School and to take such other action as necessary to obtain monetary damages and injunctive relief for the School in the Lawsuit, subject to review by the School’s legal counsel.

3. All resolutions and parts of resolutions that conflict with the provisions of this resolution are rescinded.

Ayes:

Nays:

Absent:

Motion Passed:

Nicole Shannon, Board Secretary

The undersigned duly qualified and acting Board Secretary hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at the Meeting, the original of which is part of the Board’s minutes. The undersigned further certifies that notice of the Meeting was given to the public pursuant to the provisions of the “Open Meetings Act” (Act 267, Public Acts of Michigan, 1976, as amended).

Nicole Shannon, Board Secretary

Date: _____

ATTORNEY-CLIENT FEE CONTRACT

The ATTORNEY-CLIENT FEE CONTRACT ("Agreement") is entered into by and between Grand Ledge Public Schools, whose address is 220 Lamson Street, Grand Ledge, MI 48837 ("Client") and Frantz Law Group, APLC, a California professional law corporation ("Attorneys" or "We") and encompasses the following provisions:

1. CONDITIONS. This Agreement will not take effect, and Attorneys will have no obligation to provide legal services, until Client returns a signed copy of this Agreement.
2. AUTHORIZED REPRESENTATIVES
 - A. CLIENT REPRESENTATIVES. Client designates *William A. Barnes*, or designee, as the authorized representatives to direct Attorneys and to be the primary individuals to communicate with Attorneys regarding the subject matter of Attorneys' representation of Client under this Agreement. The designation is intended to establish a clear line of authority and to minimize potential uncertainty but not to preclude communication between Attorneys and other representatives of Client.
 - B. ATTORNEY REPRESENTATIVES. James Frantz, William Shinoff, and Regina Bagdasarian of Frantz Law Group, APLC will be primarily responsible for the work, either performing it himself/herself or delegating it to others as may be appropriate. The Client shall have the right to approve or veto the involvement of each of the attorneys on its cases. Attorneys will be added or deleted from the list only upon prior Client approval.
3. SCOPE AND DUTIES. Client hires Attorneys to provide legal services in connection with pursuing claims for damages associated with the Powerschool litigation, specifically MDL No. 3149 in the United States District Court for the Southern District of California ("Action"). Attorneys shall provide those legal services reasonably required to represent Client, and shall take reasonable steps to keep Client informed of progress and to respond to Client's inquiries. Client shall be truthful with Attorneys, cooperate with Attorneys, and keep Attorneys informed of developments. Attorneys will assist in negotiating liens, but will not litigate them.
4. LEGAL SERVICES SPECIFICALLY EXCLUDED. Unless otherwise agreed in writing by Client and Attorneys, Attorneys will not provide legal services with respect to (a) defending any legal proceeding or claim against the Client commenced by any person unless such proceeding or claim is filed against the Client in the Action or (b) proceedings before any federal or state administrative or governmental agency, department, or board. With Client's permission, however, Attorneys may elect to appear at such administrative proceedings to protect Client's rights. If Client wishes to retain Attorneys to provide any legal services not provided under this Agreement for additional compensation, a separate written agreement between Attorneys and Client will be required.

5. FEES. Client will pay attorneys' fees to Attorneys of thirty percent (30%) of any monetary settlement or recovery that Attorneys obtain for Client, provided that such fee will be paid only by money recovered from defendants in the Action (collectively, the "Total Fee"). Thrun, Maatsch and Nordberg, P.C., a Michigan professional corporation d/b/a Thrun Law Firm, P.C. (Thrun) will receive thirty percent (30%) of the Total Fee, as discussed in more detail in Paragraph 6, below. The Action does not involve a claim or action for personal injury or wrongful death (see MCR 8.121(A)).

Fees shall be calculated on the basis of any settlement or recovery prior to the deduction of any expense or cost, the "Gross Recovery." Contingency fee rates are not set by law, but have been negotiated. If no recovery is made, no fees will be charged.

The term "Gross Recovery" shall include, without limitation, the then present value of any monetary payments agreed or ordered to be made by the adverse parties or their insurance carriers as a result of the Services, whether by settlement, arbitration award, court judgment (after all appeals exhausted), or otherwise. Any statutory Attorneys' fee paid by Defendants shall be included in calculating the Gross Recovery.

- (1) "Gross Recovery," if by settlement, also includes (1) the then-present value of any monetary payments to be made to the Client; and (2) any Attorneys' fees and costs recovered by the Client as part of any cause of action that provides a basis for such an award. "Recovery" may come from any source, including, but not limited to, the adverse parties to the Client and/or their insurance carriers and/or any third party, whether or not a party to formal litigation. The contingent fee is calculated by multiplying the recovery by the fee percentage. This calculation is performed on the gross recovery amount before the deduction of expenses as discussed above.

Gross Recovery does not contemplate nor include any amount or value for injunctive relief or for the value of an abatement remedy which may be obtained in a final arbitration award or court judgment.

- (2) The Client shall not be obligated to pay the Attorneys unless Attorneys are successful in collecting a monetary recovery on the Client's behalf as a result of the Services.
- (3) If, by judgment, the Client is awarded in the form of property or services (In Kind), the value of such property and services shall not be included for purposes of calculating the Gross Recovery.
- (4) If, by judgment, there is no money recovery and the Client receives In Kind relief, Attorneys acknowledge that Client is not obligated to pay Attorneys' fees from public funds for the value of the In Kind relief. In the event of In Kind relief, by judgment, Attorneys' sole source of recovery of contingent fees will come from a common fund or court ordered Attorney's fees.
- (5) The Client agrees the Defendant shall pay all Attorneys' fees in a settlement that includes nonmonetary value. Client understands that Attorneys have and will invest resources into prosecuting this action on behalf of the Client and agrees to make a

good faith effort to include Attorneys' Fees as part of the terms of any settlement or resolution of the Action.

It is possible that payment to the Client by the adverse parties to the Action or their insurance carrier(s) or any third-party may be deferred, as in the case of an annuity, a structured settlement, or periodic payments. In such event, gross recovery will consist of the initial lump sum payment plus the present value (as of the time of the settlement) of the total of all payments to be received thereafter. The contingent fee is calculated, as described above, by multiplying the gross recovery by the fee percentage. The Attorney's fees will be paid out of the initial lump-sum payment if there are sufficient funds to satisfy the Attorney's fee. If there are insufficient funds to pay the Attorney's fees in full from the initial lump sum payment, the balance owed to Attorney will be paid from subsequent payments to Client before there is any distribution to Client.

- A. Reasonable Fee if Contingent Fee is Unenforceable. In the event that the contingent fee portion of this Agreement is determined to be unenforceable for any reason, Client agrees to pay a reasonable fee for the services rendered. If the parties are unable to agree on a reasonable fee for the services rendered, Attorneys and Client agree to follow the procedure in Paragraph 10 below; in any event, Attorney and Client agree that the fee shall not exceed thirty percent (30%) of the gross recovery as defined in Paragraph 5.
 - B. No Fund Payments. Notwithstanding any other provision in this Agreement, including the immediately preceding paragraph, in no event will the Client be required to pay legal fees out of any fund other than the monies recovered from Defendants in this litigation. Under no circumstances shall Client general funds be obligated to satisfy the contingent Attorneys' fees as a result of this case or this contingency fee contract.
6. REFERRAL FEE. Thrun will receive thirty percent (30%) of the Total Fee if the Client meets at least one of the following:
- A. Is a Thrun retainer client.
 - B. Is not a Thrun retainer client, but adopts a resolution that says Thrun is referring the Client to Attorneys and that authorizes both joining the Action and entering into this Agreement.
 - C. Is not a Thrun retainer client, but Client was referred to Attorneys for the Action by Thrun, as reflected in a written statement from Client or Thrun.

Thrun will not bill Clients at Thrun's hourly rates for work associated with the Action.

7. COSTS AND EXPENSES. In addition to paying legal fees, Client shall reimburse Attorneys for all "costs/expenses," which includes but is not limited to the following: process servers' fees, fees fixed by law or assessed by courts or other agencies, court reporters' fees, long distance telephone calls, messenger and other delivery fees, parking, investigation expenses, consultants' fees, expert witness fees, and other similar

items, incurred by Attorneys. The costs/expenses incurred that Attorneys advance will be owed in addition to attorneys' fees and Client will reimburse those costs/expenses after Attorneys' fees have been deducted. If there is no recovery, Client will not be required to reimburse Attorneys for costs and fees. In the event a recovery is less than incurred costs/expenses, Client will not be required to reimburse Attorneys for costs/expenses, above and beyond the recovery, and fees.

SHARED EXPENSES: Client understands that Attorneys may incur certain expenses that jointly benefit multiple clients, including, for example, expenses for travel, experts, and copying. Client agrees that Attorneys shall divide such expenses equally, or pro rata, among such clients, and deduct Client's portion of those expenses from Client's share of any recovery.

FEDERAL MDL AND STATE COORDINATION COMMON BENEFIT FEES: Members of Attorneys frequently serve on plaintiffs' management or executive committees in MDL and perform work which benefits Attorneys' clients as well as clients of other attorneys involved in similar litigation. As a result, the court or courts where the cases are pending may order that Attorneys are to receive additional compensation for Attorneys time and effort which has benefitted all claimants. Compensation for this work and effort, which is known as "common benefit," may be awarded to Attorneys by a court or courts directly from the assessments paid by The Client and others who have filed claims in this litigation, and will not in any way reduce the amount of fees owed under this Agreement.

8. LIEN. In the event any third party attempts to lien any proceeds recovered from a recovery in this matter, Client hereby grants, and agrees, TO THE EXTENT PERMITTED BY APPLICABLE LAW, that Attorneys hold, a first priority and superior lien on any and all proceeds recovered from Defendants in this litigation in the amount of the Attorneys' fees and costs that the Attorneys are entitled to under this Agreement. This lien right is limited to only those monies recovered from Defendants and in no way affects any other rights of the Client in any way whatsoever.
9. DISCHARGE AND WITHDRAWAL.
 - A. Client may discharge Attorneys at any time. After receiving notice of discharge, Attorneys shall stop services on the date and to the extent specified by the notice of discharge, and deliver to Client all evidence, files and attorney work product for the Action. This includes any computerized indices, programs and document retrieval systems created or used for the Action.
 - B. Attorneys may withdraw with Client's consent or for good cause. Good Cause includes Client's breach of this Agreement, Client's refusal to cooperate with Attorneys, or any other fact or circumstance that would render Attorneys continuing representation unlawful or unethical. Attorneys may also discharge Client if Client at any time is dishonest with Attorneys, or fails to provide relevant information to Attorneys.

10. **DISPUTE RESOLUTION:** ATTORNEY and CLIENT agree that should any dispute arise between them, they must be mediated first, before any litigation is filed. Specifically any and all disputes, controversies or claims arising out of, or related to this Agreement and/or ATTORNEY'S representation of CLIENT, including claims of malpractice (collectively referred to herein as "Dispute" or "Disputes"), shall be submitted to mediation with the American Arbitration Association (AAA), which mediation shall occur at the Client's central office or another location mutually agreed to by Client and Attorney. No litigation can be filed until after this agreed-upon mediation has occurred, and any litigation filed prior to conclusion of this mediation shall be subject to dismissal, pursuant to this Agreement. Client will pay one-half of the actual cost of the mediation, but each party will be responsible for his or her own attorneys' fees and preparation costs. Any litigation relating to any Dispute shall be filed in a Michigan court with jurisdiction over the Client; any litigation filed in any other court shall be dismissed, and the party initiating such litigation shall promptly pay any attorney fees and costs incurred by the other party in defending against that litigation.
11. **AUTHORITY OF ATTORNEY.** Attorneys may, with prior Client approval, associate co-counsel if the Attorneys believe it advisable or necessary for the proper handling of Client's claim, and expressly authorize the Attorneys to divide any Attorneys' fees that may eventually be earned with co-counsel so associated for the handling of Client's claim. Attorneys understand that the amount of Attorneys' fees which Client pays will not be increased by the work of co-counsel associated to assist with the handling of Client's claim, and that such associated co-counsel will be paid by the Attorneys out of the Attorneys' fees Client pays to the Attorneys.
12. **DISCLAIMER OF GUARANTEE.** Nothing in this Contract and nothing in Attorneys' statements to Client will be construed as a promise or guarantee about the outcome of Client's matter. Attorneys make no such promises or guarantees. Attorneys' comments about the outcome of Client's matter are expressions of opinion only.
13. **MULTIPLE REPRESENTATIONS:** The Client understands that Attorneys do or may represent many other individuals/entities with actual or potential litigation claims. Attorneys' representation of multiple claimants at the same time may create certain actual or potential conflicts of interest in that the interests and objectives of each client individually on certain issues are, or may become, inconsistent with the interests and objectives of the other. Attorneys are governed by specific rules and regulations relating to Attorneys professional responsibility in Attorneys representation of clients, and especially where conflicts of interest may arise from Attorneys representation of multiple clients against the same or similar Defendants, Attorneys are required to advise Attorneys' clients of any actual or potential conflicts of interest and obtain their informed written consent to Attorneys representation when actual, present, or potential conflicts of interest exist. By signing this Agreement, the Client is acknowledging that they have been advised of the potential conflicts of interest which may be or are associated with Attorneys representation of the Client and other multiple claimants and that the Client nevertheless wants the Attorneys to represent the Client, and that the Client consents to Attorneys representation of others in connection with the litigation.

Attorneys strongly advise the Client, however, that the Client remains completely free to seek other legal advice at any time even after the Client signs this Agreement.

14. **AGGREGATE SETTLEMENTS:** Often times in cases where Attorneys represent multiple clients in similar litigation, the opposing parties or Defendants attempt to settle or otherwise resolve Attorneys' cases in a group or groups, by making a single settlement offer to settle a number of cases simultaneously. There exists a potential conflict of interest whenever a lawyer represents multiple clients in a settlement of this type because it necessitates choices concerning the allocation of limited settlement amounts among the multiple clients. However, if all clients consent, a group settlement can be accomplished and a single offer can be fairly distributed among the clients by assigning settlement amounts based upon the strengths and weaknesses of each case, the relative nature, severity and extent of injuries, and individual case evaluations. In the event of a group or aggregate settlement proposal, Attorneys may implement a settlement program, overseen by a referee or special master, who may be appointed by a court, designed to ensure consistency and fairness for all claimants, and which will assign various settlement values and amounts to each client's case depending upon the facts and circumstances of each individual case. The Client authorizes us to enter into and engage in group settlement discussions and agreements which may include the Client's individual claims. Although the Client authorizes us to engage in such group settlement discussions and agreements, the Client will still retain the right to approve, and Attorneys are required to obtain the Client's approval of, any settlement of the Client's case.
15. **EFFECTIVE DATE AND TERM.** This Agreement will take effect upon execution by Client and Attorneys.
16. **COUNTERPARTS.** This Agreement may be executed in one or more counterparts, each of which shall be deemed an original, and all of which, taken together, shall constitute one and the same instrument. Facsimile or pdf versions of this Agreement shall have the same force and effect as signature of the original.
17. **ASSIGNMENT:** Neither party shall have the right to assign its rights or obligations under this Agreement to any person or entity without the prior written consent of the other party, which consent shall not be unreasonably withheld.
18. **SUCCESSORS AND ASSIGNS:** This Agreement shall bind and benefit the parties hereto and their respective successors and assigns.
19. **FULL AND FINAL AGREEMENT:** This Agreement is the full and final agreement. Any amendments to the Agreement must be in writing and signed by the parties.
20. **GOVERNING LAW.** This Agreement shall be construed in accordance with, and governed by, the laws of the State of Michigan.
21. **AUTHORIZED SIGNATURES:** Each individual signing below represents that the individual is duly authorized to sign this Agreement on behalf of that individual's respective party as listed below.

Frantz Law Group, APLC

Dated: _____, 202__

Frantz Signature: _____

Frantz Print Name: _____

Dated: October 28, 2025

Signature: _____

Print Name: William A. Barnes

Client Name: Grand Ledge Public Schools

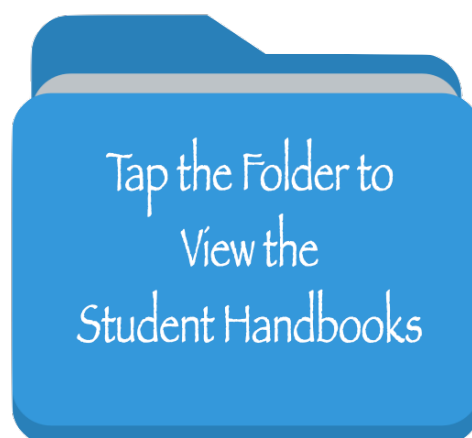
Position of Signatory: Superintendent of Schools



NEW BUSINESS F

F. Approval of Updated Distance Learning Student Handbook

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education approve the updated Distance Learning Student Handbook, as presented.





NEW BUSINESS G

G. Updated Board Policies - 1st Reading

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education WAIVE the first reading of the updated board policies.





COMMENTS FROM STAFF & BOARD



FUTURE TOPICS

- Board DEI Committee - Monday, November 3, 2025, 5:30 p.m., Zoom
- Board Governance Committee - Monday, November 3, 2025 p.m., Sup't Ofc.
- Board Bond & Sinking Fund Committee - Monday, November 11, 2025, 5:15 p.m., Room 107
- Regular Meeting* - Monday, November 11, 2025, 6:00 p.m., Board Room

**NOTE: Only one meeting in November due to the Thanksgiving Holiday.*



CLOSED SESSION

Negotiations - Per Section 8(1)(c) of the Open Meetings Act, PA 267 of 1976.

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education move into Closed Session for the purpose of discussing Negotiations Strategies, as Per Section 8(1)(c) of the Open Meetings Act, PA 267 of 1976.

ROLL CALL VOTE



RECONVENE IN OPEN SESSION

Time: _____



CLOSED SESSION

Superintendent's Evaluation - Per Section 8(1)(a) of the Open Meetings Act, PA 267 of 1976

PROPOSED MOTION: I move the Grand Ledge Public Schools Board of Education move into Closed Session for the purpose of conducting the Superintendent's Annual Evaluation, as Per Section 8(1)(a) of the Open Meetings Act, PA 267 of 1976.

ROLL CALL VOTE



RECONVENE IN OPEN SESSION

Time: _____



SUPERINTENDENT'S ANNUAL EVALUATION STATEMENT



ADJOURNMENT

Time: _____