

**Joseph K. Lumsden Bahweting Anishnabe
Public School Academy Board of Directors
Regular Meeting
Tuesday February 8, 2022 5:30 p.m.**

Minutes

A. CALL TO ORDER

Meeting was called to order by President Castro at 5:30 p.m.

B. OPENING

Board member Carr offered a blessing of guidance for the meeting.

C. PLEDGE OF ALLEGIANCE

D. MISSION

JKL Bahweting Anishnabe School, in cooperation with parents and community provides an educational program that develops each student's individual abilities. We are committed to providing educational excellence through rigorous and relevant programs within a safe, nurturing, and culturally rich environment with specific emphasis on the Anishinaabe traditions and language.

E. ROLL CALL

Castro – present; Habusta – present; Carr – present; McKechnie – present; Eidenier – present.

F. APPOINTMENT OF NEW BOARD MEMBERS

1. Oath of Office Isaac McKechnie
2. Oath of Office Elizabeth Eidenier

G. APPOINTMENT OF SCHOOL BOARD OFFICERS

President Castro appointed the following officers:

1. Secretary – Fred Carr
2. Treasurer – Isaac McKechnie

H. APPOINTMENT OF SCHOOL BOARD COMMITTEES

1. Personnel – Carr, Habusta
2. Business & Finance – McKechnie, Habusta
3. Curriculum/Student Affairs – McKechnie, Carr
4. Facilities/Lease – Castro, Eidenier
5. Policy – Habusta, Castro
6. Compensation – Castro, Eidenier

President Castro read off new assignments for the committees. Steve Habusta asked if he could remain on Personnel, a committee he has been on for several years. The Personnel committee has been updated to remove Eidenier and add Habusta.

*ABC
Ne*

I. APPROVAL OF AGENDA

Motion by Habusta and supported by McKechnie to approve the agenda with the following change: Remove item J1 Future City Presentation.

Ayes: Castro, Habusta, Carr, McKechnie, Eidenier.

Nays: None.

Motion carried.

J. PRESENTATIONS

Future City Presentation and Student Council Attending

This presentation was canceled.

NWEA Winter MAP Score Presentation – Donna Kozma

Donna gave presentation on the various scores and grade levels for the Board and audience. Vice-President Habusta commented that the Board recognizes the importance of these scores, he has heard of educators meeting on an off day to work on getting these scores up. He said he would like to recognize the challenges teachers have had these past years with staffing shortages and virtual learning. He acknowledged that there is also data that we all see that is not included and that as a Board we see these efforts and would like to thank the educators for everything that they do to support students during this pandemic.

Donna Kozma shared her perspective as an interventionist working with low achieving students in literacy. She explained how they should be closing the gap during these interventions but how some of the extreme absences affect this expected growth. Donna discussed the impact of when students are face to face compared to virtual learning, when the students have the opportunity to learn they do amazing. She said that our teachers are doing their best and that it is extremely stressful to feel that they are not doing enough.

Dr. Kallstrom discussed conversations with teachers and students and hears how our students are upset and worried about deaths in the family, or how worried they are if a classmate or teacher isn't there. She knows that teachers are worried also and stressed about being on the top of the chart with test scores. She knows they are working even when they are sick or quarantined to make sure the students are learning, and she couldn't be more proud. Our staff does amazing work they care about every single child.

President Castro thanked our teachers and staff, "You guys rock!". She also thanked Donna for the presentation.

K. COMMUNICATION & CORRESPONDENCE

L. CONSENT AGENDA

1. Superintendent's Update
2. Superintendent General Administration - Department Updates
3. Administrator's Update
4. Enrollment Update
5. Minutes from January 11, 2022 Regular Meeting
6. Minutes from January 13, 2022 Emergency Special Meeting

DWC
NC

7. Minutes from January 25, 2022 Special Meeting
8. Committee Reports & Updates
 - a. Policy Committee
 - b. Facilities Committee
 - c. Finance Committee
 - d. Personnel Committee
 - a. Curriculum/Student Services Committee

M. INFORMATION ITEMS

1. Legislative Update
2. NMU Charter School Office Report -
Bill Pistulka welcomed the two new board members. Explained after 4 members resigned in January, NMU took a look at what is needed, and what would bring value to the school. They discussed this with legal counsel and looked at the bylaws and processes. The Board can be made up of anywhere from 5 to 9 people. The majority of the boards are 5. It was decided to complete this year and have good leadership it would be a good opportunity for our board to decide if this works for the district. Bill would like to get feedback from members to see if this is a good direction. Bill discussed the upcoming Board Workshop April 24 and 25th and will be sending out registration materials. These can be returned to Skye.
3. Personnel Update

N. FINANCIAL UPDATE

1. Financial Monthly Report
2. Financial Update for Fiduciary Committee
Becky Aldrich discussed the summary report for January 2022. We are up to date on the drawdown, and State aid is on track. Discussed enrollment being lower than projected in the fall and she may have to do a budget amendment to reflect more accurate numbers. Discussed getting updated signature cards for Central Savings Bank.

O. NEW BUSINESS & ACTION ITEMS

Motion by Carr supported by McKechnie to approve expenses for January 2022 in the amount of \$914,307.45.

Ayes: Castro, Habusta, Carr, McKechnie, Eidenier.

Nays: None.

Motion carried.

Motion by Habusta supported by Carr to approve the Revised School Calendar for 2021-2022 as follows: adding June 10, 2022 (noon dismissal); adding June 13 & 14, 2022 (full days); adding June 15 & 16, 2022 (both noon dismissal). This would be at an estimated cost of \$165,715 from ESSER III funds.

Habusta asked what the estimated cost would be if we don't approve the additional days. Aldrich said it would be approximately \$30,000 per day.

Ayes: Castro, Habusta, Carr, McKechnie, Eidenier.

Nays: None.

Motion carried.

Motion by Carr supported by McKechnie to approve the hire of Yvette Pitawanakwat for Anishinaabe iZhitwaawin miinawaa Anishinaabemowin Kinoomaaged at an estimated compensation of \$91,650 (includes salary and estimated fringe) from ISEP funds, contingent upon acceptable background check.

Habusta asked if we have a Memorandum of Understanding for this new hire. Board discussed that this could be a legal issue if this wording of an MOU is not stated in the action document. Board agrees to add this wording to the recommended action. Board member Carr asked if there is an issue with the action document.

Ayes: None.

Nays: Castro, Habusta, Carr, McKechnie, Eidenier.

Motion failed.

Motion by McKechnie supported by Carr to amend action document 03 Approval of New Hire for Anishinaabe iZhitwaawin miinawaa Anishinaabemowin Kinoomaage adding "and contingent upon Memorandum of Understanding from the Sault Tribe of Chippewa Indians and the State of Michigan".

Ayes: Castro, Habusta, Carr, McKechnie, Eidenier.

Nays: None.

Motion carried.

Motion by McKechnie supported by Carr to approve Yvette Pitawanakwat for Anishinaabe iZhitwaawin miinawaa Anishinaabemowin Kinoomaaged at an estimated compensation of \$91,650 (includes salary and estimated fringe) from ISEP funds, contingent upon acceptable background check and Memorandum of Understanding from the Sault Tribe of Chippewa Indians and the State of Michigan.

Ayes: Castro, Habusta, Carr, McKechnie, Eidenier.

Nays: None.

Motion carried.

Motion by Habusta supported by McKechnie to approve the new full-time, school year Special Education Secretary Position and job description with a pay range beginning at \$12.60 - \$17.10 per hour from Part B SPED budget.

Ayes: Castro, Habusta, Carr, McKechnie, Eidenier.

Nays: None.

Motion carried.

Handwritten initials: JJC and MC

Motion by Habusta and supported by Carr to override the purchasing policy and approve the invoice from Zarembo Equipment in the amount of \$8,693.50 from MDE funds.

Ayes: Castro, Habusta, Carr, Eidenier.

Nays: McKechnie

Motion carried.

Motion by Carr supported by McKechnie to remove signer Lynn Methner and approve authorized signers Dr. Carolyn Dale and Dr. Chris Gordon for the JKL Student Activity Fund account at Soo Coop Credit Union.

Ayes: Castro, Habusta, Carr, Eidenier, McKechnie

Nays: None.

Motion carried.

P. FUTURE AGENDA ITEMS & SCHEDULING OF SPECIAL MEETINGS

Q. PUBLIC COMMENT

Audience member Jaci Clerc thanked the Board for the opportunity to speak. Jaci said she has been with JKL since 2010. She discussed the 10-day Covid leave staff had available but that this is no longer available. She explained that she took maternity leave to be home with her newborn and now has no leave time available. She said she is vaccinated and boosted and after being exposed she had no choice but to use her sick time and not allowed to work from home. She said that the burden of cost falls on us. She said she feels punished for having a baby. She said she feels a lack of support and feels this is not normal. She said will continue to have to take time her kids or herself when her family gets sick. She said she feels pressured to return early thus spreading the virus. She said our quarantine policy at JKL is more restrictive than the health department and it is extremely stressful. I am asking the Board to reinstate the Covid leave. She said that they are the front-line workers and asked the Board to please provide us the support we need so that we aren't required to take leave without pay.

Angela Chaput attended the meeting virtually. Angela said she is in Academic Services and had been with JKL for 17 years. She asked the Board to please consider the policy. She said that morale has decreased and the lack of a Covid leave policy has made staff feel anxious and demoralized. She said it is the only humane way to treat staff who are on the frontline, and that the school is risking losing teachers as they are being forced to take leave without pay. She said our plan is not designed for Covid. She said that staff are going to be less willing to test themselves for fear of unpaid leave. She said that must find ways to pay for sick time and that it is inexcusable due to the amount of days we are forced to isolate. She said it is a cruel irony paying for health care due to Covid, and that they aren't able to work remotely. Last week the Department of Education put out guidance discussing rescue funds for sick days. She asked if there is a legal reason, we can't use the rescue funds, and if not, can the school be creative with the budget and figure this out. She asked if the Board can please support the JKL community.

Susan Solomon attended the meeting virtually. Susan thanked the Board for letting her share concerns. She said she has been with JKL since 2006. She said she is a Gifted & Talented

JJC
NC

specials teacher speaking for self and other staff. She discussed the early Covid leave policy. She discussed that when this expired, the Board voted not to reinstate possibly due to vaccinations. She said that unfortunately the pandemic raged on and people are still without leave. She discussed being vaccinated and boosted, staying home most the time but still getting exposed. She said that the classrooms make kids vulnerable. She discussed being in quarantine and required to take days off per the Tribal Executive Order but having to use her own leave time. She said that she is running out of leave time as of this week and is asking for the Board's support.

Chloe Kannon attended the meeting virtually. Chloe said that many feel pressured to return to work even when they are sick, as this is a loss of \$200 to \$400 per day. She has heard that staff is concealing illness. She asked if Covid leave plan can be reinstated or given additional days for new staff. She said that James Blackburn is a great helper and a great team player and read some comments from James Blackburn. She said she has witnessed staff dealing with a great deal of stress and the impact this has on their careers. She added that it is a slap in the face to not be able to work remotely. She discussed preparing for remote learning during the last shutdown. She said that staff has to follow the orders put in place, but the school is not going to pay for it. She said that staff is deeply tired, demoralized exhausted and offended.

Shelly Butzin attended the meeting virtually. Shelly is a 4th grade teacher at JKL since 2007. She said that many of them have chosen JKL and that she started as a paraprofessional. She said that there was a time that Troy McBride donated sick time for her when she needed it. She said they used to be able to help each other now she feels that this is also blocked. She said that there is so much going on in the building that the Board is not even aware of. She said it is upsetting to have little ones having to leave in the middle of the day to be quarantined. She said we do have to provide for our families. She asked why staff isn't allowed to donate sick time. She said she has sacrificed her mental health by not using her own paid leave but that she is willing to help out others who need the paid leave.

DJ Hoffman attended the meeting virtually. DJ said that he is cautious commenting as the last time he was blown up on Facebook. He said he can personally state that he has never been asked anything about Covid leave. He said that they fund Covid leave and he thinks that if an actual request was made Fiduciary would collaborate, as that is how they do things.

Robin Bouschor attended the meeting virtually. Robin thanked staff and their commitment to students. She said she is a parent and supports the Covid leave policy for staff. She said she has spoken up in the past and urges JKL to implement this immediately and do everything we can to show appreciation to teachers. She discussed her own difficulties with virtual learning. She said teachers did a fabulous job and put a lot of work into this. She feels all teachers at JKL give 100 percent, and feels it is pivotal that we listen to teachers and staff so they can continue their jobs and we don't end up suffering from teacher shortages.

Jessica Singleton attended the meeting virtually. Jessica is a new teacher to JKL, starting in October. This is her 9th year teaching, and wanted to talk about Covid compensation. She explained that she had to take time off and did not have sick time banked. She said if she is

JJC
ME

forced to take more time off due to Covid she will not be able to continue to work at JKL. She discussed options for working at other districts. She said being forced to use her sick and PTO is sad and is a disgusting situation to be in. She explained she has a sick family member and is not able to be there because she can't take any time off. She said this is not good for her mental health. She commented that she feels stuck with no light at the end of the tunnel and is terrified to get sick. She said she truly feels hopeless and helpless. She said she very much enjoys her position at JKL and loves teaching. She said she can't imagine doing anything else but that her mental health is suffering.

R. ADJOURNMENT

Meeting was adjourned at 6:48 p.m. by President Castro.



School Board President



School Board Secretary