

Ludington Board of Education
Public Meeting Notice

Please Post

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

PERSONNEL/POLICY COMMITTEE

Date: November 16, 2022

Time: 7:00 a.m.

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

- 1) CALL TO ORDER & ROLL CALL
- 2) CITIZEN PARTICIPATION
- 3) AGENDA MODIFICATION
- 4) DISCUSSION ITEMS
 - a) Policy- Athletic Practices on Sundays
 - b) Unbound Library Service
 - c) SRO Agreement
 - d) Retention Bonus
 - e) Neola Policies
 - f) Thrun Law Firm - Review of School Law Notes
 - g) Legislative Update
 - h) Updates from other Committees
- 5) OTHER ITEMS OF BUSINESS AND ANNOUNCEMENTS
- 6) ADJOURNMENT

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

Memorandum - Office of the Superintendent

TO: Board of Education
FROM: Dr. Kyle B. Corlett, Superintendent
RE: Committee Meeting – Agenda Notes

DISCUSSION ITEMS

Policy- Athletic Practices on Sundays

Our current board policy states that athletic teams shall not practice on Sundays unless there is a tournament on the following Monday. Our athletic director, Greg Pscodna, is proposing we change this policy as our new athletic league regularly has games on Mondays and other teams practice on Sundays. Greg will attend this committee meeting to answer any questions.

Unbound Library Service

The Mason County Library offers a program where students can order books online and have those books delivered to their school building. A memo of understanding with the library will be shared at this meeting. Basically, this is a great opportunity for our students to have access to library books with limited burden on us, besides our librarians collecting the returned books.

SRO Agreement

The city is proposing to update our current SRO agreement.

Retention Bonus

There were items included in our COVID relief grant, called ESSER III, that we have received other grants for, such as our school nurse. With those unused funds, I'd like to propose giving all staff a "retention bonus." It is extremely difficult right now to hire staff and a retention bonus right before Christmas would really improve morale.

Neola Policies

We reviewed the below policies last month. This month we would approve them.

Bylaw 0144.1 - Compensation (Revised)

This policy revision is offered to accommodate the IRS guidance regarding payments to School Board members. See Legal Alert #5. This revision should be adopted to maintain accurate policies.

Policy 6108 - Authorization to Use Electronic Transfer of Funds and Automated Clearing House Arrangements (NEW)

This new policy is provided in response to client requests. In order to utilize electronic fund transfers and automated clearing house (ACH) arrangements and transactions, the District must have a written ACH policy in place. This policy includes the components required by Michigan statute. This policy should be adopted in order to utilize electronic fund transfers and automated clearing house arrangements and transactions.

Policy 6460 – Vendor Relations (Revised)

This policy has been revised at client request to provide optional language that allows for preferred vendor access to students and their parent/guardian for non-district purchases. This option is offered for consideration.

Policy 6700 - Fair Labor Standards Act (FLSA) (Revised)

More than a decade ago, Congress passed a law amending Section 7 of the Fair Labor Standards Act (“FLSA”), mandating that eligible employees be provided reasonable breaks and private facilities to express breast milk during the first year after the birth of their child. It is important to keep in mind that the FLSA overtime and lactation provisions only apply to certain employees in an organization, but not all of them. For public schools, typically nonteaching employees, such as bus drivers, custodians, and secretaries, are covered by the FLSA. However, professional employees like teachers, administrators, and IT staff are usually exempt from overtime and other FLSA provisions including those mandating breaks for lactation. However, school employers may elect to provide this type of benefit and support for exempt employees. Therefore, language has been added that summarizes a board of education’s obligation to provide reasonable breaks and private facilities for FLSA-eligible employees to express breast milk. In the new AG 6700, optional language provides the same benefit to FLSA-exempt employees to the extent the employees may be accommodated without materially disrupting school operations or employee duties. Such an option is not required and in some cases may be difficult or nearly impossible to accommodate. Many employers attempt to provide similar accommodations/benefits for all employees, regardless of status or assignment.

Policy 7440.03 - Small Unmanned Aircraft Systems (sUAS) (Revised/Technical Correction)

Policy and AG 7440.03 have been updated to incorporate changes in Federal regulations pertaining to the operation of drones at night or over people. The proposed revision to the policy adds the new Federal regulation citation to the policy. If, in reviewing the policy template, a change to the current policy would be considered a revision or the addition of a new policy. Otherwise, the change would be considered a Technical Correction. The proposed revisions to the AG are consistent with the current state of the law and should be adopted.

Policy 8805 - Flags and Displays (NEW)

This new policy is offered at the request of clients. This is not a required policy and should only be considered after discussion with district leadership and legal counsel. Be sure to note that any prohibitions should not be "message-based" but rather restricting permission in a reasonable, school-oriented manner. In the case of districts that permit the display of "message-based" flags or displays, this policy should not be adopted.

Policy 9150 - School Visitors (Revised)

The proposed revision to this policy reflects the recent changes required by amendments, approved by the Governor, to the Sex Offender Registration Act (SORA). The change was made to Policy 8400 in a recent update. This revision should be considered in order to have consistent policies and to remain compliant with Michigan law.

Thrun Law Firm - Review of School Law Notes

We will review the recent notes from Thrun.

Legislative Update

We will review the legislative update.