



## ADRIAN PUBLIC SCHOOLS

*Tradition of Opportunities*  
Future of Possibilities

### **Agenda**

Regular Meeting  
Monday, April 11, 2022  
6:00 p.m. Cafeteria

#### **A. Call to Order**

1. Pledge of Allegiance
2. Approval of Agenda
3. Mission Statement
4. Good News Reports
  - a. Gwendolyn Frolich and Aubryana Tripp
  - b. Michigan Art Education Association
5. Communications
  - a. Resignation of Kathleen Hart, Head Start

#### **B. Recommended Action**

1. Consent Agenda
  - a. Approval of March 28, 2022, Regular Minutes
  - b. Treasurer's Report ending March 31, 2022
  - c. Approval of Hire: Lukas Speller Head Start Nicole Gestwite Head Start, Bradley Pieh, Teacher Spring Coaches
2. Business Requiring Board Action
  - a. Approval of the addition of Middle School Sports
  - b. Approval of a PA system replacement at Drager
  - c. Acceptance of Donations
4. Business Requiring Future Board Action
  - a. First reading of new board policy 5411.01 In-District Schools of Choice
  - b. First reading to review the ESS Midwest Agreement for HR Staffing Services
  - c. First reading on Michener athletic complex lighting

#### **C. Reports from Superintendent and Staff**

1. PTLW
2. Attorney General Visits Drager
3. Community Forum
4. Principal Search Update

**D. Future Meetings and Business**

1. Board Committee Reports- Curriculum
2. Board Member Comments
3. Meeting Dates and Upcoming Events
  - BOE Meeting, April 25, 2022, 6:00 p.m.
  - AHS Musical: Newsies, May 5-7, PAC, 7:30
  - All City Orchestra, May 9, 2022, 7:00, Gym
  - BOE Meeting, May 9, 2022, 6:00 p.m.
  - Band-O-Rama, May 10, 2022, 7:00, Gym
  - HS Choir Concert, May 12, 2022, 7:30, PAC
  - MS Choir Concert May 17, 2022, 7:00, PAC
  - NHS Induction, May 23, 2022, 5:30, PAC
  - Senior Honors, May 24, 2022, 7:00, PAC
  - Adrian Community Education Graduation, May 25, 7:00
  - Senior Night, May 28, 2022, 7:00, PAC
  - AHS Graduation, May 29, 2022, 2:00 p.m.

**E. Public Comment**

**F. Closed Session**

- a. Litigation Strategies
- b. AESPA negotiations
- c. IUOE Maintenance negotiations
- d. AAA negotiations

**H. Adjournment**

**In partnership with families and our community, Adrian Public Schools provides a quality education, challenging students to excel academically and inspiring them to become contributing citizens within our diverse, ever-changing society.**

# EXECUTIVE SUMMARY

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**DATE:** April 11, 2022

**CONTACT PERSON:** Nate Paker

## **PURPOSE:**

The resignation of Kathleen Hart.

## **EXPLANATION:**

Under Board Policy 4223, the Superintendent is authorized to accept employee resignations or retirements on behalf of the Adrian Board of Education. Kathleen has submitted her resignation from Adrian Head Start effective April 1, 2022.

## **RECOMMENDATION:**

It is the recommendation of the Superintendent that the Adrian Board of Education acknowledge the resignation of Kathleen Hart effective April 1, 2022.

MINUTES OF THE REGULAR MEETING OF THE ADRIAN BOARD OF EDUCATION, MARCH 28, 2022, ADRIAN HIGH SCHOOL B100.

**MEETING CALLED TO ORDER**

The meeting of the Adrian Board of Education was called to order by President Ferguson at 6:00 p.m.

**PLEDGE RECITED**

Pledge of Allegiance was recited.

PRESENT: President Ferguson, Trustees: Ballard, Baucher, Buku, and Marks

ABSENT: Trustees: Henagan and Flores

Moved by Trustee Ballard, supported by Trustee Marks, that the Adrian Board of Education approve the agenda.

**AGENDA APPROVED**

Motion carried by a 5-0 vote.

**MISSION STATEMENT**

Trustee Ballard recited the District's mission statement as a reminder of the purpose and direction of the District.

Trustee Henagan entered at this point in the meeting.

Superintendent Parker told the board that the District had been allotted all the makeup weather days and we are still over. To meet state requirements the District will be adding 5 minutes to the beginning of the day starting after Spring Break. The waiver submitted to MDE was approved.

**COMMUNICATIONS**

The District recognized the retirement of Janet Melton.

Moved by Vice President Baucher, supported by Trustee Ballard, that the Adrian Board of Education approved the consent agenda.

**CONSENT AGENDA**

The consent agenda included the following items:

- a. Approval of Minutes from March 14, 2022, Regular Meeting
- b. Approval of Minutes from March 14, 2022, Closed Session (hand out)
- c. Approval of Minutes from March 14, 2022, Special Meeting
- d. Approval of Hire- Chris Harlan and Jessica Rivier, Paraprofessionals

Motion carried by a 6-0 vote.

**APPROVAL OF HEAD START GRANT**

Moved by Trustee Ballard, supported by Trustee Henagan that the Adrian Board of Education approve the Early Head Start and Head Start grant application for the 2022-23 program year.

Motion carried by a 6-0 vote.

**APPROVAL OF LISD REPRESENTATIVE**

Moved by Vice President Baucher, supported by Trustee Buku, that the Adrian Board of Education approve Trustee Henagan as the representative and Vice President Baucher as the alternate to the LISD Budget Planning and Review meeting.

Motion carried by a 6-0 vote.

Moved by Trustee Ballard, supported by Trustee Buku, that the Adrian Board of Education approve the bid for the copier lease from Perry Pro Tech in the monthly amount of \$3,321.56, with maintenance billed separately on a per-copy basis. The lease will be for five years. The copiers will be installed in late summer.

**APPROVAL OF  
COPIER LEASE**

Motion carried by a 6-0 vote.

Moved by Vice President Baucher, supported by Trustee Marks, that the Adrian Board of Education approve the change order for new casework at Michener and Alexander. The work is being paid for out of bond funds. Vice President Baucher commented, "This was reviewed by the Finance Committee and it comes with our recommendation".

**APPROVAL OF  
CASEWORK**

Motion carried by a 6-0 vote.

Moved by Trustee Ballard, supported by Trustee Buku, that the Adrian Board of Education approve the amended budget as presented and adopt the resolution. Kathy Westfall shared, "The District will be adding \$67,025 to the fund balance and the District was at a 20% fund balance at the end of the 2020-21 school year. The need to borrow has been eliminated for the past four years. Salary and Benefits continue to be the largest expenditures for the District. It comprises about 75% of the budget. The change in revenues over expenditures from the adopted budget to the proposed amendment is a decrease of \$100,251; the major reason for the change is additions to the facilities budget for projects such as the repairs to the athletic buildings, maintenance supplies, and light fixtures".

**APPROVAL OF  
BUDGET  
AMENDMENTS**

Motion carried by a 6-0 vote.

Moved by Trustee Marks, supported by Trustee Ballard, that the Adrian Board of Education accept donations from Green Borders, The Kiwanis Club of Adrian, Jim and Mary Kay Patmos, The Maple Fans Club, Lino Gomez, Barbara Combs, Jamie and Ryan Shepherd, and Jeannine Stamm.

**ACCEPTANCE OF  
DONATIONS**

Motion carried by a 6-0 vote.

First reading of the addition of middle school sports, was held. Athletic Director Chad O'Brien, told the board that softball, baseball, and soccer have been intramural sports at the middle school for the last several years. The number of middle school participants continues to grow. The recommendation is to add these sports as interscholastic District funded sports to the middle school program.

**MIDDLE SCHOOL  
SPORTS**

First reading to review replacing/upgrading the PA system at Drager Head Start, was held. The original system was installed in 2007. It has exceeded its usable life and needs to be replaced. The District would be able to use the existing wiring, speakers, and call buttons, which will help reduce the cost of the project. The District is purchasing the devices from a cooperative

**PA SYSTEM AT  
DRAGER**

purchasing program. Trustee Henagan asked, “How often does a sound system get used and what is its primary use?” Mary Bruggenwirth responded, “We use it for announcements especially related to safety concerns”.

**REPORTS FROM  
SUPERINTENDENT  
AND STAFF**

Superintendent Parker informed the board that about 200 families have requested a COVID test kit for after Spring Break.

Mary Bruggenwirth gave the monthly Head Start report. The average attendance for February was 81%. Those numbers were down due to COVID. March In-Kind figures are just above 50%. The program will likely apply for a waiver.

Vice President Baucher reported that the Finance Committee had met and reviewed the casework at Alexander and Michener. They also reviewed the budget amendments and enrollment projects for the 2022-2023 school year.

**FINANCE  
COMMITTEE**

Dr. Ballard reported about the LCASB meeting. He told the board that other districts in the county were dealing with a loss of instructional time due to weather days. He also told the board that the Spring Legislative Breakfast will be in May.

**BOARD MEMBER  
COMMENTS**

Vice President Baucher had the following comments about Bob and his leadership in the District over the last eight years. “I am one of the board members that was here when we hired Bob. And I remember the hiring process and the breath of fresh air he brought. You have exceeded our expectations. You exceeded the expectations of the board that seated you. You have embraced our community and our District. You have become a true Maple. We have seen you grow personally and professionally. You have led us through incredible uncertain times without taking your eyes off our mission. You will be missed”.

President Ferguson said, “It seemed like just yesterday you were handing me your retirement letter. Eight years of service to our District is significant, in a time when the average superintendent only stays for about 2.8 years. Eight years is something to be extremely proud of. Thank you. Here is a list of things we have done together: successful bond project, updates to security and technology, the Arts Play Bill, athletic game plan, online school, athletic facilities updated, successful contract negotiations with multiple-year contracts. The improved relationship you have cemented with our bargaining groups. This is something that I hope you are proud of. The way you made Adrian the showpiece in the county on the handling of COVID over the last two years. I am going to miss your friendship. Thank you for defining Maple Pride and living Maple Pride”.

Trustee Ballard responded, “I received a dirty look when I went off script and asked Bob during his interview, ‘What do you want to be when you grow up?’ He responded, ‘Superintendent of Adrian of Public Schools.’ You have grown up and congratulations on your third childhood”.

Trustee Buku said, “I have people ask me all the time, What is it like being on the board, especially during COVID? Your communication has been

inspirational. You always seem to be 2 steps ahead on thinking. The culture you have created here has been phenomenal and we will continue that. You have laid a foundation and it has helped us to be where we are today. Thank you."

#### **PUBLIC COMMENT**

Judith Hammerle shared that she has been attending virtual state school board meetings. One of the things that they are talking about is having your lesson plans ready for the whole year. I was having a discussion with my grandkids the other day and it made me realize what a bad idea year-long lesson plans are. I want to be there as you face hard times. I want to be helpful and I won't give you a hard time.

At this time, members of the audience left and the board had a workshop with John Silveri from Michigan Leadership Institute.

#### **BOARD WORKSHOP**

Mr. Silveri asked the board, "Why are we here? What is the need?" President Ferguson responded, "I think this is more for Superintendent Parker and a good reminder for our board what our roles are. We need to make sure that we are on the same page."

Trustee Ballard commented, "Our role is communication. We need to find out what is the best way for us to communicate with Superintendent Parker and what is the best way to relay information amongst ourselves. We are not effective if someone knows something that someone else does not know. We need to be highly effective in communication."

Mr. Silveri read an article that said, "The school board governs and the Superintendent administers the school district." Vice President Baucher agreed, "This is central to our purpose. The words govern and administer are really good descriptors of our perspective roles."

The discussion went on to include clarifying roles. Boards that micromanage are working outside of their policy-making role. Superintendents who macro manage are superseding the governance role of the board. Examples of each of these were given and discussed. Mr. Silveri led the board in an exercise where they were asked to establish guidelines on how they would like to operate as a board. The board came up with nine key elements.

There being no further business, a motion was made by Trustee Ballard, supported by Trustee Henagan, that the meeting be adjourned.

Motion carried by a 6-0 vote.

#### **ADJOURNMENT**

The meeting adjourned at 8:25 p.m.

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Beth Ferguson, President

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Mike Buku, Secretary

**ADRIAN PUBLIC SCHOOLS  
FINANCIAL REPORT  
FOR THE YEAR TO DATE PERIOD  
MARCH 31, 2022  
STATEMENT OF REVENUES, EXPENDITURES AND  
CURRENT BUDGET POSITION**

		BUDGET ADOPTED 3/28/2022	Y.T.D. ACTUAL	CURRENT BUDGET POSITION
<b>REVENUES</b>				
100	Local Sources	\$ 5,058,973	\$ 4,472,573	\$ 5,058,973
300	State Sources	25,464,634	14,160,291	25,464,634
400	Federal Sources	7,751,794	2,514,878	7,751,794
500	Incoming Transfers	2,035,784	1,690,587	2,035,784
	<b>TOTAL</b>	<b>\$ 40,311,185</b>	<b>\$ 22,838,329</b>	<b>\$ 40,311,185</b>
<b>EXPENDITURES</b>				
INSTRUCTION				
110	Basic Program	\$ 17,646,582	\$ 10,148,454	\$ 17,646,582
120	Added Needs	5,551,836	3,275,315	5,551,836
130	Adult & Continuing Education	153,003	72,093	153,003
SUPPORT SERVICES				
210	Pupil	3,006,883	1,938,823	3,006,883
220	Instructional Staff	2,027,593	1,206,803	2,027,593
230	General Administration	867,991	645,038	867,991
240	School Administration	2,251,203	1,604,943	2,251,203
250	Business	1,167,491	566,183	1,167,491
260	Plant & Operations	3,297,548	2,330,852	3,297,548
270	Pupil Transportation	1,336,116	804,223	1,336,116
280	Central Services	638,215	456,219	638,215
290	Other	1,121,390	407,022	1,121,390
300	Community Services	380,984	216,238	380,984
450	Prior Year Adj/Facilities Improvements	597,325	649,103	597,325
600	Outgoing Transfers	200,000	200,000	200,000
	<b>TOTAL</b>	<b>\$ 40,244,160</b>	<b>\$ 24,521,309</b>	<b>\$ 40,244,160</b>
	Excess Revenues over Expenditures	\$ 67,025	-1,682,980	\$ 67,025
	Beginning Fund Balance		7,570,055	
	Ending Fund Balance		<u>\$ 5,887,075</u>	



## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Nikki Culley

### **PURPOSE**

To recommend hiring a .80 FTE Family Advocate at Drager Early Education Center.

### **EXPLANATION:**

Mary Bruggenwirth and her interview team recommend Lukas Speller as a Head Start Family Advocate at Drager Early Education Center. Lukas is working on his Bachelor's degree in Social Work from Adrian College and is currently an intern at Drager Head Start.

### **RECOMMENDATION:**

It is the recommendation of the Director of Human Resources that Lukas Speller be hired as a Family Advocate at Drager Early Education.

## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Nikki Culley

### **PURPOSE:**

To recommend the hiring of a Head Start Teacher at Drager Early Education Center.

### **EXPLANATION:**

Mary Bruggenwirth and her interview team recommend Nicole Gestwite as a Head Start Teacher at Drager Early Education Center. Nicole has a Bachelor of Arts in Early Childhood Education and ten (10) years of experience working with students.

### **RECOMMENDATION:**

It is the recommendation of the Director of Human Resources that Nicole Gestwite be hired as a Head Start Teacher at Drager Early Education Center, effective April 11, 2022.

## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Nikki Culley

### **PURPOSE:**

To recommend the hiring of a full-time (1.0 FTE) elementary teacher at Adrian Public Schools.

### **EXPLANATION:**

Shanan Henline, Ann Lacasse and their interview team recommend Bradley Pieh as a full-time elementary teacher. Bradley has seventeen (17) years of teaching experience. He has a Bachelor of Arts degree in Education from Adrian College and a Masters of Arts in Education from Spring Arbor University.

### **RECOMMENDATION:**

It is the recommendation of the Human Resources Director to hire Bradley Pieh as a full-time elementary teacher, effective April 18, 2022.



# MAPLE PRIDE

*Tradition of Opportunities*  
Future of Possibilities

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## ***2021-2022 Spring Coaching Recommendations***

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### **Adrian High School**

Baseball Head Boys Coach  
Baseball Assistant Varsity Boys Coach  
Baseball JV Coach  
Baseball Freshman  
Golf Head Boys Coach  
Track Head Boys Coach  
Track Assistant Boys Coach  
Track Assistant Boys Coach  
Tennis Head Girls Coach  
Tennis JV Girls Coach  
Softball Head Girls Coach  
Softball Assistant Varsity Girls Coach  
Softball JV Girls Coach  
Track Head Girls Coach  
Track Assistant Varsity Girls Coach  
Track Assistant Varsity Girls Coach  
Soccer Head Girls Coach  
Soccer JV Girls Coach

Kyle Johnson  
Phil Cappelletty  
Adam Wilson  
N/A  
Jordan Kelly  
Tammy Francis  
Chad Perry  
Chris Knorr  
Alexis Dudas  
Madelyn McKenzie  
Jason Skeels  
Toby Ernst  
Susan Fronce  
Tammy Francis  
Jim Miller  
Erin Gilmore  
Rangariro Mutatu  
Hayden Seegert

### **Springbrook Middle School**

Track Boys Coach  
Track Boys Coach  
Track Girls Coach  
Track Girls Coach  
Track 6<sup>th</sup> Grade  
Softball 6<sup>th</sup>/7<sup>th</sup>  
Softball 8<sup>th</sup>  
Baseball 8<sup>th</sup>  
Baseball 7<sup>th</sup>  
Soccer

Rebecca Jones  
Eric Emmendorfer  
Sally Skeels  
Shown Koebel  
Jay Roback  
Delaney Henry  
Amanda Wetzel  
Brandon Wood  
Posted  
Posted

## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Chad O'Brien

**PURPOSE:** To approve the recommendation to add middle school softball, baseball and soccer as interscholastic sports at Springbrook Middle School.

### **EXPLANATION:**

Soccer has been an intramural sport at Springbrook Middle School for the last four years. They have maintained the numbers necessary to compete each year, and the number of county teams in the league has grown. Middle school soccer continues to have participants in the range of 40 per year. Since having soccer at Springbrook, the high school numbers have increased, growing the program, which was our goal.

Baseball and Softball have been intramural sports for the last four years. The numbers have grown from 6 girls and 15 boys to at least 25 girls and 30 boys. The numbers at the high school have also grown, a reflection of starting these programs.

Currently, coaches are paid an hourly intramural rate. We have negotiated a stipend based compensation with the union to bring the pay in line with other middle school sports at 4%, subject to board approval.

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### **RECOMMENDATION:**

It is the recommendation of the Athletic Director that the Adrian Board of Education approve the request to add middle school baseball, softball and soccer as District funded sports at Springbrook Middle School.

## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Kathy Westfall  
Kyle Modzel

### **PURPOSE**

To approve the quote to upgrade the PA System and install additional PA Speakers at Drager Head Start.

### **EXPLANATION:**

The District is looking to upgrade the PA system at Drager Head Start. The original PA System was installed during the Apple Bond in 2007. The system has exceeded its usable life and needs to be replaced. The District would also like to add additional PA speakers in hallways and classrooms to increase coverage throughout the building.

The proposed solution allows the district to use the existing wiring, speakers and call buttons, which significantly reduces the overall cost of the project.

The district is purchasing the devices through PEPPM which is a cooperative purchasing program.

### **RECOMMENDATION:**

It is the recommendation of the Assistant Superintendent that the Adrian Board of Education approve the quote to upgrade the PA System at Drager Head Start in the amount of \$63,822.91 from Torrance Sound, to be Paid from the Capital Projects and Technology Fund.

# EXECUTIVE SUMMARY

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**DATE:** April 11, 2022

**CONTACT PERSON:** Nate Parker

**PURPOSE:** To accept donations.

## **EXPLANATION:**

These donations were given to the Alexander Boundless Playground Project:

Shannon Collins-Elliott donated \$211.

Denise Kaufman donated \$329.

Kyle DeKeyser donated \$400 to Project Unify for the Arctic Splash.

Love Family Dental donated \$250 to Spring Into Fitness.

## **RECOMMENDATION:**

It is the recommendation of the Superintendent that the Adrian Board of Education accept these donations and thank the donors for their support of Adrian Public Schools.

## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022      **CONTACT PERSON:** Nate Parker

### **PURPOSE:**

To review the new board policy 5411.01-F, In District Schools of Choice.

### **EXPLANATION:**

When the Adrian Board of Education approved the adoption of the board policies from Thrun Law Firm, Thrun did not have a policy for In District Schools of Choice. Our former policies had one. It is necessary to adopt this policy so that parents are aware of the selection process.

### **RECOMMENDATION:**

It is the recommendation of the Superintendent that the Adrian Board of Education review new board policy 5411.01, In District Schools of Choice, for approval at the next board meeting.



## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Kathy Westfall

### **PURPOSE**

Review the ESS Midwest Agreement renewal for Human Resource Staffing Services.

### **EXPLANATION:**

The District contracted with PCMI (now ESS Midwest) beginning with the 2009-10 school year for custodial services. Since that time, custodial services have been deleted from the original contract, while other services have been added. The rates charged to the District have remained the same since 2014-15.

Current positions covered under the contract include: Substitute Food Service Workers, Graduation Coaches, and the Director of Operations.

### **RECOMMENDATION:**

It is the recommendation of the Assistant Superintendent that the Adrian Board of Education review the ESS Midwest Agreement renewal for Human Resource Staffing Services, for approval at the next meeting.

## **EXECUTIVE SUMMARY**

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**DATE:** April 11, 2022

**CONTACT PERSON:** Kathy Westfall

### **PURPOSE**

To review the quotes for new lighting and light pole demolition at the athletic complex at Michener Elementary.

### **EXPLANATION:**

There are currently eight light poles in the area surrounding the old baseball field located near Maple Stadium. These poles are likely 40 years old. Only two individual lights are working. These light poles need to be removed as a safety precaution.

As part of the project, the District would then add four poles and light fixtures that run through the parking lot from the soccer field to Division Street. These would consist of parking lot lighting consistent with our other locations, including double headed lights on the poles.

The final part of the project would be adding lights to the soccer field. There would be four light poles added. These lights would be consistent with those located at Maple Stadium, which includes a no touch guarantee for 25 years. The addition of lights at the soccer field will enable the District to host MHSAA tournament events, such as regionals or districts. We can also host two games back to back for districts. More importantly, this will add a level of safety for the players as the end of regular season games frequently coincides with the setting sun. With bussing issues in our District as well as opposing teams, this will also give us the ability to start games later in the afternoon/evening.

The District has one time property tax funds received that will help pay for the project, which administration will likely ask approval to transfer to capital projects and technology fund for any work completed after June 30<sup>th</sup>. The capital projects and technology fund will cover any remaining costs not covered from general fund. This has been reviewed by the finance committee.

#### **Bids Received:**

- Airport Lighting - \$292,400
- Adrian Electrical Generator - \$295,000
- Brint Electric - \$279,750
- Laibe Electric Co. - \$419,490
- J. Ranck Electric - \$371,905

### **RECOMMENDATION:**

It is the recommendation of the Assistant Superintendent that the board review the quotes for new lights and light demolition at the Michener athletic complex, for approval at the next board meeting.