

# Grand Ledge Public Schools Board of Education

**AUGUST 26, 2024**

## **REGULAR MEETING**

**SAWDON ADMINISTRATION BUILDING  
BOARD ROOM  
6:00 P.M.**

# ***Grand Ledge Public Schools***

## **Regular Meeting of the Board of Education**

Please take notice that the Board of Education will hold a Regular Meeting on:

**Date:** Monday, August 26, 2024

**Place:** Sawdon Administration Building  
Board Room  
220 Lamson Street  
Grand Ledge, MI 48837

***Once the meeting begins, it will be Live Streamed  
at: [youtube.com/@GLPS21](https://www.youtube.com/@GLPS21) (click on Live)***

**Time:** 6:00 p.m.

**Purpose:** General Business

**Phone:** (517) 925-5400

Board minutes are located at the Board of Education office, 220 Lamson Street, Grand Ledge, MI 48837



William A. Barnes, Ed.D., Superintendent of Schools

cc: Buildings  
Board Members  
Lansing State Journal  
Melissa Mazzola, President, GLEA  
Ashleigh Lore, Vice-President, GLEA  
Sarah Hopper, President, MEA/NEA Unit I, Secretarial /Clerical  
Denise Truman, President, MEA/NEA Unit III, Food Service  
Allyson McCann, President, MEA/NEA Unit IV, TA/HC/Bus Assistants & Adv. Club  
Danis Peck, President, IUOE Local 547, A, B, C, E & H AFL-CIO, Bus Drivers  
Sarra Ruiz, President, Custodial Association

*Date of Posting: August 22, 2024*

**NOTE:** *Individuals may address the Board for up to three (3) minutes in the Public Comment segment of the meeting. Any person with a disability needing accommodations to attend a Board of Education meeting should contact Kim Manning at 925-5401 at least three (3) days prior to the date of the meeting he/she plans to attend*

**Grand Ledge Public Schools  
Board of Education  
MEETING AGENDA  
Monday, August 26, 2024  
6:00 pm**

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- I. Call to Order & Pledge of Allegiance.....Nicole Shannon, President
- II. Roll Call.....Dr. Bill Barnes, Superintendent
- III. Approval of Agenda Items
- IV. Approval of Consent Agenda Items
  - A. August 13, 2024 Work Session and Special Meeting Minutes
  - B. Teacher Hirings

<u>Name</u>	<u>Building</u>	<u>Position</u>	<u>Name</u>	<u>Building</u>	<u>Position</u>
Ricky Brooks	Beagle	Resource	Heather Hicks	H.S.	Math
- V. Reports
  - A. Capitol Connections
  - B. Eaton RESA
  - C. Grand Ledge Education Foundation
  - D. Equity Diversity & Inclusion Committee
  - E. Governance Committee
  - F. Bond Update
  - G. Superintendent
- VI. Public Comment
- VII. New Business
  - A. Approval of 2024-2025 Curriculum Guides and Essential Learnings
  - B. Approval of 2024-2025 Student Handbooks
  - C. Approval of First Amendment to the Superintendent Employment Contact
- VIII. Comments from Staff and Board
- IX. Future Topics
  - A. Tomorrow August 27, 2024 is the first student day of the 2024-2025 school year. Full Day.
  - B. Board Bond Advisory – Monday, September 9, 2024, 5:15 p.m., Room 107
  - C. Work Session – Monday, September 9, 2024 6:00 p.m., Board Room
- X. Closed Session – Negotiations & Review of GLPS Security Plans (As per Section 8(1)(c) and Section 8(1)(k) of the Open Meetings Act, PA 267 of 1976)
- XI. Reconvene in Open Session
- XII. Approval of Letters of Agreement
- XIII. Approval of Grand Ledge Public Schools Security Plan
- XIV. Adjournment

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**NOTE:** Individuals may address the Board for up to three (3) minutes in the Public Comment segments of the meeting. If any person with a disability needs accommodations at the Board of Education meeting, please contact Kim Manning at 925-5401 at least three (3) days prior to the date of the meeting he/she plans to attend.



**CALL TO ORDER &  
PLEDGE OF ALLEGIANCE**

President Nicole Shannon

"I pledge allegiance  
to the Flag  
of the United States of America,  
and to the republic  
for which it stands,  
one Nation under God,  
indivisible,  
with liberty and justice for all."



## ROLL CALL

Superintendent Dr. William Barnes



## APPROVAL OF AGENDA ITEMS

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the August 26, 2024 Agenda Items, as presented.



## **APPROVAL OF CONSENT AGENDA ITEMS**

**A. August 13, 2024 Work Session and Special Meeting Minutes**

**B. Teacher Hirings**

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the August 26, 2024 Consent Agenda Items, as presented.

**GRAND LEDGE PUBLIC SCHOOLS**  
***Board of Education***

**August 12, 2024**

**MINUTES**

President Shannon called the meeting to order at 6:00 p.m. She led those present in the Pledge of Allegiance.

**ROLL CALL**

Roll Call by Superintendent Barnes indicated the presence of **Board Members:** Toni Glasscoe, Ben Cwayna, Jon Shiflett, Denise DuFort and Nicole Shannon. **Members Absent:** Ashley Kuykendoll and Jarrod Smith. **Central Office Administrators:** Bill Barnes, Steve Gabriel, Kelly Jones and John Ellsworth. **Others in Attendance:** Brenton Bell, Sharon Dukes, Katherine Bussard, Tim Totten, Amy Hirshchman, Therese Edgett, Kathryn Farr, Ryan Guimont, Jamie McKennon, Marcie Flood, Lana Gallagher, Jon Wise, Boomer Stevens, Sean Stevens, Jill Chapman, Emma Chapman, Sally Jo Nelton, Melissa Mazzola, Carlos Buttler, Amber Emerson, Mike Emerson, Brian Zakrzewski, Kim Laforet, Mark Laforet, John Oberst, Paige Duprest, Ethan Emerson, Aaron Buem, Miles Buttler, Kristi Zakrzewski, Josh Donnoe, Coban Holmes, Kali Stevens, Alysiah Wallace, Frank Belknap, Aaron Belknap, Jason Munsch, Susan Hazen, Nicole Halliwill, Jack Temsey, and Kim Manning

**PUBLIC COMMENT**

Mrs. DuFort reviewed the rules for giving public comment.

Brenton Bell addressed the board expressing his opposition to the Title IX policy being considered by the board tonight.

Sally Jo Nelton addressed the board expressing his opposition to the Title IX policy being considered by the board tonight.

Kathryn Bussard addressed the board expressing his opposition to the Title IX policy being considered by the board tonight.

Tim Totten addressed the board expressing his opposition to the Title IX policy being considered by the board tonight.

Mark Laforet addressed the board expressing his opposition to the Title IX policy being considered by the board tonight.

Kim Laforet addressed the board expressing his opposition to the Title IX policy being considered by the board tonight.



Alysiah Wallace on behalf of the Holbrook PTO, addressed the board expressing Holbrook parents' and students' support of the hiring of Kathryn Farr as the new principal for Holbrook Elementary School and offering a heartfelt welcome to Ms. Farr.

Michael Emerson addressed the board on behalf of concerned swim parents and the use of the pool conference room at Beagle as the ISS room.

### **ACTION ITEMS**

#### **A. APPROVAL OF BOARD POLICY PO 2264 – TITLE IX**

**Motion by Mr. Shiflett, seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to recognize there is a compelling reason to adopt a new Title IX policy that addresses recent revisions to the Title IX regulations after one reading under Bylaw 0131.1 to ensure the Board's policies comply with 2024 Title IX regulations effective August 1, 2024.**

Superintendent Barnes noted it is unfortunate there are misinterpretations on what this policy is for and clarified this policy is not enacting Title IX as that was already done at the Federal level. This policy is clarifying how the district will process or handle a Title IX complaint filed with the district. He noted unless there is an injunction telling Grand Ledge Public Schools not to adopt the new policy, we cannot not adopt the new policy. Approval of this policy keeps us in compliance with the new, federal Title IX. The concerns expressed are with the Title IX Policy at the federal level. The district did not enact Title IX, the federal government did. We are merely establishing the process for investigating a Title IX complaint that happened on, or after, August 1, 2024, as if required to keep us in compliance with Federal Law. If we do not pass this policy tonight, it puts Grand Ledge Public Schools in the very precarious position of being out of compliance with a federal requirement. He noted he wanted to be clear that as a public school district, it is our responsibility to ensure that all of our students, all of our families, all of our staff feel safe, secure and welcome. That is what we are doing tonight. We have consulted with the district's legal counsel, who is representing many school districts, and this is what the district must do to remain compliant with federal law.

**The motion carried unanimously.**

**Motion by Mr. Shiflett, seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to approve Board Policy PO 2264, Title IX – June 2024 New Non-Discrimination on the Basis of Sex in Education Programs or Activities, as presented.**

President Shannon noted the Governance Committee, made up of Dr. Glasscoe, Mr. Cwayna and herself, met with Dr. Barnes and reviewed the policy in detail. She noted the committee went back to legal counsel and Neola for clarification on items and received their input when necessary. She explained all public school districts must follow state and federal laws. She remarked that each member serving on this board

swore an oath to uphold the law, whether we like it or not, it is the law and we, as a public school district, have to follow the law

President Shannon then reviewed the options the Governance Committee is recommending for Board Policy PO 2264. She noted a change on page 29 of the document that it is the recommendation of the Governance Committee to use Option 1, not Option 2.

A detailed discussion among the members noted this policy does not necessarily represent our individual values or what we individually believe. It is an operational policy that public institutions, public schools, are required to follow as set forth by the government. The district did not choose this. If the policy is not approved, the district will be required to muddle through the federal guidelines. Regardless of whether this is passed tonight or not, we are still required to follow the federal requirements. Questioning whether to table this item for tonight with Superintendent Barnes advising from his perspective, as Superintendent, does not believe is the wise decision noting we have to follow federal guidelines. Further discussion among the members noted people are allowed to disagree with the federal government, but we, as a public school district, cannot ignore federal requirements and it is disheartening to hear candidates who are running to be on this school board suggesting this board not follow the law. This is not the board saying it agrees with the revisions to Title IX, this is the board meeting its required oath to uphold all state and federal laws. The board does not have the option to ignore Title IX.

**A friendly amendment to the motion was offered by President Shannon and seconded by Mr. Cwayna to amend the motion from as presented to with the noted correction selection Option 1 on Page 29 of the document with five days.**

**The friendly amendment was accepted by Mr. Shiflett and Dr. Glasscoe.**

**The motion carried unanimously.**

**B. APPROVAL OF JULY 8, 2024 MEETING MINUTES**

**Motion by Mrs. DuFort, seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to approve the Meeting Minutes, as presented. The motion carried unanimously.**

**C. APPROVAL OF TEACHER LEAVES OF ABSENCE**

**Motion by Mr. Shiflett, seconded by Mrs. DuFort for the Grand Ledge Public Schools Board of Education to approve the Teacher Leaves of Absence for Marcelina Bedolla and Tara Barnhill, as presented. The motion carried unanimously.**

**D. APPROVAL OF TEACHER HIRINGS**

**Motion by Mrs. DuFort, seconded by Mr. Cwayna for the Grand Ledge Public Schools Board of Education to approve the teacher hiring of Kenneth Bedwell, Tanya Cisneros, Chelsi Hillard, Rachelle Jagger, Michelle Oppenheim, Amanda Van Vliet and Angela Vereecke, as presented. The motion carried unanimously.**

**E. APPROVAL OF ADMINISTRATIVE HIRINGS**

**Motion by Dr. Glasscoe, seconded by Mr. Shiflett for the Grand Ledge Public Schools Board of Education to approve the administrative hiring of Kathryn Farr as Principal of Holbrook Elementary School and Abbie Burmeister as the District's Instructional Supervisor, as presented. The motion carried unanimously.**

**F. PAYMENT OF SINKING FUND INVOICES**

**Motion by Mrs. DuFort, seconded by Mr. Cwayna for the Grand Ledge Public Schools Board of Education to approve the Payment of Sinking Fund Invoices in the amount of \$271,691.47, as presented.**

Mr. Shiflett advised this was reviewed by the Board Bond Committee and approved to be brought forward for the board's consideration. This represents work at Wacousta, Neff and asphalt sealing.

**The motion carried unanimously.**

**G. PAYMENT OF PROPOSAL 1, SERIES 2 BOND INVOICES**

**Motion by Dr. Glasscoe, seconded by Mr. Cwayna for the Grand Ledge Public Schools Board of Education to approve the Payment of Proposal 1, Series 2 Bond Invoices in the amount of \$600,384.52, as presented.**

Mr. Shiflett advised this was reviewed by the Board Bond Committee and approved to be brought forward for the board's consideration. This represents work at Wacousta.

**The motion carried unanimously.**

**H. PAYMENT OF PROPOSAL 1, SERIES 3 BOND INVOICES**

**Motion by Mr. Shiflett, seconded by Mrs. DuFort for the Grand Ledge Public Schools Board of Education to approve the Payment of Proposal 1, Series 3 Bond Invoices in the amount of \$3,901,691.38, as presented.**

Mr. Shiflett advised this was reviewed by the Board Bond Committee and approved to be brought forward for the board's consideration. This represents work at the High School, Neff and small amount for Wacousta.

**The motion carried unanimously.**

**I. PAYMENT OF PROPOSAL 1, SERIES 4 BOND INVOICES**

**Motion by Mr. Cwayna, seconded by Dr. Glasscoe for the Grand Ledge Public Schools Board of Education to approve the Payment of Proposal 1, Series 4 Bond Invoices in the amount of \$555.00, as presented.**

Mr. Shiflett advised this was reviewed by the Board Bond Committee and approved to be brought forward for the board's consideration. This represents architectural fees for GMB.

**The motion carried unanimously.**

**COMMENTS FROM STAFF & BOARD**

Mr. Ellsworth shared news of Grand Ledge Public School and our Adventure Club were both winners in the Community Choice Awards noting this further represents the great work we are doing here and people recognize that.

Dr. Gabriel welcomed all the new hires noting he looks forward to spending time with them tomorrow during New Teacher Orientation.

Dr. Barnes congratulated the entire district and the Adventure Club staff and program on the Community Choice Award; shared we are on track with Wacousta noting we will welcome staff into the building this week and crediting Mr. Piper, Clark Construction and GMB for keeping everything on track; gearing up for the start of the 2024-2025 school year with new teacher orientation tomorrow and Wednesday, building office staff are back at work, staff opening day is next Wednesday and students return the following week. He shared he spoke with the swim folks and Mr. Emerson and advised his assistant will reach out to Mr. Emerson to schedule a time to meet to discuss further.

Dr. Glasscoe gave a shout out to the staff who coordinated the el row internship this summer noting it was a phenomenal opportunity for students and gave a shout out to Kelly Jones for her work in the hiring process, expressed her appreciation to Mr. Cwayna for the way he handled tonight's touch discussion and her perspective on Title IX.

Mr. Shiflett asked, and received confirmation that the district does have an employee assistance program and you can find it on our website at [glcomets.net/HR](http://glcomets.net/HR). In closing he noted the only reason the board had a Series 4 bond bill tonight is because this board saved its' taxpayers \$1.7M by restructuring the sale of the bonds.

Mrs. DuFort thanked the Governance Committee for their work that was shared in the board packet, noting the board packet was shared publicly on Friday so the community had time to review it prior to the board's action tonight which made her comfortable in making the decision tonight, she welcomed our new staff members, good things happening here in Grand Ledge.

President Shannon thanked Mr. Cwayna and Dr. Glasscoe, as well as Dr. Barnes, so the Governance Committee could do the work needed for Title IX. She noted she is a swim parent and takes their concerns very seriously and she trusts that our administration and everybody involved will do what is best for kids. She acknowledged the conversation from the community tonight commenting she feels there is a lot of confusion, but recognizing this is a challenging topic commenting she is very proud that part of the district’s strategic plan is that Grand Ledge Public School will create an inclusive learning environment where every person is valued, where Comets welcome all. She remarked she felt there were some discouraging and concerning things said tonight but she is proud this is a district that welcomes all kids and we are going to serve everyone equally.

**ADJOURNMENT**

The meeting adjourned at 7:23 p.m.

Respectfully Submitted:

Attest:

\_\_\_\_\_  
Ashley Kuykendoll, Secretary

\_\_\_\_\_  
Nicole Shannon, President

**GRAND LEDGE PUBLIC SCHOOLS**  
***Board of Education***

**August 12, 2024**

**MINUTES**

President Shannon called the meeting to order at 7:29 p.m. She led those present in the Pledge of Allegiance.

**ROLL CALL**

Roll Call by Superintendent Barnes indicated the presence of ***Grand Ledge Public Schools Board Members***: Toni Glasscoe, Ben Cwayna, Jon Shiflett, Denise DuFort and Nicole Shannon. Ashley Kuykendoll participated remotely. **Members Absent**: Jarrod Smith.

Roll Call by Superintendent Williams indicated the presence of ***Eaton RESA Board Members***: Mark Rushford, Alex Gonzalez, Debbie Roberts, Denise DuFort and Jack Temsey. ***Eaton RESA Members Absent***: None.

***Grand Ledge Public Schools Central Office Administrators***: Bill Barnes and John Ellsworth.

***Eaton RESA Central Office Administrators***: Sean Williams.

***Others in Attendance***: Mark Palmer (MASB Trainer),

**SUPERINTENDENT EVALUATION TOOL & RATER RELIABILITY TRAINING**

MASB Trainer Mark Palmer lead the Boards of Education for Grand Ledge Public Schools and Eaton RESA in the Superintendent Evaluation Tool and Rater Reliability Training covering relevance, evaluation should be developmental, learning targets, board requirements, the law, composition of the MASB tool, student growth and assessment data, student growth, student learning objectives, legal requirement for a mid-year progress report, legal requirements for training, legal requirements for a superintendent designated as unevaluated, legal requirements covering the superintendent's employment contract, and required postings on the district website. He further reviewed professional standards for educational leader including the drivers, the core, and the supports. He covered school district leadership that works study including key findings regarding collaborative goal setting, board alignment and support and use of resources. He went on to provide an overview to understand and use the evaluation instrument including performance categories, rubrics, the importance of evidence, aspects of the evaluation cycle including, performance expectations, district goals, monitoring for progress, mid-year progress report, superintendent self-evaluation, how to process the self-evaluation, formal final year-end evaluation, evaluation process summary, self-evaluation and evidence meeting, consensus meeting, closed meeting exception, consensus, calculations and comments and approving the evaluation. He reviewed establishing and using a calendar including possible cycles, items need at the beginning of the cycle, planning, informal check in including framework,

mid-year progress report review, year-end evaluation and ongoing support. In closing he ensured the learning targets of the training were accomplished.

**PUBLIC COMMENT**

There was no public comment.

**ADJOURNMENT**

The meeting adjourned at 8:48 p.m.

Respectfully Submitted:

Attest:

\_\_\_\_\_  
Ashley Kuykendoll, Secretary

\_\_\_\_\_  
Nicole Shannon, President

DRAFT



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**INTEROFFICE MEMORANDUM**

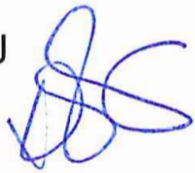
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**TO:** Dr. William A. Barnes, Superintendent of Schools  
**FROM:** Kelly J. Jones, Director of Human Resources  
**SUBJECT:** Teacher Recommendations  
**DATE:** August 21, 2024

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I recommend the hiring of the following candidates for employment during the 2024-2025 School Year. Each candidate has the qualifications and certifications necessary for the recommended position.

Ricky Brooks	Beagle Middle School	Resource Room
Heather Hicks	High School	Math

KJJ 



Grand Ledge Public Schools,

I am writing to you today regarding a teaching position within your school district that I am interested in, the secondary resource room position. With 5 years of resource room experience at the high school level, and 1 more at the middle school level, I feel like I am qualified to not only fill your position, but to excel at. I currently work at Howell High School but am looking for something closer to home and I believe Grand Ledge would be a good change for me. Your district caught my attention due to the high level of education that it provides its students, the small classroom sizes, as well as the low teacher turnover rate it holds.

At Howell High School, I have been responsible for:

- Creating, implementing, and interpreting Individualized Education Programs (IEPs).
- Bridging the secondary level educational gaps of students with learning disabilities.
- Attending professional development opportunities to bring back new ideas to my district.
- Previous CPI trainer for the district
- And any other minor details that our district needs to be successful every day.

I have also been the Freshman and JV Baseball coach at Howell, as well as the varsity baseball coach at Potterville High School in the past.

I really hope that I am considered for your teaching vacancy, as I would bring a lot of energy and special education knowledge to your district.

## Ricky K. Brooks

### PROFESSIONAL EXPERIENCE

**Howell Public Schools, Howell, MI**

**Highlander Way Middle School/Howell School**

December 2021-Present

*6th grade Special Education Resource Room Teacher*

- Coordinated Individualized Educational Programs (IEPs) for my students that qualified with having a disability.
- Case manager of students with autism, cognitive disabilities, emotional impairments, and a wide variety of learning disabilities.
- Team taught classes with both the ELA and math team teachers. Had a team of five including myself, a social studies and science teacher as well.
- Crisis Prevention Institute (CPI) certified instructor.

**Potterville Public Schools, Potterville, MI**

August 2018-December 2021

*High School/Middle School Special Education Resource Room Teacher*

- Coordinated Individualized Educational Programs (IEPs) for my students that qualified with having a disability.
- Case manager of students with autism, cognitive disabilities, emotional impairments, and a wide variety of learning disabilities.
- Worked alongside as a support system for the general education teachers for our students with disabilities.
- Co-taught with three general education teachers in Algebra 1, Geometry, and U.S. History.
- Crisis Prevention Institute (CPI) certified instructor.

**Kempton Elementary Summer School, Saginaw, MI**

June 2018 – July 2018

*4th grade Teacher*

- Hired as a lead teacher for Saginaw Public School's Summer Intervention Program.
- Math intervention and ELA intervention are the focuses of this summer program.

**Kempton Elementary, Saginaw, MI**

April 2018 – June 2018

*4th grade Teacher*

- Hired in immediately after the completion of my special education student teaching to finish out the 2017-18 school year.
- Was placed in the same classroom as my student teaching experience (See Below).
- Worked with MTSS when collaborating with the school's special education teacher and other team teachers.

**Kempton Elementary, Saginaw, MI**

August 2017 – December 2017

*Student Teaching*

- Completed a 16-week program in my own classroom under the supervision of Jamie Wieland.
- Maintained control of everyday activities, lesson planning, assessments, and grading of every 4th grade student in both Social Studies and Science.

- Trained in AIMSWEB and STAR testing.
- Worked with a student population that was 65% free/reduced lunch and considered at-risk.
- "Leader in Me" School, completed a two-day training in this area as well.

## **EDUCATION**

**Saginaw Valley State University**, University Center, MI

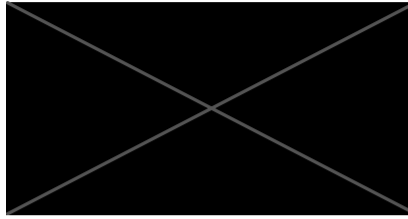
Major: Special Education K-12

Endorsements: Cognitive Impairments/Social Studies Major

GPA: 3.47/4.00; Cumulative GPA: 3.08/4.00

Certifications: Elementary Education, Cognitive Impairments

# Heather Hicks



August 14, 2024

Ken Wright  
Grand Ledge High School  
820 Spring Street  
Grand Ledge, MI 48837

Dear Mr. Wright,

I am writing to express my interest in the Math Teacher position at Grand Ledge High School which a current Grand Ledge School employee and former colleague shared with me. I have a Bachelor of Science Degree in Mathematics from Central Michigan University and 20 years of experience teaching math, Waverly High School (19) and St. Philip High School (1). I am excited about the opportunity to contribute to your school's academic excellence and foster a love for mathematics among students.

During my tenure at Waverly High School, I successfully created, and implemented engaging lesson plans for a diverse group of students, ranging from Basic Algebra to Algebra 2, as well as Statistics. I frequently adapted my teaching methods to accommodate different learning styles, which has led to improved student performance and a more inclusive classroom environment.

Here are a few highlights of my qualifications:

- **Innovative Teaching Methods:** I use a variety of instructional techniques, including interactive technology, and Debate Math to make math both accessible and exciting for students.
- **Strong Classroom Management:** My classroom management skills ensure a productive learning environment where students feel valued, have a willingness to share ideas, and are eager to contribute to classroom discussions.
- **Collaborative Spirit:** I actively participate in professional development and work collaboratively with colleagues to enhance the overall educational experience and contribute to school-wide initiatives. I have been a presenter and observer in Teacher Rounds which allows teachers to collaborate and learn skills from each other.

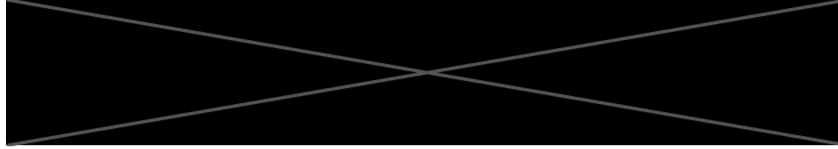
As a graduate of Grand Ledge Public Schools, I would be honored to give back to the community that helped shape who I am. Additionally, I have three children that attend Grand Ledge Public Schools and as a parent, I appreciate the pride within the community and striving for academic excellence.

Thank you for considering my application. I would welcome the opportunity to discuss how my background, skills, and certification align with the needs of your math department. Please feel free to contact me at [REDACTED] or via email at [REDACTED] for further discussion into the possibility of contributing to Grand Ledge High School and helping shape the mathematical minds of tomorrow.

Sincerely,

Heather Hicks

# Heather Hicks



## CERTIFICATIONS

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State of Michigan Teaching Certificate  
Professional Teaching Certificate  
Mathematics (EX) 6-12  
Recreation (MD) 6-12

## EDUCATION

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Central Michigan University  
Master of Arts: Educational Technology

Mount Pleasant, MI

Central Michigan University  
Bachelor of Science in Education  
Concentration: Mathematics/Recreation

Mount Pleasant, MI

## EXPERIENCE

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Waverly High School  
Mathematics Teacher

Lansing, MI  
2005 - present

- Currently teaching Geometry and Honors Geometry
- Previously taught Pre-Algebra, Algebra 1, Intermediate Algebra 2, Statistics and co-taught Geometry
- Collaborate with colleagues on curriculum development and implementation
- Implement classroom management strategies to create a safe and productive learning environment
- Develop positive relationships with students, parents, and colleagues
- Inspire student participation by creating a supportive and inclusive classroom atmosphere
- Create engaging in-class activities to promote critical thinking and problem-solving skills
- Adapt curriculum for students with varying needs and abilities
- Coordinate with special education teachers to develop appropriate accommodations for students with disabilities
- Monitor student progress by using formative assessments
- Mentor new staff members
- Dedicate time to supporting students goals for achieving academic success

St. Philip High School  
Mathematics Teacher

Battle Creek, MI  
2004 - 2005

- Taught students Algebra 1, Algebra 2, and PreCalculus
- Teacher Supervisor for a Senior Internship Program
- Effectively communicated with students, parents, and colleagues
- Tracked student progress by using formative assessments

#### EXTRA CURRICULAR ACTIVITIES

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- Interact Advisor 2023 - present
- Attend sporting events, school plays, and concerts
- Member of TLT (Teachers Learning Together)
- Bowling Coach

#### ADDITIONAL PROFESSIONAL LEARNING EXPERIENCE

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Equity and Justification in the Mathematics Classroom August 2022 - May 2024

- Participant in MSU Research Project
- Worked with colleagues to incorporate and create lessons and strategies that focused on access, agency, equity and justification
- Presenter at "Conversations Among Colleagues" that allowed us to share what we learned and implemented during our research project

Up for Debate Workshop

Summer 2024



## **REPORTS**

- A. Capitol Connections Report**
- B. Eaton RESA Report**
- C. Grand Ledge Education Foundation Report**
- D. Equity, Diversity & Inclusion Committee Report**
- E. Governance Committee Report**
- F. Bond Update**
- G. Superintendent's Report**





## **PUBLIC COMMENT ON NON-AGENDA ITEMS**

Persons may address the board for up to three (3) minutes in the Public Comment segment of the meeting by providing your name and jurisdiction (City, Township / County) on one of the Public Comment forms provided at the sign in table and turning it in to the Superintendent's Assistant.

The meeting chair will use the Public Comment forms submitted to invite persons to come forward to make their public comment at the appropriate time.

Board Meetings are constructed to conduct necessary business of the board, while allowing time for the public to express concerns and opinions.

Out of respect for board members, students and staff, you will be interrupted if you:

- Personally attack a board member or district employee on issues unrelated to their job performance.
- Mention a student's name when discussing behavior or other incidents.
- Engage in discussion with other members of the audience.

You will be reminded when you are approaching the end of your three-minute limit so you can conclude with your strongest points.

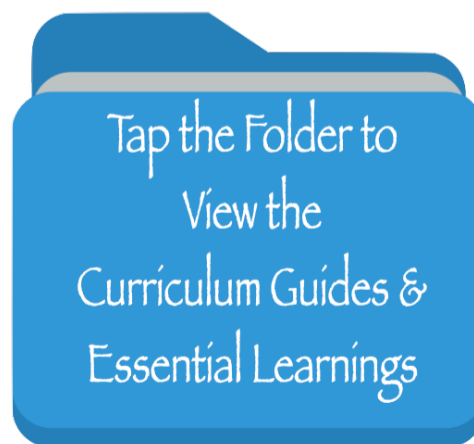
The board will not respond to questions or comments during public comment but the Superintendent will do his best to answer questions at the end of the meeting. If immediate answers are not available, arrangements will be made to provide you with the information requested.



## NEW BUSINESS A

### Approval of 2024-2025 Curriculum Guides and Essential Learnings

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the 2024-2025 Curriculum Guides and Essential Learnings, as presented.

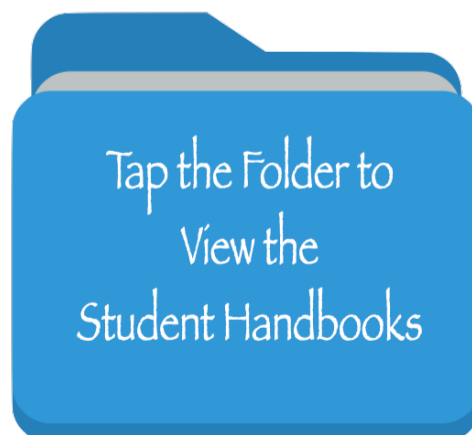




## NEW BUSINESS B

### Approval of 2024-2025 Student Handbooks

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the 2024-2025 Student Handbooks, as presented.





## NEW BUSINESS C

### **Approval of First Amendment to the Superintendent Employment Contract**

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the First Amendment to the Superintendent Employment Contract between the Grand Ledge Public Schools Board of Education and Superintendent Dr. William Barnes, as presented.

**Grand Ledge Public Schools**  
**First Amendment to Superintendent Employment Contract**

This First Amendment to Superintendent Employment Contract (“Amendment”) is entered into as of the date of the second signature below (“Effective Date”) by and between the Grand Ledge Public Schools Board of Education (“Board”) and Dr. William Barnes (“Superintendent”) (individually a “Party” and collectively the “Parties”).

**Whereas:**

1. The Superintendent is employed by the Board pursuant to an August 8, 2022 through June 30, 2025 employment contract (“Contract”).
2. The Parties desire to amend the Contract.

**Now Therefore**, for good and valuable consideration, the sufficiency of which is acknowledged by each Party, the Parties agree as follows:

1. **Contract Extension.** Contract Section 1 is amended by revising the term end date, specifically by deleting “June 30, 2025” and replacing it with “June 30, 2027.”
2. **Merit Pay.** Contract Section 4(E), regarding compensation pursuant to Michigan Revised School Code Section 1250, is hereby deleted in its entirety.
3. **Holidays.** Contract Section 13 is amended to add Juneteenth to the holiday list, specifically by deleting the first sentence of that Section and replacing it with the following:

Consistent with the District’s calendar, the Superintendent is entitled to the following holidays: Juneteenth, July 4, Labor Day, Thanksgiving and the day after Thanksgiving, December 24, 25, and 31, January 1, Presidents’ Day, and Memorial Day.

4. **Performance Evaluation.** Based on recent legislation, Contract Section 19 is hereby deleted in its entirety and the following is inserted into that Section 19:

The Superintendent’s performance shall be evaluated by the Board, at least annually and no later than November 1st of each year. This evaluation process shall comply with Section 1249b of the Revised School Code (or its successor provision). The Superintendent shall annually and in a timely manner provide written notice to the Board of its responsibility to evaluate his performance. Subject to the Board’s ultimate authority, the Board and the Superintendent will collaborate on the way the Board will evaluate the Superintendent.

Within fifteen (15) calendar days after Board action on the Superintendent’s evaluation rating, the Superintendent may file an appeal concerning the evaluation process and rating received. The written appeal must be delivered to

the Board President and must identify the specific reason(s) for the appeal as well as the remedy sought. No later than fifteen (15) calendar days after the Board President's receipt of the appeal, a meeting shall be scheduled for the Board to review the Superintendent's appeal. As permitted by the Open Meetings Act, the appeal review may be conducted in closed session at the Superintendent's request. Notwithstanding anything to the contrary in this Contract (including Section 23), the Board's decision is final and is not subject to arbitration.

5. **Ratification.** Except as amended by this Amendment, the Contract shall remain in full force and effect in accordance with its terms and is hereby ratified. In the event of a conflict between the Contract and this Amendment, this Amendment shall control.
6. **Entire Agreement.** This Amendment, together with the Contract, contains all of the agreements of the Parties with respect to any matter covered or mentioned in this Amendment or the Contract, and no prior agreement, understanding, or representation pertaining to any such matter shall be effective for any purpose.
7. **Binding Effect.** The terms and provisions hereof shall be binding upon and inure to the benefit of the Parties hereto and their respective heirs, successors, and assigns.
8. **Counterparts.** This Amendment may be executed in one or more counterparts, which shall be construed together as one document. Any signature to this Amendment that is transmitted electronically or by facsimile or by portable document format (PDF), when so executed and delivered, shall be deemed to be an original signature for all purposes.

**Superintendent**

August \_\_\_\_, 2024

\_\_\_\_\_  
Dr. William Barnes

**Board**

August \_\_\_\_, 2024

\_\_\_\_\_  
Nicole Shannon, Its President

August \_\_\_\_, 2024

\_\_\_\_\_  
Ashley Kuykendoll, Its Secretary

## **Superintendent Base Salary Schedule – Grand Ledge Public Schools**

Step 1: \$190,000

Step 2: \$195,000

Step 3: \$202,000

Step 4: \$208,000

Step 5: \$214,000

Step 6: \$220,000

Step 7: \$226,000

Step 8: \$232,000

Step 9: \$238,000

Step 10: \$244,000

\*Base salary will advance by one step each school fiscal year (July 1 - June 30), unless otherwise specified in the employee's employment contract or otherwise determined by the District's Board of Education.



## COMMENTS FROM STAFF & BOARD





## FUTURE TOPICS

- Tomorrow, Tuesday, August 27, 2024 is the first student day of the 2024-2025 School Year. Full Day
- Board Bond Advisory - Monday, September 9, 2024, 5:15 p.m. Room 107
- Work Session - Monday, September 9, 2024, 6:00 p.m., Board Room



## **CLOSED SESSION**

**Negotiations & Review of GLPS Security Plan - Per Section 8(1)(c) and Section 8(1)(k) of the Open Meetings Act, PA 267 of 1976.**

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education move into Closed Session for the purpose of discussing Negotiations Strategies, as Per Section 8(1)(c) of the Open Meetings Act, PA 267 of 1976 and to review the Grand Ledge Public Schools Security Plan, as Per Section 8(1)(k) of the Open Meetings Act, PA 267 of 1976.

**ROLL CALL VOTE**



## RECONVENE IN OPEN SESSION

Time: \_\_\_\_\_



## APPROVAL OF LETTERS OF AGREEMENT

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the Letters of Agreement between the Grand Ledge Public Schools Board of Education and the Grand Ledge Education Association, as presented.



## APPROVAL OF GLPS SECURITY PLAN

**PROPOSED MOTION:** I move the Grand Ledge Public Schools Board of Education approve the Grand Ledge Public Schools Security Plan, as presented.



## ADJOURNMENT

Time: \_\_\_\_\_