

PUBLIC SCHOOLS OF CALUMET
CALUMET, MICHIGAN

RECORD OF MINUTES

December 8, 2020

The Board of Education of the Public Schools of Calumet, Laurium and Keweenaw held its regular monthly meeting on December 8, 2020, at 5:30 p.m., in the Board of Education Room and via Zoom.

Present were members: Phyllis Locatelli, Jason Wickstrom, Melanie Parker, Daniel Zubiena, Maria Campioni, Philip Halonen and James Vertin. Also present were: Christopher Davidson, Superintendent; Thomas Sturos, Chief Financial Officer; Elsa Green Executive Administrative Assistant; Jennifer Peters, Calumet High School Principal; Joel Asiala, Horizons High School Principal; Michael Steber, Washington Middle School Principal; Matthew Hampton, CLK Elementary School Principal, Julie Giachino, CLK Elementary Assistant Principal and Matthew Vertin, Director of CLK Virtual Programs. Community members present via Zoom were Todd Overbeek and Steve Pelli.

On motion, seconded (Halonen-Vertin) unanimous decision, minutes from previous meetings were approved.

On motion, seconded (Vertin-Campioni) unanimous decision, the bills were approved to be paid. The General Fund bills were \$165,965.03, Athletic bills were \$5,113.81, Cafeteria bills were \$14,251.93, and Community Service bills were \$707.76, for a total of all invoices of \$186,038.53.

The Treasurer's report was accepted as read on motion, seconded (Vertin-Wickstrom) unanimous decision. The General Fund showed a bank balance of \$434,063.25, plus a Money Market of \$3,702,984.31, less outstanding checks of (\$203,049.13, less a Transfer in Transit (ORS) of (\$118,442.51), less a Transfer in Transit (Cafeteria Fund) of (\$718.87) plus a Transfer in Transit (Debt Service) of \$40.43, for a total General Fund balance as of November 30, 2020, of \$3,814,877.48.

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The Athletic Account showed a bank balance as of November 30, 2020, of \$66,349.66, for a total Athletic Fund of \$66,349.66.

The Cafeteria Fund showed a balance of \$55,530.41, plus a Transfer in Transit (General Fund) of \$718.87, for a total School Service Fund balance of \$122,598.94.

The Bond Debt Retirement Fund showed a bank balance of \$1,395,372.47, less a Transfer in Transit (General Fund) of (\$40.43) for a total Debt Retirement Fund balance as of November 30, 2020, of \$1,395,332.04.

On motion, seconded (Vertin-Wickstrom) unanimous decision, the Board of Education congratulated the varsity football players, Coach John Croze, and assistant's Joshua Frantti and Troy Reuter on their season.

On motion, seconded (Vertin-Parker) unanimous decision, the Board of Education expressed appreciation to Jon Simula for his donation of rough sawn lumber to the Keweenaw Family Discovery Center.

On motion, seconded (Wickstrom-Zubierna) unanimous decision, the Board of Education expressed appreciation to Bill Meier for his donation of a Shop Smith 5-in-1 Woodworking Tool to the Keweenaw Family Discovery Center.

On motion, seconded (Vertin-Parker) unanimous decision, the Board of Education adopted NEOLA Policy Revisions.

On motion, seconded (Vertin-Parker) unanimous decision, the Board of Education approved changes to the Secretarial Guidelines.

5. **Sick Leave**

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A. A sick leave allowance is hereby provided for absence from work caused by illness or physical disability of a secretary. A sick leave **will be credited to his/her account at the beginning of each contract year at a rate of one (1) day will be allowed for each calendar month in which she renders service to the system, not to exceed twelve (12) days per year** during the period of July 1 through June 30. The secretary shall be permitted to accumulate a maximum sick leave bank of one hundred eighty-two (182) days.

J. In recognition of service to the School District, a retirement payment of ~~fifteen (\$15)~~ **twenty-five (\$25)** dollars per day of unused accumulated sick leave to a total of one hundred twenty (120) days, ~~twenty (\$20)~~ **forty-five (\$45)** dollars per day of unused accumulated sick leave for one hundred twenty one (121) through one hundred sixty (160) days, and ~~thirty (\$30)~~ **fifty-five (\$55)** dollars per day of unused accumulated sick leave for one hundred sixty one (161) days through one hundred eighty-two (180) **(182)** days shall be paid to a secretary upon retirement provided the secretary shall have been employed in the school district at least ten (10) years.

10. Vacation

- 1 week after one year (anniversary date)
- 2 weeks after two years (anniversary date)]
- 2 weeks-3 days after 4 years (anniversary date)**
- 3 weeks after six years (anniversary date)
- 3 weeks-1 day after 8 years (anniversary date)**
- 3 weeks-3 days after 11 years (anniversary date)
- 4 weeks after 16 years (anniversary date)

11. <u>Wages Hourly</u>	<u>2019-2020</u>	<u>2020-2021</u>
1 st Year	\$14.27	\$14.58
2 nd Year	\$15.27	\$15.60
3 rd Year	\$16.35	\$16.71
4 th -5 th Year	\$16.63	\$16.99
6 th -7 th Year	\$16.88	\$17.25
8 th -9 th Year	\$17.16	\$17.54
10 th -11 th Year	\$17.43	\$17.81

*Wages increases will be retro for the 2020-2021 contract year.

14. Paid Holidays

Paid holidays for twelve (12) month full-time employees are designated as Memorial Day, Fourth of July, Labor Day Friday, Labor Day, Thanksgiving, Christmas, New Year's Day and Good Friday, respectively. Employees will be paid their current rate based upon an eight (8) hour day for said holidays when they fall within the normal work week. Paid holidays shall also include the day before Christmas, the day before New Year's, Easter Monday and the day after Thanksgiving provided that school is not in session on those days. **If the day after Thanksgiving or Easter Monday fall on a day when school is in session, the paid holiday day would be the first day of the next scheduled school break.**

On motion, seconded (Vertin-Wickstrom) unanimous decision, the Board of Education made no changes to the CLK Return to Learn plan and Extended Learning plan.

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On motion, seconded (Zubiena-Vertin) unanimous decision, the Board of Education approved the following changes to the Administrative Contract.

C. Personal Leave:

The Administrator is entitled to 2 personal leave days annually. These personal leave days shall ~~not be accumulative up to five (5) unused personal leave days~~ for use in any subsequent year. ~~and the~~ **The Administrator shall not receive additional compensation in lieu of use of personal leave days. Leave days are not used this school year and in excess of five (5), shall be transferable to the Administrator's sick leave bank. Anyone with fifty (50) accumulated sick leave days will be granted a third day for personal leave upon written request to the Superintendent.**

G. Retirement:

After ten (10) years of employment in the district, upon retirement, the Administrator shall be entitled to:

\$25/day for up to 120 accumulated sick leave days;
\$45/day for up to 121-160 accumulated sick leave days;
\$55/day for up to 161-180 accumulated sick leave days;
\$65/day for up to 181-210 accumulated sick leave days;
\$75/day for up to 211-225 accumulated sick leave days.

B. Sick Leave:

The Administrator shall be entitled to 12 sick leave days annually **credited to their account at the beginning of the contract year** cumulative to a total of 225 days. The sick leave days accumulated by the Administrator in the District, prior to the date of this Contract, shall be credited to the accumulated days under this provision.

A sick leave bank may be established by Administrators and other non-unionized personnel from their accumulation of unused sick days. The pool shall be created by a voluntary contribution of sick days from the employee's accumulated bank. **Administrators can request in writing to the Administrative Assistant to the Superintendent of their intentions to contribute any accumulated sick days to the pool.**

The pool of unused sick leave days generated by this process shall be administered by a committee consisting of the Administrator, an administrator, or one other non-unionized person, and one Board member. The use of pool sick leave days shall be limited to major catastrophes and shall not be used for maternity leave or child care purposes unless associated with a health care problem. Sick leave pool days cannot be used for retirement purposes.

L. Professional Growth:

Administrators will be reimbursed tuition/textbooks associated with graduate college classes with a limit of three (3)/three (3) hour classes a year. **Administrators participating in alternative professional growth programs such as those provided by their professional organizations may be reimbursed up to the amount equivalent to costs associated with three (3)/three (3) hour graduate college classes.** The administrator would reimburse the Board in full in the event the administrator were to leave the district for other employment within three (3) years of taking the class.

6. Compensation: 2.25% retroactive salary increase

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On motion, seconded (Vertin-Wickstrom) unanimous decision, the Board of Education set the following tuition rates for students attending the Calumet, Laurium & Keweenaw School District for the 2020-2021 school year:

K-6 non-resident pupils attending our schools:	\$11,271.12
7-12 non-resident pupils attending our schools:	\$11,665.61

Building Principals updated the Board on "what's happening" in their buildings.

On motion, seconded (Vertin-Zubiena) unanimous decision, the Board of Education agreed to partial funding of the JV Hockey team, matching the teams fundraising efforts up to \$2500.

On motion, seconded (Vertin-Zubiena) unanimous decision, the Board of Education accepted with regret the resignation notice of Mr. Dan Stahl, effective January 2, 2021.

Informational items submitted to the Board for review and discussion:

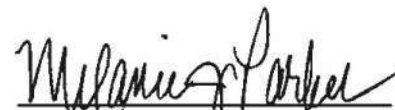
-Parent/Teacher Conference Summary for all buildings

The Board went into Executive Session at 6:10 p.m. and out at 7:05 p.m.

On motion, seconded (Vertin-Campioni) unanimous decision, the Board of Education adjourned at 7:06 p.m.



President



Secretary