

Ludington Board of Education
Public Meeting Notice

Please Post

Mission: The Ludington Area School District, in partnership with parents and community, will educate and empower students to adapt and succeed in their future.

Personnel/Policy Committee Meeting

Date: July 12, 2019

Time: 8:00 a.m.

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

- 1) CALL TO ORDER & ROLL CALL
 Stephanie Reed Mike Nagle Leona Ashley
- 2) CITIZEN PARTICIPATION
- 3) AGENDA MODIFICATION
- 4) DISCUSSION ITEMS
 - a) New Teacher and Staff Hiring Recommendations
 - b) District Specific Policy Update: Procedure for Educating Child - 9270
 - c) Update: Community Recreation Programs and Staffing
 - d) Report on Bullying: Matt Epling Safe School Law (MCL 380.1310b)
 - e) Report on Professional Staff Continuing Probation/Tenure
 - a) Thrun Law Firm - Review of School Law Notes
 - a) Updates from Other Committees
- 5) OTHER ITEMS OF BUSINESS AND ANNOUNCEMENTS
- 6) ADJOURNMENT

This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. Official minutes of the Ludington Board of Education are available for public inspection during normal business hours at the Board of Education's Central Business Office, 809 E. Tinkham Avenue, Ludington, Michigan, 231-845-7303. The Ludington Area School District is an equal opportunity employer and provider. If you are an individual with a disability who is in need of special accommodations to attend or participate in a public meeting please contact Superintendent Jason J. Kennedy at 231-845-7303 at least 24 hours prior to the meeting or as soon as possible.

Memorandum - Office of the Superintendent

TO: Board of Education
FROM: Jason Kennedy, Superintendent
RE: Personnel/Policy Committee Meeting ~ Agenda Notes

New Teacher and Staff Hiring Recommendations

We have completed the interview process for the hiring of two teaching positions. These vacancies were created with the retirement of Scott Stone and the resignation of Shelby Schittenhelm. I will recommend the hiring of Alison Helminski and Evan Kroeze at the Board meeting on Monday. Alison has taught for 15 years, with the last three of those years at Spitler Elementary in Hart. Alison lives in Ludington and also teaches a number of fitness and yoga classes here in town. She comes highly recommended to the District and will be hired, pending Board approval, to teach health and physical education at the middle school. Evan is a graduate of Ludington High School and Grand Valley State University. He will be hired, pending Board approval, to teach social studies at the high school.

I will also have a recommendation on Monday to fulfill the Director's role at Pere Marquette Early Childhood Center to replace Julie Marshall, who retired effective June 30, 2019.

District Specific Policy Update: Procedure for Educating the Child - 9270

We have completed the second reading of policy 9270, Procedures for Educating the Child, with the committee last month and will need to make a decision on the recommendation for policy adoption by the full Board to address an issue with cooperative programs that has come up in the District.

Update: Community Recreation Programs and Staffing

The District and the City of Ludington have an agreement for the school to take over the management and the leadership of the recreation program. This transition was expedited with the resignation of D'Ann Rohr at the end of June 2019. It has been agreed to by both parties that the City will continue to hold the seasonal employees on their books and the school will employ the Recreation Director. This has become necessary in reviewing personnel costs associated with managing the programs. The City and the District believe that this will provide better outcomes for participants now and into the future. In addition, the Recreation Board will continue to operate, but will be primarily notification and advisory in nature so that Townships that continue to contribute money to support the recreation programs have a voice in the operation of programs.

Report on Bullying: Matt Epling Safe School Law (MCL 380.1310b)

MCL 380.1310b states that schools shall "...report all verified incidents of bullying and the resulting consequences, including discipline and referrals, to the board of the school district or intermediate school district or board of directors of the public school academy on an annual basis."

As used in this section of the law:

(b) "Bullying" means any written, verbal, or physical act, or any electronic communication, including, but not limited to, cyberbullying, that is intended or that a reasonable person would know is likely to harm 1 or more pupils either directly or indirectly by doing any of the following:

(i) Substantially interfering with educational opportunities, benefits, or programs of 1 or more pupils.

(ii) Adversely affecting the ability of a pupil to participate in or benefit from the school district's or public school's educational programs or activities by placing the pupil in reasonable fear of physical harm or by causing substantial emotional distress.

(iii) Having an actual and substantial detrimental effect on a pupil's physical or mental health.

(iv) Causing substantial disruption in, or substantial interference with, the orderly operation of the school.

School Building	Number of Incidents
Pere Marquette ECC	0
Franklin Elementary	0
Lakeview Elementary	0
Foster School	1
OJ DeJonge Middle School	4
Ludington High School	6
Totals	11

Consequences, Discipline, and Referrals:

Ludington High School

- Repeated instances of an ex-boyfriend making continued defamatory comments to his ex-girlfriend in the hallways. Consequences included: Parent conference, 3 hours of community service, 6 hours of community service, 1 day OSS, and 2 days OSS.
- Repeated instances where a student made repeated comments of a personal nature to another student; Continued to invade their personal space. Consequences included: Parent conference, several detentions, and 6 hours of community service.
- Repeated instances where a student made several unwanted comments about showering to another student in the locker room; Continued to invade their personal space several times. This was referred to the District OCR Compliance Officer due to the location and circumstances surrounding the event. Discipline included: Parent contact and 3 hours of community service.

OJ DeJonge Middle School

- Consequences, discipline, and referrals will be provided to the committee at the meeting; as we are awaiting the final report submission from the middle school.

Foster Elementary School

- Repeated instances of aggressive behavior with other students. The student was referred to WSESD for participation in their behavior intervention pilot program. The student was provided with a one on one paraprofessional to support the student's behavior. The student received 10 suspension days for multiple occurrences over the course of the school year, there were several student and parent conferences.

Report on Professional Staff Continuing Probation/Tenure

The annually updated Tenured and Probationary Staff listing will be shared with the Board of Education for the 2019-2020 school year.

Thrun Law Firm - Review of School Law Notes

We will discuss the most recent school law notes with the committee. This will provide the committee with the most recent developments in school law with regard to policy development.

Updates from Other Committees

We will review updates from each of the other committees in preparation for the Board meeting on July 15, 2019.