



ADRIAN PUBLIC SCHOOLS

Tradition of Opportunities
Future of Possibilities

Agenda

Regular Meeting

Monday, September 12, 2022

6:00 p.m. B100

A. Call to Order

1. Pledge of Allegiance
2. Approval of Agenda
3. Mission Statement
4. Good News Reports
 - a. Michigan's Multi-Tiered System of Supports Technical Assistance Center
 - b. Cassisy Fox
5. Communications
 - a. Resignation of Greta Kaempf, Head Start
 - b. Resignation of Tammy Mort, Food Service
 - c. Resignation of Chris Harlan, Paraprofessional
 - d. Resignation of Sam Hotopp, Director of Community Recreation
 - e. Notice of Dates for Public Hearing on Reproductive Health Committee Recommendation

B. Recommended Action

1. Consent Agenda
 - a. Approval of August 22, 2022, Regular Minutes
 - b. New Hires-
 - i. Joanne Duford, High School Teacher
 - ii. Kathryn Kardiff, Paraprofessional
 - iii. Jessica Sevilla, Paraprofessional
 - iv. Lilly Walsh, Paraprofessional
 - v. Crystal Tucker, Paraprofessional
 - vi. Laurie Pontius, Paraprofessional
 - vii. Robin Micallef- Mental Health Professional
 - viii. Fall Coaches
2. Business Requiring Board Action
 - a. Approval of merit pay for IUOE Administrative Assistants
 - b. Approval of AEA merit pay
 - c. Approval of non-union employee merit pay
 - d. Acceptance of Donations
3. Business Requiring Future Board Action

C. Reports from Superintendent and Staff

Fine Arts Update
Hispanic Heritage Month

D. Future Meetings and Business

1. Board Committee Reports- Personnel, Finance
2. Board Member Comments

3. Meeting Dates and Upcoming Events

BOE Meeting, September 26, 2022, 6:00 p.m., B100

MS Play, "The Tempest", October 7-9, 2022, 7:00 p.m.

BOE Meeting, October 10, 2022, AHS Cafeteria, 6:00 p.m.

Outstanding Teacher/Mentor, October 13, 2022

Foundation Award Night, October 13, 2022

Homecoming, October 14, 2022

E. Public Comment

F. Closed Session

G. 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

DATE: September 12, 2022

CONTACT PERSON: Nate Parker

PURPOSE:

The resignation of Greta Kaempf.

EXPLANATION:

Under Board Policy 4223, the Superintendent is authorized to accept employee resignations or retirements on behalf of the Adrian Board of Education. Greta has submitted her resignation from Adrian Head Start effective September 8, 2022.

RECOMMENDATION:

It is the recommendation of the Superintendent that the Adrian Board of Education acknowledge the resignation of Greta Kaempf effective September 8, 2022.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nate Parker

PURPOSE:

The resignation of Tammy Mort.

EXPLANATION:

Under Board Policy 4223, the Superintendent is authorized to accept employee resignations or retirements on behalf of the Adrian Board of Education. Tammy has submitted her resignation from Adrian Public Schools effective August 18, 2022.

RECOMMENDATION:

It is the recommendation of the Superintendent that the Adrian Board of Education acknowledge the resignation of Tammy Mort effective August 18, 2022.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nate Parker

PURPOSE:

The resignation of Chris Harlan.

EXPLANATION:

Under Board Policy 4223, the Superintendent is authorized to accept employee resignations or retirements on behalf of the Adrian Board of Education. Chris has submitted his resignation from Adrian Public Schools effective September 6, 2022.

RECOMMENDATION:

It is the recommendation of the Superintendent that the Adrian Board of Education acknowledge the resignation of Chris Harlan effective September 6, 2022.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nate Parker

PURPOSE:

The resignation of Sam Hotopp.

EXPLANATION:

Under Board Policy 4223, the Superintendent is authorized to accept employee resignations or retirements on behalf of the Adrian Board of Education. Sam has submitted his resignation from Adrian Public Schools effective September 9, 2022.

RECOMMENDATION:

It is the recommendation of the Superintendent that the Adrian Board of Education acknowledge the resignation of Sam Hotopp effective September 9, 2022.

MINUTES OF THE REGULAR MEETING OF THE ADRIAN BOARD OF EDUCATION, AUGUST 22, 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 of Allegiance was recited.

PLEDGE RECITED

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

ABSENT: Trustees: Flores and Marks

Moved by Vice President Baucher, supported by Trustee Buku, that the Adrian Board of Education approve the agenda.

AGENDA APPROVED

Motion carried by a 5-0 vote.

MISSION STATEMENT

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

Assistant Superintendent Richards read a Good News Report regarding Principal Adam Benschoter. Mr. Benschoter recently attended a ceremony held by "The Secret Place". This is a facility in Florida whose mission is to support survivors of sexual assault. Mr. Benschoter was presented with the Mandated Reporter award.

GOOD NEWS REPORT

Mr. Benschoter commented, "It is kind of embarrassing for being rewarded for doing the right thing. How could I not report?"

Kristen Howard, Music Boosters President, gave a presentation on how the music boosters support everyone involved with music. This includes orchestra, band, and choir. One goal from last year was to create a logo that represented music, not just any music group, but Adrian Music groups. This goal was accomplished and there is a new logo for the Adrian Music Boosters Club. The goals for the 2022-23 school year are to grow parent participation, provide more opportunities for student involvement, and identify other sources of funding.

COMMUNICATIONS

Jed Engle, Maple Fans Club President, also provided a presentation to the board. Their purpose is to promote athletics for Adrian Public Schools by raising funds through membership, concessions, the annual golf outing, and the Maple Blues Blast. The goal is to share those funds with athletic teams associated with high school clubs, varsity teams, middle school teams, and APS recreational programs. Mr. Engle then shared a breakdown of how the money was distributed.

Trustee Henagan asked, "How do you get local businesses to help financially? There are huge resources in small businesses in town. You need to consider reaching out to the small business owners."

The District recognized the resignation of Deidra LaPointe, Tracy Richard, and Kathleen Renner.

Moved by Trustee Ballard, supported by Trustee Henagan, that the Adrian Board of Education approve the consent agenda. **CONSENT AGENDA**

The consent agenda included the following items:

- a. Approval of Minutes from August 8, 2022, Regular Meeting
- b. Approval of New Hires, Paul West, Ryan Neesam, Angela Slovak, Meagan Smith, Stephanie Velasquez, Crystal Luellen, Monica Cole, Alaina Kennedy, Samantha Hoff, Helena Snyder, and Athena Owens.
- c. Change Order on a Construction project from Krieghoff for \$42,578.

Motion carried by a 5-0 vote.

Moved by Trustee Ballard, supported by Vice President Baucher, that the Adrian Board of Education accept donations from Wilson Capital Management, LLC, Tom MacNaughton, Nate Parker, The American Legion, Meredith Francis, and Marvin Farms. **DONATIONS**

Motion carried by a 5-0 vote.

First reading to review the resolution for merit pay for IUOE Administrative Assistant employees for 2022-23, was held. Section 1250 of the Revised School Code required the District to implement and maintain a method of compensation for its teachers and administrators. Merit pay will be paid based on effective or highly effective overall evaluation rating with no sub-categories as ineffective in 2022-23, or the prior year if the evaluation cycle is once every two years, successful completion of goals, one that is District based and one that is building based, maximum payout per person is \$500 and employed October 1, 2022, and June 1, 2023. **MERIT PAY FOR ADMINISTRATIVE ASSISTANTS**

First reading to review the teacher merit pay resolution for 2022-23, was held. The criteria a teacher must meet to be eligible for merit pay is effective or highly effective overall summative evaluation rating with no elements as “minimally effective or ineffective”; if an employee is on the highly effective multiyear cycle this section is exempt, successful completion of all goals with a rating of effective or highly effective, absences less than or equal to five (excluding FMLA, W/C, and personal days), individual student growth goals met at effective or highly effective, and employed as of October 1, 2022, and June 1, 2023. The total payout to be shared equally among the teachers meeting the criteria is \$50,000 with \$1,000 per person cap. **MERIT PAY FOR TEACHERS**

First reading to review the resolution for merit pay for Non-union employees for 2022-23, was held. Non-union employees must meet the following criteria to be considered for merit pay. Effective or highly effective overall evaluation rating with no sub-categories as ineffective for 2022-23; or the prior year if the evaluation cycle is once every two years, successful completion of goals **MERIT PAY FOR NON-UNION EMPLOYEES**

where applicable, a maximum payout of \$500 per person, and employed as of October 1, 2022, and June 1, 2023.

Assistant Superintendent Richards reported on the 2022-23 District Focus Goals. The two main goals for the District are to improve student attendance through targeted practices and activities and to improve Climate and Culture by linking Social and Emotional Learning and Positive Behavior and Intervention Systems with mental health supports.

**REPORTS FROM
SUPERINTENDENT
AND STAFF**

Specific goals for the elementary buildings are to reinforce the implementation of English Language Arts materials with fidelity and to reinforce the implementation of Strategic Math Intervention Solutions to increase mathematic performances.

Specific goals at the secondary level are to improve student engagement through various strategies and approaches and explicitly communicate learning objectives and increase formative assessments to guide instruction.

Trustee Buku reported that the Curriculum Committee had met and discussed the upcoming retirement of Kathy Westfall and how to best fill that position and the health curriculum updates and what needed to be put into practice.

**CURRICULUM
COMMITTEE**

Trustee Henagan reported that the Personnel Committee had met and discussed the upcoming retirement of Kathy Westfall, staffing, and the recent job fair.

**PERSONNEL
COMMITTEE**

Trustee Ballard reported that the Head Start Policy Council is still meeting virtually and that the biggest area of concern is filling staff vacancies.

**BOARD MEMBER
COMMENTS**

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

Motion carried by a 5-0 vote.

The meeting adjourned at 6:45 p.m.

ADJOURNMENT

Beth Ferguson, President

Mike Buku, Secretary

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a full-time teacher (1.0 FTE) at Adrian High School.

EXPLANATION:

Sam Skeels and his interview team recommend Joanne Duford as a full-time special education teacher at Adrian High School. She has five (5) years of teaching experience. Joanne has a Bachelor of Science in Elementary Education from Siena Heights University and Masters in Cognitive Impairments from Eastern University.

RECOMMENDATION:

It is the recommendation of the HR Director that Joanne Duford be hired as a full-time teacher, effective for the 2022-2023 school year.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a Media Paraprofessional for Prairie Elementary.

EXPLANATION:

Carl Lewandowski and his interview team recommend Kathryn Kardiff as Media Paraprofessional for Prairie Elementary. Kathryn has a Bachelor's of Science in Children's Literature and Drama from Eastern Michigan University. Kathryn has 2 years of experience working at Tecumseh Public Schools as a Library Assistant.

RECOMMENDATION:

It is the recommendation of the HR Director that Kathryn Kardiff be hired as the Media Paraprofessional for Prairie Elementary, effective for the 2022-2023 school year.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a paraprofessional for Michener Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Jessica Sevilla as a paraprofessional. She has two (2) years of experience working with students.

RECOMMENDATION:

It is the recommendation of the HR Director that Jessica Sevilla be hired as a paraprofessional, effective for the 2022-2023 school year.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a paraprofessional for Michener Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Lily Walsh as a paraprofessional at Michener Elementary. She has three (3) years of customer service experience.

RECOMMENDATION:

It is the recommendation of the HR Director that Lily Walsh be hired as a paraprofessional, effective for the 2022-2023 school year.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a paraprofessional for Michener Elementary.

EXPLANATION:

Deb Agnew and her interview team recommend Crystal Tucker as a paraprofessional at Michener Elementary. She has two (2) years of experience working as a Noon Hour Supervisor for Adrian Public Schools.

RECOMMENDATION:

It is the recommendation of the HR Director that Crystal Tucker be hired as a paraprofessional, effective for the 2022-2023 school year.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a paraprofessional for Springbrook Middle School.

EXPLANATION:

Deb Agnew and her interview team recommend Laurie Pontius as a paraprofessional. She has two (13) years of experience working with students.

RECOMMENDATION:

It is the recommendation of the HR Director that Laurie Pontius be hired as a paraprofessional, effective for the 2022-2023 school year.

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nikki Culley

PURPOSE:

To recommend the hiring of a full-time mental health professional (1.0 FTE) for Alexander Elementary.

EXPLANATION:

Derrick Richards and his interview team recommend Robin MiCallef as a full-time Mental Health Professional for Alexander Elementary. She has five (5) years of experience with students. Robin has a Bachelor of Science in Child Development from Central Michigan University and a Master of Arts in School Counseling from Eastern Michigan University.

RECOMMENDATION:

It is the recommendation of the HR Director that Robin Micallef be hired as a full-time mental health professional, effective September 7, 2022.



ADRIAN PUBLIC SCHOOLS

Tradition of Opportunities

Future of Possibilities

2022-2023 Fall Coaching Recommendations

Adrian High School

Head Football
Varsity Asst. Football
Varsity Asst. Football
Varsity Asst. Football
JV Head Football
JV Head Football
JV Asst. Football
Frosh Football
Head Co-Ed Cross Country
Asst. Co-Ed Cross County
Head Boys Soccer
JV Boys Soccer
Head Boys Tennis
JV Boys Tennis
Head Girls Swim
Asst. Girls Swim
Asst Girls Swim – Dive
Head Girls Volleyball
JV Girls Volleyball
Frosh Girls Volleyball
Varsity Girls Golf
Girls Golf
Fall Head Cheerleading Sideline
Fall Asst. Cheerleading Sideline

Joel Przygodski
Jaleel Brown
Matthew Eichorn
Dan Lopez
Tyrese Belcher
Josh Marcum
Chris Knorr
John Roberts
Tom MacNaughton
Jay Roback
Ted Hanosh
Vince Williams
Tom Allor
Todd Barrus
Robert Petkus
Christy Pino
Joshina Betz
Kerry Davis
Morgan Gilliam
Mandy White
Steve Moore
Greg Schoonover
Samantha Bailey
Vacant

Adrian Springbrook Middle School

Cross Country
Cross Country 6th
Football -8th Grade
Football-8th Grade
Football-7th Grade
Football-7th Grade
Girls Volleyball 8th Grade
Girls Volleyball 7th Grade

Eric Emmendorfer
Richelle Carson -Emmendorfer
Allen Heldt
Brandon Reed
Ryan Baughey
Isaiah Cavin
Tammy Francis
Kerri Butler

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Kathy Westfall

PURPOSE: To approve the resolution for merit pay for IUOE Administrative Assistant employees for 2022-23.

EXPLANATION:

As stated in the attached resolution, “Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district administrators and teachers.” While merit pay is not required for Administrative Assistants, the board still has the option to approve this pay for this group and may do so through a resolution.

Merit pay for IUOE Administrative Assistant employees will be paid based on individuals meeting the following criteria, for 2022-23:

- Effective or highly effective overall evaluation rating with no sub-categories as ineffective in 2022-23, or the prior year if the evaluation cycle is once every two years
- Successful completion of goals, one that is District based and one that is Building based
- Maximum payout, or cap, per person of up to \$500
- Employed as of October 1, 2022, and June 1, 2023

RECOMMENDATION:

It is the recommendation of the Assistant Superintendent that the Adrian Board of Education approve the IUOE Administrative Assistants merit pay resolution for 2022-23.

ADMINISTRATIVE ASSISTANTS EMPLOYEE MERIT PAY FOR 2022-23

Adrian Public Schools (the "District").

A regular meeting of the Board of Education of Adrian Public Schools was held at Adrian High School, Room B100:

on the 12th day of September 2022, at 6:00 o'clock p.m.

The meeting was called to order by _____

Present: Members, _____

Absent: Members, _____

The following preamble and resolution were offered by Member _____ and supported by Member _____

WHEREAS:

1. Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district administrators and teachers
2. Merit pay shall be awarded for such IUOE Administrative Assistant employees listed below, meeting the following criteria for 2022-23:
 - a. Criteria for earning merit pay:
 - i. "Effective" or "highly effective" overall evaluation rating with no sub-categories as "ineffective" in 2022-23, or for those employees evaluated every other year, in 2021-22
 - ii. Employee must be employed as of October 1, 2022, and June 1, 2023
 - iii. Employee must meet one District goal and one Building Level goal
 - b. The total payout of \$5,500 will be shared equally amongst those employees meeting the criteria, with a maximum of \$500 per person, paid out by the last pay in June 2023.

NOW, THEREFORE BE IT RESOLVED THAT:

1. The board of education has reviewed the proposed merit pay in accordance with Section 1250 of the Revised School Code, as amended, and by the adoption of this resolution, approves the criteria and amount identified for merit pay for the 2022-23 school year.
2. All resolutions and parts of resolutions insofar as they conflict with the procedures of this resolution be and the same are hereby rescinded.

Ayes: Members, Trustees _____

Nays: Members _____

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of the Adrian Public School District, Michigan, hereby certifies that the foregoing is a true and complete copy of the resolution was adopted by the Board of Education at a regular meeting held on September 12, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Kathy Westfall

PURPOSE: To approve the resolution for teacher merit pay for 2022-23.

EXPLANATION:

As stated in the attached resolution, “Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district teaching staff.” As the AEA collective bargaining agreement is currently settled through the 2023-24 school year, the board has the option to approve teacher merit pay through a resolution, per the union contract.

The resolution includes the criteria a teacher must meet to be eligible for the merit pay. All five criteria must be satisfied for eligibility:

- Effective or highly effective overall summative evaluation rating with no elements as “minimally effective or ineffective”; if an employee is on the highly effective multiyear cycle this section is exempt
- Successful completion of all goals with a rating of effective or highly effective
- Absences less than or equal to five (excluding FMLA leave, W/C leave and personal days)
- Individual student growth goals met at effective or highly effective
- Employed as of October 1, 2022 and June 1, 2023

The total payout to be shared equally among those teachers meeting the criteria is \$50,000 with a per person cap of \$1,000.

RECOMMENDATION:

It is the recommendation of the Assistant Superintendent that the Adrian Board of Education approve the teacher merit pay resolution for 2022-23.

TEACHER MERIT PAY FOR 2022-23

Adrian Public Schools (the "District").

A regular meeting of the board of education of the District was held in the High School, room B-100 in the district, on September 12, 2022, at 6 o'clock p.m.

The meeting was called to order by _____

Present: Members, _____

Absent: Members, _____

The following preamble and resolution were offered by Member _____ and supported by Member _____

WHEREAS:

1. Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district teaching staff
2. The Board has considered that merit pay shall be awarded for any District teacher meeting the following criteria for 2022-23:
 - a. Criteria for earning merit pay:
 - i. "Effective" or "highly effective" overall summative evaluation rating with no elements as "minimally effective or ineffective"; if a teacher is on a multiyear highly effective cycle, this section is exempt
 - ii. Successful completion of all goals with a rating of "effective" or "highly effective"
 - iii. Absences (non-school related) less than or equal to five, excluding FMLA leaves, Worker's Comp leaves, and personal days
 - iv. Teacher must have met their individual student growth goal at "effective" or "highly effective"
 - v. Teacher must be employed as of October 1, 2022, and June 1, 2023
 - b. The total payout of \$50,000 will be shared equally amongst those teachers meeting the criteria, with a maximum of \$1,000 per person, paid out by the last pay in June 2023.

NOW, THEREFORE BE IT RESOLVED THAT:

1. The Board of Education has reviewed the proposed merit compensation for District teachers in accordance with Section 1250 of the Revised School Code, as amended, and by the adoption of this resolution, approves the criterion and amount identified for merit pay for the 2022-2023 school year.
2. All resolutions and parts of resolutions insofar as they conflict with the procedures of this resolution be and the same are hereby rescinded.

Ayes: Members, Trustees _____

Nays: Members _____

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of the Adrian Public School District, Michigan, hereby certifies that the foregoing is a true and complete copy of the a resolution adopted by the Board of Education at a regular meeting held on September 12, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Kathy Westfall

PURPOSE: To approve the resolution for merit pay for non-union employees for 2022-23.

EXPLANATION:

As stated in the attached resolution, “Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district administrators and teachers.” For employees that have individual contracts, the board has the option to approve merit pay through a resolution.

Merit pay for non-union employees will be paid based on individuals meeting the following criteria, for 2022-23:

- Effective or highly effective overall evaluation rating with no sub-categories as ineffective in 2022-23, or the prior year if the evaluation cycle is once every two years
- Successful completion of goals where applicable
- Maximum payout, or cap, per person of up to \$500
- Employed as of October 1, 2022 and June 1, 2023

RECOMMENDATION:

It is the recommendation of the Assistant Superintendent that the Adrian Board of Education approve the non-union merit pay resolution for 2022-23.

NON-UNION EMPLOYEE MERIT PAY FOR 2022-23

Adrian Public Schools (the "District").

A regular meeting of the Board of Education of Adrian Public Schools was held at Adrian High School, Room B100::

on the 12th day of September 2022, at 6:00 o'clock p.m.

The meeting was called to order by _____.

Present: Members, _____

Absent: Members, _____

The following preamble and resolution were offered by Member _____ and supported by Member _____

WHEREAS:

1. Section 1250 of the Revised School Code, as amended, requires the district to implement and maintain a method of compensation for its teachers and administrators that includes job performance and job accomplishments as a significant factor in determining compensation and additional compensation for district administrators and teachers
2. Merit pay shall be awarded for such non-union employees listed below, meeting the following criteria for 2022-23:
 - a. Criteria for earning merit pay:
 - i. "Effective" or "highly effective" overall evaluation rating with no sub-categories as "ineffective" in 2022-23, or for those employees evaluated every other year, in 2021-22
 - ii. Employee must be employed as of October 1, 2022, and June 1, 2023
 - b. The total payout will be shared equally amongst those employees meeting the criteria, with a maximum of \$500 per person, paid out by the last pay in June 2023.
 - c. Employee classifications included are: Pupil Accounting Coordinator, Accounting Assistant, Administrative Assistant to Superintendent, Administrative Assistant to Food Service, Facilities Coordinator, Help Desk Manager, Technology Specialist (two), Administrative Assistant for State & Federal Programs, School Nurse, Director of Community Recreation and Communications, Parent Involvement Coordinators, Mental Health Professionals (five), Hall Monitor, Adult Ed Lead Teacher, Lead Teacher – Alternative/Virtual, Comstock Dean of Students, and Adult Education Teacher.

NOW, THEREFORE BE IT RESOLVED THAT:

1. The board of education has reviewed the proposed merit pay in accordance with Section 1250 of the Revised School Code, as amended, and by the adoption of this resolution, approves the criteria and amount identified for merit pay for the 2022-23 school year.
2. All resolutions and parts of resolutions insofar as they conflict with the procedures of this resolution be and the same are hereby rescinded.

Ayes: Members, Trustees _____

Nays: Members _____

Resolution declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of the Adrian Public School District, Michigan, hereby certifies that the foregoing is a true and complete copy of the a resolution adopted by the Board of Education at a regular meeting held on September 12, 2022, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

EXECUTIVE SUMMARY

DATE: September 12, 2022

CONTACT PERSON: Nate Parker

PURPOSE:

To accept donations from Community Members.

EXPLANATION:

The following donations were given:

- Frank and Shirley Dick donated \$50,000 to the baseball/softball teams
- James and Sally Dickson donated \$300 to the Families in Transition program
- Maple Fans Club donated \$11,095 to boys tennis, boys soccer, boys basketball, football, equestrian, a soccer records board, Varsity letters, and Captain's breakfast
- Westfall family donated \$2,000 to the School Spirit campaign
- Dane Nelson donated \$470 to the football team

RECOMMENDATION:

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