

Leelanau Montessori Public School Academy (LMPSA)
Wednesday, June 12, 2019
Connie Binsfeld Building Conference Room
7401 E. Duck Lake Road, Lake Leelanau, MI 49653

1. Call to Order: President Bordeaux called the meeting to order at 6:00 p.m.

2. Roll Call: President Bordeaux, Vice President Macdonald, Trustee Morse, Treasurer Lutke, Secretary Chaney, Trustee Miezio, Trustee McConnell

Others: Mariah Wanic – BMCC, Beth Bassett- Recording Secretary, Arden Wilson, Kallie Craker, Anita Abbott, Deb Shutt, Elizabeth Channer, Natasha Martinson, Dani Geraci, Emily Penninga, Sarah Orth, Julie Yoffy, Jason Yoffy

3. Additions/Approval of June 12, 2019 Agenda:

MOVED BY LUTKE SECONDED BY MCCONNELL TO APPROVE THE JUNE 12, 2019 AGENDA AS PRESENTED.
AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

4. Public Comment: Arden Wilson commented she appreciates the Board and thanked all the committees for their dedication to the school.

5. Budget Hearing:

a. Open Public Hearing:

MOVED BY CHANEY SECONDED BY MIEZIO TO APPROVE OPENING THE BUDGET HEARING AT 6:03 P.M.
AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

b. Budget Discussion: Lutke commented that she is working with Paul Bauer from the ISD on a salary pay scale that is a work in progress. Lutke also commented that the staff will receive pay increases and the school needs to make sustainable changes. Lutke commented that a lot will depend on the FTE and preschool revenue. Lutke commented that the fund balance is approximately 7.6% and there have been no major changes to the budget. Lutke commented that the school can have as many amendments to the budget as needed.

c. Public Comment: Kallie Craker thanked the committee for all their hard work. Emily Penninga suggested announcing pay scale after all the changes have been finalized. Lutke commented that the school intends to be competitive. Arden Wilson asked if assistants will be given consideration for Montessori training. Lutke commented that experience and training will be considerations.

d. Close Public Hearing:

MOVED BY MORSE SECONDED BY MACDONALD TO APPROVE CLOSING THE PUBLIC HEARING AT 6:13 P.M.
AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

6. Revisions/Approval of the Regular Board Meeting Minutes May 15, 2019:

MOVED BY MACDONALD SECONDED BY MCCONNELL TO APPROVE THE MAY 15, 2019 REGULAR MEETING MINUTES AS PRESENTED.
AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

7. Head of School Report: None

Old Business:

8. Committee Reports:

a. Academic Excellence:

Bordeaux commented that no academic excellence meeting was scheduled but teacher evaluations have been completed and are attached for review. Bordeaux commented that in the future the Board should consider making teacher evaluation review a yearly practice. Bordeaux commented the SIP is almost complete and ready to submit.

b. Facility: Kallie Craker commented she is stepping off the facilities committee and Tom McConnell will be the contact person until a replacement has been found. McConnell commented that a potential gas leak was a false alarm and he is receiving a quote on a security system. Bordeaux thanked Kallie and Shawn Craker for the wonderful shed they donated to the school. Kallie suggested that the parking lot seal and patch be put on the to do list and budgeted for.

c. Finance: Lutke reviewed the written submitted report. Lutke commented that the paperwork for the \$5000 2% GTB grant monies for the roof will be filed and PTO payouts for time over 30 days and requests for unused time for the year will be issued. Lutke commented that stipends will be issued for individuals who stepped into leadership roles and there will not be a need for a bridge loan until possibly September or October. Macdonald commented that not having to have a bridge loan until then is a huge success for the school.

d. Fundraising: The LMFF presented a check for \$25,000 to the school for preschool scholarships. The Board thanked the foundation for all their dedication and hard work.

e. Grant: Morse commented that the committee has submitted two grant requests. One to the Ball Foundation for \$50,000 for staff professional development and to Cherryland Electric for \$2500 for playscape playground.

f. Governance: Chaney commented that the committee met and the items to discuss are in new business.

g. Marketing: McConnell commented that the committee met and are looking to see what tasks LeadPlan may be able to take over and contacting others who may want to help with the quarterly newsletter. The committee is looking to update the brochure and getting 35th year of Leelanau Montessori logo items.

MOVED BY LUTKE SECONDED BY MACDONALD TO APPROVE THE COMMITTEE NOTES AND FINANCIALS AS PRESENTED.

AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

9. Playground Follow Up: Arden Wilson commented that she spoke with Mary Kelly from the Grand Traverse Band and Mary commented that if the funds are used for and will result in a playground that is acceptable use of funds. Arden commented that licensing and insurance has been cleared for the playscape playground. Chaney commented that he would like to see more play structures and that at least three quotes need to happen to comply with school policy. Macdonald and Lutke also would like to see more play structures as far as slides, monkey bars, and swings. Morse commented that she is more concerned with preparing the space and less concerned about the structures. Wilson commented that any structures purchased would have the required certification. Bordeaux commented that the three quotes need to happen and to look at proposing some playground structures. Wilson commented they are looking at patterns of traffic and where to put structures. Chaney commented a selling point for the school will be a playground and suggested speaking with the facilities committee.

10. National Charter School Institute Follow Up: Bordeaux commented that Bay Mills will reimburse up to \$4500 towards the \$6000 that this service costs. Bordeaux commented that there is no contract to sign. Chaney commented that it would be a good idea for an outside entity to review policies. Morse commented that it does take time to work with the consultants and we need to make the commitment to time. Bordeaux to ask how much time is needed to be committed to.

11. Strategic Plan Follow Up: Morse commented that at the last meeting the SWAT was reviewed and the next step is to have another meeting to move forward with the process. Macdonald suggested getting the meeting on the calendar and it was decided that Monday, August 19 at 8:00 a.m. would be the next meeting.

New Business:

12. Approval of the 2018-19 Final Budget Amendment Resolution #5-2019:

MOVED BY MACDONALD SECONDED BY MCCONNELL TO ADOPT RESOLUTION #5-2019 FINAL BUDGET AMENDMENT 2019 AS PRESENTED.

ROLL CALL: BORDEAUX-YES, MACDONALD-YES, MCCONNELL-YES, MORSE-YES, LUTKE-YES, MIEZIO-YES, CHANEY-YES

AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

13. Approval of the 2019-20 Original Budget Resolution #6-2019:

MOVED BY MACDONALD SECONDED BY MCCONNELL TO ADOPT RESOLUTION #6-2019 ORIGINAL BUDGET 2020 AS PRESENTED.

ROLL CALL: BORDEAUX-YES, MACDONALD-YES, MCCONNELL-YES, MORSE-YES, LUTKE-YES, MIEZIO-YES, CHANEY-YES

AYES: ALL NAYS: NONE ABSENT: NONE MOTION CARRIED

14. Operations Manual: Bordeaux commented that the Board will approve the internal operations manual at the July organizational meeting.

15. 2019-20 Board Officer Discussion: Bordeaux commented that she would be stepping down as president and Macdonald would be stepping up to president. The vice president and secretary positions will be open and need to be filled by the July organizational meeting.

16. Oath of trustee Sarah Lutke: Tabled until next month.

17. Resignation of Secretary Bill Chaney: The Board thanked Chaney for his years of service on the Board. Chaney's official resignation begins July 1st.

18. Recommendation of Trustee Anita Abbott: Bordeaux commented that Anita Abbott will bring legal expertise and invaluable knowledge. Macdonald commented she is excited to work with Anita again.

MOVED BY MORSE SECONDED BY LUTKE TO APPROVE THE RECOMMENDATION OF ANITA ABOOTT AS A TRUSTEE TO THE LEELANAU MONTESSORI BOARD OF DIRECTORS TERM ENDING JUNE 30, 2020 AS PRESENTED.

AYES: ALL NAYS: NONE ABSENT: NONE RECUSE: 1 (BILL CHANEY)

19. Recommendation of Head of School: Bordeaux commented that each Board member will be given a chance to make a recommendation of a candidate.

Morse made a recommendation of Arden Wilson.

Macdonald made a recommendation of Arden Wilson.

Chaney made a recommendation of Tine McNeely.

Miezio made a recommendation of Tina McNeely

Lutke made a recommendation of Arden Wilson.

McConnell made a recommendation of Arden Wilson.

Bordeaux made a recommendation of Arden Wilson.

Chaney voiced his concern regarding the requirements of an administrative candidate and the law surrounding it. Chaney requested a determination by MDE and the school attorney be obtained. After discussion Bordeaux made the following motion:

MOVED BY BORDEAUX SECONDED BY MACDONALD TO APPROVE THE RECOMMENDATION OF ARDEN WILSON AS THE NEW HEAD OF SCHOOL AND HAVE NEGOTIATIONS MOVE FORWARD WITH JOHN SANFORD FROM AXIOS HR.

Discussion: McConnell commented he would like to have an opinion from attorney Mark Clark before moving forward. Macdonald commented that she disagrees with Chaney's interpretation of the law. Lutke commented that she thinks that the Board is able to hire Arden Wilson. Chaney commented that the Board needs to have an opinion from MDE and the school attorney. After discussion the motion was voted on as follows:

MOVED BY BORDEAUX SECONDED BY MACDONALD TO APPROVE THE RECOMMENDATION OF ARDEN WILSON AS THE NEW HEAD OF SCHOOL AND HAVE NEGOTIATIONS MOVE FORWARD WITH JOHN SANFORD FROM AXIOS HR AND TO HAVE MDE AND THE SCHOOL ATTORNEY CONFIRM THAT ARDEN WILSON IS LEGALLY ABLE TO BE HIRED.

ROLL CALL: BORDEAUX-YES, MACDONALD-YES, MCCONNELL-NO, MORSE-YES, LUTKE-YES, MIEZIO-NO, CHANEY-NO

AYES: 4 NAYS: 3 ABSENT: 0 MOTION CARRIED

20. Public Comment: Jason Yoffy suggested that the Board include Tina McNeely as an alternate and Arden Wilson as the primary candidate. Morse commented that a special meeting could be called if needed. Chaney commented a new motion could be made to reference primary and alternate candidate. Bordeaux commented she would not settle. Morse commented that it is common practice to repost. Macdonald commented a decision has been made and if the decision is made that Arden Wilson cannot be hired then a special meeting can be held. Emily Penninga questioned if the absent Board members heard the complete interviews including public comment. Lutke commented that yes she heard the entire interview and the written comments from the public. Sarah Orth questioned if Tina McNeely would be relocating and Morse read Tina McNeely response. Emily Penninga commented she is concerned about the staff and the possible tricky transition. Natasha Martinson commented that she is worried about the stability of the school and all the changes. Natasha feels Arden Wilson will bring the needed stability. Julie Yoffy commented that she is representing the staff and she has had staff members bring up concerns about Arden Wilson and their feelings of not being heard. Elizabeth Channer commented she feels very heard and supported by Arden Wilson. Jason Yoffy suggested a book *The Five Dysfunctions of a Team*. Deb Shutt commented she is looking for a leader. Sarah Orth commented she didn't feel Tina McNeely answered the questions at her interview.

21. Board Comment: McConnell commented that he feels the Board made the best decision. Morse commented she appreciated Deb Shutt's comment and she had some concerning red flags with Tina McNeely. Morse commented you hire for character and train for skill. Macdonald commented that the experience has been difficult but she is glad to be here and will move forward with due diligence. Lutke commented that in Arden Wilson's interview she would work as a team and encouraged all to communicate. Miezio commented that she appreciates everyone respecting each other and it's okay to have different opinions. Macdonald suggested that the school look at team building professional development. Lutke commented that the school has an amazing staff and that we are an amazing school. Bordeaux commented that she is grateful for the Board, staff, families, Bay Mills, Paul Bauer, Steve Urbanski, grief support, and our community. Bordeaux is looking forward to 2019-20. McConnell thanked the audience.

22. Adjournment:

MOVED BY LUTKE SECONDED BY MCCONNELL TO ADJOURN THE MEETING AT 8:18 P.M.

AYES: ALL NAYS: NONE ABSENT: 2 MOTION CARRIED

President

Date

Secretary

Date