**Special Meeting**

**Pines School**

**June 24, 2020**

The School Board President, Cindy Riker, via conference call, called the meeting to order a 6:00 p.m. Other board members present were Jim Gilligan, Chris Hasbrouck, Dan Reynolds and Suzette Cooley-Sanborn. Our administrator, Dean Paul, and the EUPISD Superintendent, Angie McArthur were on the call.

The agenda was reviewed, as it was not published on the Special Meeting Notice. Suzette Cooley-Sanborn made a motion to approve the agenda. The motion was seconded by Jim Gilligan. Roll call vote. Ayes: Cooley-Sanborn, Gilligan, Hasbrouck, Reynolds and Riker. Nays: None. Motion carried.

Public comment: None

Cindy brought the board and public up-to-date on the interview process. At the regular July meeting, it was mentioned that after the next set of interviews, we would have a meeting at the Wagner Room, which would give the public an opportunity to submit questions for the candidate(s). At the next interview, which was the Thursday after our regular meeting, it became obvious there was only one candidate. The other was not a fit to the island. Dean reviewed the process as well. The interview team is recommending we make an offer to this individual.

Cindy asked Dean to describe the candidate and why they came to the conclusion to make the recommendation.

Dean offered the following information: The individual is from the Thumb area of MI. He was out of college and went back to pick up his teaching certification. He loves the outdoors. He is an environmental guy and spent nine months on a very high end program in Alaska. Dean talked with that organization. They work year round. They teach K-8. The individual applied for this special program and was accepted. He taught K-8 student environmental science. He had a small group. One split into K, 1 and 2nd grade. Another for 3, 4 and 5th grade. Then 6, 7 and 8th. They said he did a phenomenal job. He was very excited about taking the curriculum and extend it to the outside environment/land to draw those similarities and how they work. The Director in Alaska has tried to get him to come back. However he has a desire to stay in MI. During the interview they talked about the environment on the island. He was excited about what the island has to offer, even the snakes. All his references speak very highly of him. When he did his student teaching, the full time teacher had to take a leave. So he had to take over. The administrator said he just moved along with it in a seamless fashion. He worked well with other faculty, staff and parents. He got the students energized to learn. He is getting married. Chris was very impressed with him on his knowledge of flowers, plants, etc. He was excited and impressed on the resources available at the school. Suzette said she was most impressed that he was in an accelerated program through Saginaw Valley University. He is not afraid to seek out help from his mentors, if he has questions. He has the flora and fauna down on the island. Highly recommend.

Dan asked if there was any discussion about housing. Dean said he wasn’t in on any conversations about that. It would come, if we made an offer. Jim asked if we were supposed to set something up for him. Chris said that if he accepted our offer there are 2 or 3 places lined up. She would recommend he and his fiancé come and look at those places and decide.

Cindy asked what the process was from here. Angie explained that the Board would give Dean the authorization to make the offer for x amount of money and what benefits.

With that we went on to discuss the salaries and so forth. Cindy had given the Board an analysis of salaries from various locations. It also showed year to year steps. Taking the average step as an increase over the last year wages, we could recommend $37.6k. Suzette feels we should go to the high end of the salary scale and offer insurance coverage for 2. Dan feels he would go with the interview team’s recommendations. They think he would be long term. Dan also talked about obstacles on the island. He ended up having to be flexible on their trip over. So he seemed fine with preparedness for winter.

Suzette Cooley-Sanborn made a motion to offer $42,000 in salary with insurance coverage up to $13,268. Chris Hasbrouck seconded the motion. Roll call vote: Ayes: Cooley-Sanborn, Gilligan, Hasbrouck, Reynolds and Riker. Nays: None. Motion carried.

Cindy Riker made a motion to authorize Dean Paul to make that offer to the candidate. Chris Hasbrouck seconded the motion. Roll call vote: Ayes: Cooley-Sanborn, Gilligan, Hasbrouck, Reynolds and Riker. Nays: None. Motion carried.

Reviewed some of the contract terms with the Board. There was discussion about insurance options. The board felt we should make payments on the insurance of their choosing. Can discuss further. Just part of salary/compensation? Cindy also referenced the Evaluation section on the old contract. We may want to incorporate the terminology for the Thoughtful Classroom. Since all the districts are using this evaluation tool, we should be able to get the verbiage from other contracts. We can work with Dena on that. We are working on a one year contract. Five years tenure for a new teacher. Suzette Cooley-Sanborn made a motion to offer this as a one year contract. Dan Reynolds seconded the motion. Roll call vote: Ayes: Cooley-Sanborn, Gilligan, Hasbrouck, Reynolds and Riker. Nays: None. Motion carried.

If he accepts, Chris will take the roll of helping him with looking at rentals. There was also discussion about fuel tanks being available for the teacher’s use.

Public questions. Wendy Spray wanted to know if we were offering moving expenses. We said no. She wanted to know if he had an ECE endorsement. Dean said he has the certifications required for this job posting. Is the school board offering housing or part of rental payment? No. When was he here? Understanding was that the candidate would be available for a last interview. After it was narrowed to only one candidate, there was no need for the final interview. Cindy reiterated what the process was supposed to be versus what happened. He came to the island last Friday. The interview team took him around. The rest of the board has not met him. He will be introduced to the public, if he accepts the offer. Kathy Brown asked to confirm if this person did not have an early childhood education, we would not be able to offer preschool. Cindy explained that we don’t offer preschool. We have approved it in the past on individual situations. Per Angie, right now we are classified as K-8. If we want preschool, there are tons and tons of pre-requisites. That doesn’t mean that we may not be able to offer some program. Kathy asked if she was correct in saying that because of the lack of the ECE endorsement and the school facilities we could not offer preschool and could not start until K. Angie said that it isn’t that we couldn’t. But we are a K-8 setting currently. Margi LaPorte asked if the candidate has any diversity and equality training. Dean said he had that while he was in Alaska as he had a diverse set of students. Margi wanted to know if he had any training. Dean asked if she was talking about additional training other than his college education, the classes required from Alaska and the Christian School that he taught at. Margi said yes. She is concerned about what is being offered as far as diversity, equality and inclusion. Dean said that he had to go through training before he started teaching in Alaska due to the diverse population he would be working with. Dan Reynolds mentioned that the interview team would have determined the individual had the teaching certification necessary to take this job. However, there would always be ongoing training and the board would consider that as we approach the upcoming school year.

Cindy mentioned that if the young man accepted the offer she would like to set up some type of meet and greet. However, the Wagner Room is unavailable for all public meeting this year due to cov-id. So we are limited. May need to do something outside. She will pursue.

Kathy Brown had another question about whether or not this individual was prepared to do online schooling if schools did not go back to the normal classroom. Dean said he has the ability as he finished out this past school year in that fashion. And with the help of the ISD and the upgrading of technology, he should be able to setup the online schooling in the fall. Margi LaPorte asked Dean to repeat his statement, as her phone died. He reiterated his answer. She asked if the Board updated any of these issues. Dean had talked with the school lawyer the night before. And the Board will be incorporating changes/additions to the policies to cover this area. Dean also talked about a situation the candidate had with a student that would not participate and how he was able to “break the ice”. Margi wants to know if the Board will have training on diversity by the fall. We are working on it. Cindy said she had been working with the lawyer regarding our policies on bullying, harassment, diversity. Margi said she is explicitly looking for students that may have different backgrounds such as lesbian, gay or bi-racial parents and if that is something we will be addressing. Angie mentioned that there is a program called SafeSchools put out by our insurance company that covers many areas. The videos cover bullying, child abuse, cultural bias, keeping school safe for LGBT and much more. The Districts can use them as needed. The school board had taken this training before, as well as the teacher and aide. Margi said her children do not feel welcoming to our school because it has not been all inclusive. She want her children enrolled in this school. The board is not always inclusive of all students. This learning must be from the top down. She wants to know if the Board will have inclusive diversity training before the start of the school year. Cindy will enroll all of the Board in this program and she will do her best to get everyone through that training by the end of August. Dan said that we are here to support the teacher to the best of our ability. Per Margi, she feels the board has failed with the previous faculty in not being “on-board” with inclusion of all students. Kathy Brown agrees with Margi. It is very important to get the board trained before start of school. She feels some situations have not been handled properly in the past with our diverse set of students. Margi asked what SafeSchools is. She wanted to know if it includes diversity. Dean said there are a bunch of videos and depending on your position you must take certain aspects and get a certificate. There should be information online.

Cindy Riker made a motion to proceed into closed session to consider the legal advice given to us on an attorney communication at 7:00 p.m. Seconded by Dan Reynolds. Roll call vote: Ayes: Cooley-Sanborn, Gilligan, Hasbrouck, Reynolds and Riker. Nays: None. Motion carried.

Kathy Brown asked if we would come back into open session so the public would know what we discussed. We will come back into open session. But the attorney communication will not be discussed, as it is confidential.

The open meeting was reconvened at 7:24 p.m. with Cindy Riker, Suzette Cooley-Sanborn, Jim Gilligan, Chris Hasbrouck, Dan Reynolds, Dean Paul and Angie McArthur. There was no public on this call.

There being no further business the meeting was adjourned at 7:26 p.m.

Respectfully submitted,

Cindy Riker, Acting Secretary

Bois Blanc Pines School Board