

PUBLIC SCHOOLS OF CALUMET  
CALUMET, MICHIGAN

RECORD OF MINUTES

June 8, 2021

The Board of Education of the Public Schools of Calumet, Laurium and Keweenaw held its regular monthly meeting on June 8, 2021, at 5:30 p.m., in the CLK Commons.

Present were members: Phyllis Locatelli, Jason Wickstrom, Daniel Zubiena, Maria Campioni, Philip Halonen and James Vertin. Absent was member Melanie Parker. 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, Middle School Principal; Matthew Hampton, CLK Elementary School Principal; Julie Giachino, CLK Elementary School Assistant Principal; Matthew Vertin, Director of CLK Virtual Programs; Meg North and Lucas Theisen, teachers at Horizons Alternative High School; Frank Bonacorsi and Michael Goldsworthy teachers at Washington Middle School and Karmen Markham, Washington Middle School Social Worker.

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

On motion, seconded (Halonen-Campioni) unanimous decision, the bills were approved to be paid. The General Fund bills were \$77,769.64, Athletic bills were \$7,871.91, Cafeteria bills were \$18,806.08, and Community Service Fund bills were \$2,846.07 for a total of all invoices of \$107,293.70.

The Treasurer's report was accepted as read on motion, seconded (Halonen-Vertin) unanimous decision. The General Fund showed a bank balance of \$566,601.53, plus a Money Market of \$1,920,415.84, less outstanding checks of (\$113,249.36), less a Transfer in Transit (ORS) of (\$119,950.07), for a total General Fund balance as of May 31, 2021, of \$2,253,817.94.

The Athletic Account showed a bank balance as of May 31, 2021, of \$75,642.11, for a total Athletic Fund of \$75,642.11.

The Cafeteria Fund showed a balance of \$29,361.28, for a total School Service Fund balance of \$105,003.39.

The Bond Debt Retirement Fund showed a bank balance of \$304,978.53, for a total Debt Retirement Fund balance as of May 31, 2021, of \$304,978.53.

The Capital Bond Projects Fund showed a bank balance of \$23,312.16, less outstanding checks of (\$1,600.00), plus a MILAF Investment of \$735,165.25, for a total Capital Bond Projects Fund balance as of May 31, 2021, of \$756,877.41.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education congratulated Dean Loukus on being named Michigan's Mr. Hockey 2021.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education congratulated Elissa Djerf, the Holly Jean McCullah Award winner and Dean Loukus, the George Gipp Award winner for 2021.

On motion, seconded (Zubiena-Wickstrom) unanimous decision, the Board of Education congratulated the Calumet High School & Washington Middle School Bands on their Division 1 ratings at the MSBOA District Band Festival held virtually, along with their Director, Ryan Watt.

On motion, seconded (Campioni-Wickstrom) unanimous decision, the Board of Education congratulated members of the softball team on receiving All-Conference Honors:

Elissa Djerf - WestPAC Softball All Conference 1<sup>st</sup> Team  
Jana Loukus- WestPAC Softball All Conference 2<sup>nd</sup> Team

Morgan Erkkila - WestPAC Softball All Conference 2<sup>nd</sup> Team  
Taylor Vertin - WestPAC Softball All Conference Honorable Mention

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education congratulated members of the baseball team on receiving All-Conference Honors:

Carter Kilpela - WestPAC Baseball All Conference 1<sup>st</sup> Team  
Dean Loukus - WestPAC Baseball All Conference 1<sup>st</sup> Team  
Tom Voelker - WestPAC Baseball All Conference 2<sup>nd</sup> Team  
Dryden Nelson - WestPAC Baseball All Conference 2<sup>nd</sup> Team  
Caden Lehto - WestPAC Baseball All Conference Honorable Mention

On motion, seconded (Campioni-Zubiena) unanimous decision, the Board of Education extended appreciation to Joel Lenger for his successful \$500 grant from the Portage Health Auxiliary for the Horizons Maker Space.

On motion, seconded (Wickstrom-Vertin) unanimous decision, the Board of Education authorized the Treasurer to approve invoices for payment prior to June 30, 2021.

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education approved the date of June 28, 2021, at 4:30 p.m. to hold the Annual Budget Hearing in the Board Room.

On motion, seconded (Zubiena-Vertin) unanimous decision, the Board of Education approved the date of Thursday, July 15<sup>th</sup> at 5:30 p.m. to hold its Organizational/Regular July Board meeting to be held in the Board of Education room.

On motion, seconded (Wickstrom-Vertin) unanimous decision, the Board of Education thanked BioRidge Pharma for their donation of boxes of Epi Pens, a total of 16 pens, to the CLK School District through the EpiPens4Schools Program.

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education

changed the CLK Return to Learn plan and Extended Learning Plan to align with MDHHS Orders and CDC guidelines.

On motion, seconded (Campioni-Wickstrom) unanimous decision, the Board of Education resolved to accept Memorandums of Understanding between the Board of Education and the Calumet Education Association (CEA) that language be added to the Calumet Education Association Contract.

**MOU #1**

In consideration of the mutual covenants contained in this agreement:

Effective with the 2020-2021 school year are the following additions to ARTICLE 22 – Extra Duty Fee Schedule.

Weight Room Supervisor - \$10/session  
Junior Varsity Hockey – 8.5%  
Varsity Softball – 12%  
Junior Varsity Softball – 6%  
Assistant Varsity Softball – 6%  
Varsity Baseball – 12%  
Assistant Varsity Baseball – 6%

\*Considerations for establishing the above rates included length of season, schedule, number of players, and comparable sports already in contract.

**MOU #2**

In consideration of the mutual covenants contained in this agreement, and due to the unique needs associated with this specific situation, the parties agree as follows:

For the summer of 2021, the CLK Elementary Summer School program, and Calumet and Horizons Summer Credit Recovery programs will operate under the following terms:

**Teacher Wages** - teachers participating in Section 23b CLK Elementary Summer School programs will be paid at their 2020-2021 contractual rate of pay; teachers participating in the high school credit recovery program will be paid the regular \$100 per student, per semester course as the teacher of record or \$150 per student as the mentor

**Teacher Bonus** - teachers participating in Section 23b summer programs will be eligible to receive a \$1,000 bonus payable by the State Michigan

**Length of Programs** - all Section 23b summer programs will be a minimum of 8 weeks starting the week of June 14, 2021

**CLK Elementary Summer School** - 3 days per week, 3 hours of instruction per day with 1 hour of preparation time per summer school day; 1 additional day will be paid prior to June 15, 2021 for preparation; terms of service will depend on student enrollment and the number of teachers signed up for summer school

Calumet & Horizon High Schools Summer Credit Recovery - teachers of record will support and monitor the facilitation of learning and credit recovery utilizing the Edmentum/Odysseyware online curriculum; mentors will be responsible for maintaining weekly two-way communication with credit recovery students, monitoring student progress, and being the main point of contact for students

The terms of this agreement are strictly for programs funded by Section 23b of Public Act 3 of 2021 and non-precedent setting.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education resolved to accept a Memorandum of Understanding between the Board of Education and the Michigan Education Support Personnel Association (MESPA) that language be added to the Michigan Education Support Personnel Association (MESPA Contract).

In consideration of the mutual covenants contained in this agreement, and due to the unique needs associated with this specific situation, the parties agree as follows:

For the the summer of 2021, the CLK Elementary Summer School program, and Calumet and Horizons Summer Credit Recovery programs will operate under the following terms:

Paraprofessional Wages - paraprofessionals participating in Section 23b summer programs will be paid at their 2020-2021 contractual rate of pay.

Support Staff Bonus - paraprofessionals participating in Section 23b summer programs will be eligible to receive a \$250 bonus payable by the State Michigan

Length of Programs - all Section 23b summer programs will be a minimum of 8 weeks starting the week of June 14, 2021

CLK Elementary Summer School - 3 days per week, 3 hours of instruction per day with 30 minutes of preparation time per day; 1 additional day will be paid prior to June 15, 2021 for preparation; terms of service will depend on student enrollment and the number of paraprofessionals signed up for summer school

The terms of this agreement are strictly for programs funded by Section 23b of Public Act 3 of 2021 and non-precedent setting.

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education congratulated the girls' softball team and head coach Joel Rastello, along with assistant coaches Jon Rastello, Matt Vertin, Claire Snow and Kendra Keranen on a successful season.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education congratulated the girls' softball team and head coach Claire Snow, along with

assistant coaches Jon Rastello, Matt Vertin, Joel Rastello and Kendra Keranen on their season.

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education congratulated the boys' baseball team and coach Dave Yeo, Mark Paulson and Abe Voelker on their season.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education congratulated the boys' and girls' track teams and coaches Arnie Kinnunen and Steve Parks, and assistant coaches Don Hill and Troy Reuter on an outstanding season. The Board also congratulated those athletes who received All-State Honors:

Carli Jacques: 3<sup>rd</sup> - 100 Meter Dash; 3<sup>rd</sup> - 400 Meter Relay; 4<sup>th</sup> - 200 Meter Dash; 6<sup>th</sup> - 800 Meter Relay  
Alexis Strom: 3<sup>rd</sup> - 400 Meter Relay; 6<sup>th</sup> - 800 Meter Relay  
Caitlyn Strom: 3<sup>rd</sup> - 400 Meter Relay; 6<sup>th</sup> - 800 Meter Relay  
Laina Kariniemi: 3<sup>rd</sup> - 400 Meter Relay; 4<sup>th</sup> - 100 Meter Hurdles; 6<sup>th</sup> - 800 Meter Relay  
Dryden Nelson: 1<sup>st</sup> - 100 Meter Dash; 1<sup>st</sup> - Long Jump; 3<sup>rd</sup> - 400 Meter Relay; 3<sup>rd</sup> - 800 Meter Relay  
Richard Probst: 3<sup>rd</sup> - 400 Meter Relay; 3<sup>rd</sup> - 800 Meter Relay  
Gabriel Mattila: 3<sup>rd</sup> - 400 Meter Relay; 3<sup>rd</sup> - 800 Meter Relay  
Braydon Nelson: 3<sup>rd</sup> - 400 Meter Relay; 3<sup>rd</sup> - 800 Meter Relay  
Nathan Spence: 3<sup>rd</sup> - Pole Vault (Tie)

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education congratulated Zachary Vaitkevicius on being named the 2021 Senior Student of the Year.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education congratulated Matthew Riutta and the CLK Elementary students on a successful Spring Music Program.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education congratulated Mr. Ryan Watt and the Washington Middle School and Calumet High School Bands on a successful Spring Music Program.

On motion, seconded (Campioni-Zubiena) unanimous decision, the Board of Education congratulated Mike Ojala, Steve Parks and the 4<sup>th</sup> & 5<sup>th</sup> grade students at CLK Elementary on successful track meets.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education thanked an anonymous donor for their \$5000 scholarship for a graduating senior at Horizons Alternative High School.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education congratulated Darrell Hendrickson, Kristin Svoke, Michael Steber, Tyler Sykes and Lloyd Wescoat on their \$10,000 MiSTEM Network Playbook Grant for their Place Based Program.

On motion, seconded (Campioni-Zubiena) unanimous decision, the Board of Education congratulated the boys' golf team and their coach Carl Arko on their season. The team placed 3<sup>rd</sup> at U. P. Finals which were held in Escanaba on June 3<sup>rd</sup>.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education congratulated coaches Joshua Frantti, Tristan Baranowski and Terra Parks and the boys' and girls' middle school track teams on a great season.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education commended those who took part in the middle school Showchoir Performance of "The Quarantine Monologues-Stories and Songs of Hope During a Pandemic" held on May 20<sup>th</sup> along with Advisor, Liz Leach.

On motion, seconded (Wickstrom-Campioni) unanimous decision, the Board of Education expressed appreciation to Nurse Carey Sullivan and the Smiles on Wheels Program for

providing free dental care to 95 students at CLK Elementary School in May.

On motion, seconded (Zubiena-Campioni) unanimous decision, the Board of Education accepted with regret the resignation notice of Melissa Schneiderhan, CLK Elementary 4<sup>th</sup> grade teacher effective June 30, 2021.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education accepted with regret the resignation notice of Erin Stahl, CLK Elementary paraprofessional effective June 30, 2021.

On motion, seconded (Campioni-Wickstrom) unanimous decision, the Board of Education Adopted the amended Educator Merit Pay Policy for the 2020-2021 school year.

Attendance (A=Absences)	Highly Effective	Effective
A < 3	\$250	\$150
3 < A < 5	\$150	\$100
5 < A < 7	\$100	\$50

The Board reviewed the probationary and tenure status for the following teachers:

Elementary

Matthew Riutta  
Madeleine Hagan  
Jaime Lishinski  
Marta Thompson  
Rebecca Eskola

Probationary/Tenure Status

Tenure  
Third year probationary status  
Third year probationary status  
Third year probationary status  
Second year probationary status

Middle School

Kassandra Huhta  
Michael Goldsworthy

Probationary/Tenure Status

Fourth year probationary status  
Second year probationary status

High School

Darin Goke  
Lisa Ruhman

Probationary/Tenure Status

Fourth year probationary status  
Second year probationary status

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



On motion, seconded (Zubiena-Wickstrom) unanimous decision, the Board of Education hereby delegates to the Superintendent or his designee the responsibility for the supervision and control of said activities, and hereby accepts the Constitution and By-Laws of the Michigan High School Athletic Association and adopts as its own rules, regulations interpretations (as minimum standards), as published in the current handbook as the governing code under which the said school(s) shall conduct its program of interscholastic athletics and agrees to primary enforcement of said rules, regulations, interpretations and qualifications. In addition, it is hereby agreed that schools which host or participate in the association's meets and tournaments shall follow and enforce all tournament policies, procedures and schedules. This authorization shall be effective from August 1, 2021 and shall remain effective until July 31, 2022, during which the authorization may not be revoked.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education commended the CLK All Sports Booster Club and officers for their generous support of our athletic program.

The Board of Education went into Executive Session at 7:32 p.m. and out at 9:11 p.m. to discuss negotiations.

On motion, seconded (Wickstrom-Zubiena) unanimous decision, the Board of Education resolved to accept the Memorandum of Understanding between the Board of Education and the Calumet Education Association (CEA) that language be added to the Calumet Education Association Contract.

In consideration of the mutual covenants contained in this agreement, and due to the unique needs associated with this specific situation, the parties agree as follows:

**Early Retirement Incentive ("ERI")**

PUBLIC SCHOOLS OF CALUMET  
CALUMET, MICHIGAN

RECORD OF MINUTES

June 8, 2021

- A. The Board will offer an ERI to teachers that meet the eligibility criteria under this MOU.
- B. To be eligible for the ERI, a bargaining unit employee must have been employed for thirteen (13) or more years (as of June 30, 2021) by the Board of Education of the Public Schools of Calumet, Laurium, & Keweenaw as verified by the Board.
- C. The eligibility criteria for applying for and receiving the ERI are::
- a. The employee must retire effective June 30, 2021;
  - b. Written notification of intent to retire at the end of the 2020-2021 school year must be received by the Board of Education no later than 5:00 pm on July 2, 2021.
  - c. Eligibility to retire under the Michigan Public School Employees Retirement System (MPSERS)
  - d. Teachers who qualify to retire through the State of Michigan Member Investment Plan and who qualify for purchase of Michigan Public School Employees Retirement System credit are eligible to participate and receive the ERI.
  - e. A person must be employed by the Board of Education of the Public Schools of Calumet, Laurium, & Keweenaw on the last working day prior to the date of retirement or on normal sick leave or on Administrative approved leave.
- D. Teachers retiring will be eligible for the following benefit:
- . If 1-5 teachers retire each will receive \$15,000 per year for 3 years for a total of \$45,000
  - a. If 6-10 teachers retire each will receive \$20,000 per year for 3 years for a total of \$60,000
- E. This offer expires on July 2, 2021 and any eligible bargaining unit employee who does not retire as of that date will not be eligible for future incentives or benefits of a same or similar nature.
- F. This offer is capped and not to exceed a total of 10 eligible employees.
- . The basis for this will be the first 10 eligible employees to submit their written notice of retirement to the board of education.
  - a. In the event that more than one retirement notice is received at the same time putting the total number of employees over 10, seniority will be used to determine the tie break.
- G. If the ERI participant becomes deceased prior to payment of the entire ERI benefit, the District shall pay the remaining ERI benefit to the participant's designated beneficiary subject to any applicable tax withholding. If the ERI participant does not have a written beneficiary designation on file with the Board at the time of death, any remaining ERI benefit shall be paid according to the priorities set forth in MCL 408.480.
- H. The ERI participant is entirely and exclusively responsible for any taxation consequences associated with the ERI payment.
- I. Payment under this ERI shall be paid as a retirement incentive, not as compensation, and is not considered payment for services that have been, or will be, performed for the District as a public employee. Neither the Board nor the Association makes any representation as to the impact that the ERI will have on future retirement benefits.
- J. The terms of this ERI have been mutually discussed and agreed to by the Board and the Association. Accordingly, the Board and the Association acknowledge and agree that nothing in the terms of this Letter of Agreement authorizing the ERI shall be regarded as inconsistent with or contrary to the terms of their Master Agreement. Further, any disputes regarding the meaning or implementation of this ERI shall be processed through the grievance procedures set forth in the Master Agreement or any successor collective bargaining agreement then in effect.
- K. This Letter of Agreement constitutes the sole and entire agreement between the Board and the Association regarding the terms and the implementation of the ERI and shall not establish any practice, established working condition, or precedent for future negotiations or dealings between the Board and the Association with respect to the ERI.
- L. This Letter of Agreement is entered into pursuant to and in accordance with the provisions of the Master Agreement between the Board and the Association and is a product of discussion and agreement between those parties.
- M. This Letter of Agreement replaces the existing Article 26 - Early Retirement Incentive of the bargaining agreement until its expiration on July 2, 2021.

PUBLIC SCHOOLS OF CALUMET  
CALUMET, MICHIGAN

RECORD OF MINUTES

June 8, 2021

N. This Letter of Agreement is entered into this \_\_\_\_ day of \_\_\_\_\_, 2021 by and between the Board and the Association, whose authorized representatives have affixed their signatures below.

On motion, seconded (Wickstrom-Vertin) unanimous decision, the Board of Education adjourned at 9:13 p.m.

*Phyllis M. Locatelli*

President

*Melanie Parker*

Secretary