



**Waterford School District  
Board of Education**

**A G E N D A**

**Regular Meeting**

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**August 15, 2024**

**6:30 PM**

**Town Hall Auditorium**

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Opening

Pledge of Allegiance

Roll Call

Approval of the Agenda

Public Comments on Action Items

Consent Agenda

- a. Minutes
  1. July 18, 2024, Regular/Closed Meeting
  2. August 1, 2024, COW Meeting/Closed Session
- b. Accounts Payable
- c. Support Staff Reports
- d. Resignations
- e. Teaching Contract Changes/Appointments
- f. Reinstatement of Student A-24-25
- g. Reinstatement of Student B-24-25

New Business

- a. Superintendent's Recommendations
  1. Recommendation 14-24-25 Relative to Administrative Appointment(s)
  2. Recommendation 15-24-25 Relative to Honor Health Agreement

Michigan Association of School Board (MASB) Workshops

- a. Superintendent Search Planning
- b. MASB Superintendent Evaluation Tool Training

Public Comment on Non-Action Items

Board of Education Reports

Adjournment



**Regular Meeting  
July 18, 2024**

**OPENING**

The Regular Meeting of the Waterford Board of Education, held at the Waterford Township Hall, 5200 Civic Center Drive, Waterford, Michigan, was called to order by President Ristich at 6:33 p.m.

**PLEDGE**

The Board of Education led the Pledge of Allegiance.

**ROLL CALL**

Present: Members Ristich, Petrusha, Wagner, and Josselyn

Absent: Members Sutherland, Donohue, and Torres

Others: Sandra Elka, Susan File, Darin Holley, Nadine Milostan, Steve Wolf, Mary Craite, Joseph Brown, Kayla Brown, Anna Linen, Claire Linen, Erin Asdell, Jeff Cook, Megan Roberts and others who did not register.

**APPROVAL OF THE AGENDA**

The agenda was approved.

**CLOSED SESSION**

By Roll Call Vote at 6:35 p.m., the Board of Education recessed to Closed Session for the purpose of considering a written legal opinion from legal counsel, in accordance with Section 8(h) of the OMA.

Roll Call Vote: Ristich (Yes), Wagner (Yes), Petrusha (Yes), and Josselyn (Yes)

The Regular Meeting was reconvened at 7:26 p.m.

**PUBLIC COMMENTS ON ACTION ITEMS**

There were no public comments on action items.

**CONSENT AGENDA**

- a. Minutes
  - a. June 20, 2024, Regular Meeting
  - b. July 9, 2024, Special Meeting/Closed Meeting
- b. Accounts Payable
- c. Support Staff Reports
- d. Resignations
- e. Teaching Contract Changes/Appointments

Seeing no objection, the consent agenda was approved as presented.

## INFORMATION ITEMS

### a. Title IX Policy Updates

Neola has issued a special update regarding the recent changes to the Title IX regulations. The law requires that school districts have new/revised policies in place by August 1, 2024.

In June 2024, the special update was released to include a new policy (2264) and revisions to an existing policy (2266). Policy 2264 addresses the new 2024 Title IX regulations. Policy 2266 was originally adopted to address the 2020 Title IX regulations. OCR announced when it released the 2024 regulations that any “reports” or “formal complaints” involving allegations of sex-based harassment that involved conduct alleged to have occurred prior to August 1, 2024 (the effective date of the 2024 regulations), must be processed in accordance with the 2020 Title IX regulations. Revising the existing policy will address this requirement.

Policy updates have been prepared and reviewed by Neola’s legal counsel to guarantee statutory compliance. Further, these policies have been reviewed by administration, including Title IX Coordinators, to ensure consistency with compliance and practice.

To meet the August 1, 2024 deadline, the Board of Education is asked to approve the following policies under New Business.

- Policy 2264-Nondiscrimination on the Basis of Sex in Education Programs or Activities (NEW – 2024 Regulations)
- Policy 2266-Nondiscrimination on the Basis of Sex in Education Programs or Activities (REVISED – 2020 Regulations)

### b. Purchase Agreement: Leggett Campus

The Board of Education is considering a purchase agreement for the sale of the Leggett Campus to Waterford Township. With only 4 of the 7 members present, the Board wishes to consider this further when more members are able to participate.

### c. HonorHealth Agreement

Sandra Elka, Assistant Superintendent, Business and Operations, and Jeff Cook, HonorHealth, provided information about the development of an agreement consolidating the provisions of the 3 current agreements into one. Currently, HonorHealth provides servings to Waterford School District students through clinics at Durant High School, Mason Middle School, and Mott High School. The services and locations will not change; however, the three separate agreements will be included in one moving forward. A recommendation to approve the agreement will be presented in August 2024.

## NEW BUSINESS

### a. Superintendent’s Recommendations

1. Recommendation 01-24-25 Relative to Newspaper to Publish Official Board Notices

Moved by Member Josselyn and supported by Member Wagner that the Board of Education designate The Oakland Press for publication of legal notices for the 2024-2025 school year.

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

2. Recommendation 02-24-25 Relative to Appointment of Legal Counsel

Member Josselyn and supported by Member Wagner that the Board of Education appoint the following law firms as 2024-2025 approved legal counsel for Waterford School District, to be utilized as determined by the Superintendent or designee.

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

3. Recommendation 03-24-25 Relative to Designee to Represent the Board in Elections

WHEREAS, The School Code of 1976 (as amended) provides that, "The secretary of a school district, a local act district, or an intermediate school district, shall be the chief election officer of the respective district with authority to delegate election duties to a member of the district's administrative staff". (380.1001(2).

BE IT RESOLVED, That the Board of Education hereby appoints Scott A. Lindberg, Superintendent of Schools, and his designee, Sandra Elka, Assistant Superintendent, Business and Operations, to represent the Board in all elections.

BE IT FURTHER RESOLVED, that the appointees have taken the official Constitutional Oath of Office to affirm that they will faithfully discharge the election duties of the Secretary of the Waterford School District Board of Education in all school district elections to the best of their ability.

Moved by Member Josselyn and supported by Member Wagner:

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

4. Recommendation 04-24-25 Relative to Authorization to Represent the Board on Property Matters

Moved by Member Josselyn and supported by Member Wagner that the Board of Education authorize Sandra Elka, Assistant Superintendent, Business and Operations, to represent the Waterford School District Board of Education in all property matters for the 2024-2025 school year, enabling her to sign Board approved purchase, sale and lease agreements on the Board's behalf.

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

5. Recommendation 05-24-25 Relative to School District Legal Reference Note

This note is added (or attached) to the minutes of the July 18, 2024, Regular meeting of the Board of Education as a legal reference status of our school district:

1. Legal name of school district: The Board of Education, Oakland County, DBA Waterford School District
2. This district is a general powers school district by operation of law.
3. The Board of Education is comprised of seven (7) members, who are elected for terms of six (6) years. Members holding office on July 1, 2024 and the expiration of their current terms are listed below:

|                        |                   |
|------------------------|-------------------|
| Pat Donohue            | term expires 2028 |
| Julie Josselyn         | term expires 2024 |
| Robert Petrusha, Jr.   | term expires 2028 |
| Michael Ristich, Ph.D. | term expires 2026 |
| Joan Sutherland        | term expires 2024 |
| John Paul Torres       | term expires 2028 |
| Kristen Wagner         | term expires 2026 |
4. Members of the Board of Education are elected in the November election, even years.]

The motion was moved by Member Josselyn and supported by Member Wagner

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

6. Recommendation 06-24-25 Relative to Renewal of Memberships

Moved by Member Josselyn and supported by Member Wagner that the Board of Education renew the following memberships for the 2024-2025 school year.

Metropolitan Detroit Bureau of School Studies, Inc.  
Michigan Association of School Boards (MASB)  
MASB Legal Trust Fund  
Michigan High School Athletic Association  
Middle Cities Educational Management  
Michigan Association of School Administrators  
Waterford Area Chamber of Commerce

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

7. Recommendation 07-24-25 Relative to Designation of Depositories

BE IT RESOLVED, that the following list of financial institutions are designated as legal depositories of the moneys belonging to Waterford School District:

Comerica Bank  
Chase Bank  
Fifth Third Bank  
Huntington National Bank  
Birmingham Bloomfield Credit Union  
Metro North Federal Credit Union

These financial institutions are hereby authorized to accept for its credit and/or collection, any and all checks, drafts and other negotiable instruments when endorsed in its name by rubber stamp or otherwise; and

BE IT FURTHER RESOLVED, THAT

Comerica Bank, Chase Bank, Waterford Bank NA, Fifth Third Bank, Huntington National Bank, PNC Bank and Metro North Federal Credit Union be authorized depositories for internal school funds of the district; and

BE IT FURTHER RESOLVED, THAT

The Board of Education Treasurer is hereby authorized to sign for Certification/ Declaration of signatures and/or names of Authorized Signers and Authorized Agents for all accounts opened under such captions as may be necessary or desirable; and

BE IT FURTHER RESOLVED, THAT

Any and all funds credited to such accounts with the depositories may be paid out or withdrawn upon checks drawn against the respective accounts when signed by the Superintendent, Scott A. Lindberg.

In the absence of the Superintendent, the lines of authority in decision making and signing will be as follows and the Superintendent informed:

Assistant Superintendent, Business & Operations  
Assistant Superintendents, Teaching & Learning Services

The motion was made by Member Josselyn and supported by Member Petrusha.

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

#### 8. Recommendation 08-24-25 Relative to Summer Tax Collection Resolution

WHEREAS, the Waterford School District currently receives 100% of the school taxes during the summer from the Charter Townships of Waterford, Independence, White Lake, West Bloomfield and the City of Lake Angelus, and

WHEREAS, the school district operates on a fiscal year basis from July 1 through June 30, and

WHEREAS, 1982 Public Act No. 333 sets forth certain procedures whereby a school district may avail itself of summer tax collections, and

WHEREAS, on December 19, 1996 the board adopted a resolution to institute a 100% summer property tax levy for the entire Waterford School District, to remain in effect until revoked by the Board,

NOW, THEREFORE BE IT RESOLVED, that a summer property tax levy of 100% of the school property taxes be adopted for Waterford School District, for the year of 2025 (2025-2026 school year),

BE IT FURTHER RESOLVED, that the President of the Board prior to January 1, 2025, forward a copy of this resolution to the Charter Townships of Waterford, Independence, White Lake, West Bloomfield and the City of Lake Angelus and request that they continue collecting the summer property tax levy,

BE IT FURTHER RESOLVED, that the Superintendent is empowered to initiate any alternate means necessary to secure summer tax collection for the school district as set forth in 1982 Public Act No. 333.

The motion was made by Member Josselyn and supported by Member Petrusha.

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

9. Recommendation 09-24-25 Relative to Meal Prices 2024-2025

Moved by Member Josselyn and supported by Member Petrusha that the Board of Education approve the 2024-2025 meal prices, with no increase.

| Breakfast  | <u>23/24</u> | <u>24/25</u> |
|------------|--------------|--------------|
| Elementary | \$2.00       | \$2.00       |
| Secondary  | \$2.00       | \$2.00       |
| Adult      | \$2.75       | \$2.75       |

| Lunch      | <u>23/24</u> | <u>24/25</u> |
|------------|--------------|--------------|
| Elementary | \$3.00       | \$3.00       |
| Secondary  | \$3.25       | \$3.25       |
| Adult      | \$4.50       | \$4.50       |

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

10. Recommendation 10-24-25 Relative to Title IX Policy Updates

Moved by Member Josselyn and supported by Member Wagner that the Board of Education approve the following policy updates to comply with the 2024 Title IX regulations.

- Policy 2264-Nondiscrimination on the Basis of Sex in Education Programs or Activities (NEW – 2024 Regulations)
- Policy 2266-Nondiscrimination on the Basis of Sex in Education Programs or Activities (REVISED – 2020 Regulations)

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

11. Recommendation 11-24-25 Relative to Administrative Appointments

Moved by Member Josselyn and supported by Member Wagner that the Board of Education approve the following contract changes/appointments:

Henning, Stephan – Principal  
Location: Mason Middle School  
100% Administrator Contract  
Effective Date: July 22, 2024

Kurse, Anne – Principal  
Location: Durant High School  
100% Administrator Contract  
Effective Date: July 22, 2024

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

b. Consideration of Certain Purchases

1. Recommendation 12-24-25 Relative to Purchase of Science Curricular Materials

Moved by Member Josselyn and supported by Member Wagner that the Board of Education approve the purchase of Science Curricular materials and digital licenses for High School Biology, Chemistry and Physics, from SAVVAS, for 6 years. The total cost is \$ 211,390, with \$154, 2700 paid by ESSER III and \$57,120 to be paid by General Funds.

Ayes: Members Wagner, Petrusha, Josselyn, and Ristich

Nays: None

Motion carried. (4-0)

**PUBLIC COMMENTS ON NON-ACTION ITEMS**

Erin Asdell expressed her appreciation for 50 years of involvement in the Waterford Senior Center.

**BOARD REPORTS**

Members Wagner and Ristich discussed the Camp WSD tours.

Member Petrusha shared information on the August 6<sup>th</sup> Parks and Rec millage.

Member Josselyn shared information about the Waterford Youth Assistance shoe drive.

**ADJOURNMENT**

The regular meeting was adjourned by President Ristich at 8:11 PM.

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Board Secretary





**COMMITTEE OF THE WHOLE**

**August 1, 2024**

**OPENING**

The Committee of the Whole (COW) Meeting of the Waterford School District Board of Education, held at the Kurzman Administration Services – Cray Campus, 501 N. Cass Lake Road, Waterford, Michigan, was called to order by President Ristich at 6:38 p.m.

**PLEDGE**

The audience joined the Board of Education in the Pledge of Allegiance.

**ROLL CALL**

Present: Members Ristich, Wagner, Sutherland, Petrusha, Josselyn, and Torres

Absent: Member Donohue

Others: Darin Holley, Sarah Davis, Sandra Elka, Susan File, Amy Dagenhardt, Nadine Milostan, Jim Beaver, Steve Wolf, Jeremy Motz, Kristen Woods-Helms, Marcy Craite, Christine Simiele, Zachary Crosley, Polly Crosley, Joe Humphry, Tiana Gass, and Megan Roberts

**APPROVAL OF THE AGENDA**

The agenda was approved as printed.

**CLOSED SESSION**

By Roll Call Vote, the Board recessed to Closed Session at 6:40 p.m. in accordance with Section 8(h) of the Open Meetings Act, to consider the written opinion of legal counsel.

Roll Call Vote: Torres (Yes), Petrusha (Yes), Sutherland (Yes), Ristich (Yes), Wagner (Yes), and Josselyn (Yes)

The COW meeting was reconvened at 7:56 PM

**PUBLIC COMMENTS**

There were no public comments.

**NEW BUSINESS**

**a. Superintendent's Recommendations**

1. Recommendation 14-24-25 Relative to Administrative Appointment

Moved by Member Torres and supported by Member Josselyn that the Board of Education approve the following administrative appointment:

Polly Crosley, Assistant Principal  
Mott High School  
100% Administrator Contract  
Effective August 2, 2024

Ayes: Members Torres, Sutherland, Petrusha, Ristich, Wagner, and Josselyn

Nays: None

Motion carries. (6-0)

2. Recommendation 15-24-25 Relative to Purchase Agreement: Leggett Campus

Moved by Member Torres and supported by Member Josselyn that the Board of Education approve the purchase agreement from Waterford Township for the Leggett Campus/Senior Center. This agreement was approved by the Waterford Township Board of Trustees on July 22, 2024, pending approval by the Board of Education.

Ayes: Members Torres, Sutherland, Petrusha, Ristich, Wagner, and Josselyn

Nays: None

Motion carries. (6-0)

**b. President's Recommendations**

1. Recommendation 16-24-25 Relative to Superintendent's Contract Amendment

Moved by President Ristich and supported by Member Wagner that the Board of Education approve the contract amendment to the current contract between Scott A. Lindberg and the Board of Education. A copy of the amendment is attached to the official minutes.

Ayes: Members Torres, Sutherland, Petrusha, Ristich, Wagner, and Josselyn

Nays: None

Motion carries. (6-0)

2. Recommendation 17-24-25 Relative to Superintendent Search Services

Moved by President Ristich and supported by Member Wagner that the Board of Education approve the proposal from Michigan Association of School Boards (MASB) for superintendent search services.

Ayes: Members Torres, Sutherland, Petrusha, Ristich, Wagner, and Josselyn

Nays: None

Motion carries. (6-0)

3. Recommendation 18-24-25 Relative to Interim Superintendent

Moved by President Ristich and supported by Member Wagner that the Board of Education appoint Darin Holley as Interim Superintendent consistent with the terms and conditions of the agreement presented. A copy of the agreement is attached to the official minutes.

Ayes: Members Torres, Sutherland, Petrusha, Ristich, Wagner, and Josselyn

Nays: None

Motion carries. (6-0)

**DISCUSSION**

a. Business & Operations

1. 2024-2025 Revised Budget

Sandra Elka, Assistant Superintendent of Business and Operations, presented an overview of the 2024-2025 Revised Budget, to include changes in revenue following the adoption of the State budget, which provides for one time dollars as opposed to recurring funds. The budget will continue to be monitored for further amendments and regular updates will be provided for the Board.

**ADJOURNMENT**

President Ristich adjourned the COW meeting at 9:14 PM.

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Board Secretary

**WATERFORD SCHOOL DISTRICT  
SUPPORT STAFF REPORT  
AUGUST 2024**

**CONTRACT CHANGES/RESIGNATIONS**

|   |   |
|---|---|
| <p>Inwald, Arielle – Special Education Paraprofessional (NAE)<br/>Beaumont Elementary School<br/>Resignation Effective: July 11, 2024</p>                     | <p>Reif, Robert – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>          |
| <p>Deacon, Brooke – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>      | <p>Rougny, Charleston – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>    |
| <p>Dionne, Willow – Attendant/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>      | <p>Simon, Alexander – Attendant/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>      |
| <p>Engler, Alyssa – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>      | <p>Stachowski, Gabriella – Attendant/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p> |
| <p>Lafond, Andrea – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>      | <p>Ward, Arica – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>           |
| <p>Lucier, Maxwell – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>     | <p>Mitchell, Rebecca – Instructional Aide (MESPA II)<br/>Kingsley Montgomery School<br/>Resignation Effective: July 26, 2024</p>                                |
| <p>Mango, Nathan – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>       | <p>O’Neill, Zachary – Building Computer Technician (NAE)<br/>Covert<br/>Resignation Effective: July 26, 2024</p>  |
| <p>Martin, Jacobs – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>      | <p>Carlton, Debra – Secretary (MESPA I)<br/>Kingsley Montgomery School<br/>Resignation Effective: July 29, 2024</p>   |
| <p>Minnick, Myla – Attendant/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>       | <p>Huber, Jacqueline – Secretary (MESPA I)<br/>Riverside Elementary School<br/>Resignation Effective: July 30, 2024</p>   |
| <p>Minnick, Rita-Faith – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p> |   |
| <p>Price, Alexia – Attendant/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>       |   |
| <p>Reichow, Giovanni – Lifeguard/Student Worker (NAE)<br/>Kettering/Mott High School Pool &amp; Fitness Center<br/>Termination Effective: July 22, 2024</p>   |   |

**CONTRACT CHANGES/APPOINTMENTS**

Rose, Darlene – Central Enrollment & Pupil Accounting  
Coordinator (NAE)  
Kurzman-Crary Administration Building  
Effective: July 15, 2024

Uicker, Katiera – Attendant/Student Worker (NAE)  
Kettering/Mott High School Pool & Fitness Center  
Effective: July 26, 2024

Awmiller, Shawna – Transportation Aide (MESPA III)  
Transportation Department  
Effective: July 30, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N Cass Lake Road  
Waterford, Michigan 48328

|           |   |
|-----------|---|
| ITEM NO.: | Consent Agenda  |
| TOPIC:    | Retirements/Resignations/Leave of Absence Expirations |

It is recommended that the Board of Education accept the following resignation(s)/retirement(s):

Casey, Russell – Teacher  
Location: Kettering High School  
Resignation (resigned before on-boarding)  
Effective: August 7, 2024

Degner, Aaron - Teacher  
Location: Mason Middle School  
Resignation  
Effective: August 13, 2024

Hauss, Emily – Special Education Teacher  
Location: Cooley Elementary School  
Resignation (resigned before on-boarding)  
Effective: July 25, 2024

Mausolf, Annmarie – Teacher  
Location: Mason Middle School  
Resignation  
Effective: August 9, 2024

Restum, Sara – Teacher  
Location: Mott High School  
Resignation  
Effective: August 5, 2024

Salminen, Steven – Physical Therapist  
Location: Multiple Schools  
Retirement  
Effective: July 31, 2024

Schuster, Brooke – Special Education Teacher  
Location: Mason Middle School  
Resignation  
Effective: July 29, 2024

Summers, Carrie – Social Worker  
Location: Donelson Hills Elementary  
Resignation  
Effective: July 15, 2024

Resource Person(s): Susan K. File, Executive Director of Human Resources  
Date of Board of Education Meeting: August 15, 2024

CONSENT

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: Consent Agenda  
TOPIC: Teaching Contract Changes/Appointments

It is recommended that the Board approve the following teaching contract changes/appointments:

Baetens, Elizabeth – Special Education Teacher      *Replacing: New, based on need*  
Location: Riverside Elementary  
Effective: August 21, 2024  
Full Contract

Baker, Briana – Teacher      *Replacing: Claire Herrera*  
Location: Donelson Hills Elementary  
Effective: August 19, 2024  
Probationary Contract

Carnley, Carol – Speech & Language Pathologist      *Replacing: Morgan Cox*  
Location: Beaumont Elementary  
Effective: August 19, 2024  
Annual Contract

Crabtree, Elisa – ELD Specialist      *Replacing: New ELD Position*  
Location: Haviland Elementary  
Effective: August 19, 2024  
Probationary Contract

Czygan, Kimberly – Special Education Teacher      *Replacing: Brooke Schuster*  
Location: Mason Middle School  
Effective: August 19, 2024  
Probationary Contract

Debana, Michael – Teacher      *Replacing: Monica Bandlow*  
Location: Kettering High School  
Effective: August 19, 2024  
Probationary Contract

Gregg, Jill – Special Education Teacher      *Replacing: Colin McGran (xfer)*  
Location: Mott High School  
Effective: August 19, 2024  
Probationary Contract

Hayes, Heather – Social Worker      *Replacing: Raynard Nelson*  
Location: Cooley Elementary  
Effective: August 19, 2024  
Annual Contract

Horn, Talor – Teacher  
Location: Mott High School  
Effective: August 19, 2024  
Probationary Contract

*Replacing: Ashley Johnson (xfer)*

Kondrat, Jordan – Physical Therapist .50 FTE  
Location: Multiple Schools  
Effective: August 19, 2024  
Annual Contract

*Replacing: Steven Salminen*

Love, Iris – ELD Specialist  
Location: Grayson & Schoolcraft  
Effective: August 19, 2024  
Probationary Contract

*Replacing: New ELD Position*

McKeague, Carly – Special Education  
Teacher/Coor.  
Location: Houghton Elementary  
Effective: August 19, 2024  
Probationary Contract

*Replacing: Ashley Franke*

McQuiston, Bethany – Social Worker  
Location: Donelson Hills & Our Lady of the Lakes  
Effective: August 19, 2024  
Probationary Contract

*Replacing: .50 Carrie Summers/.50 New*

Nicely, Dakota – Social Worker  
Location: Houghton Elementary  
Effective: August 19, 2024  
Annual Contract

*Replacing: Erin Chambers*

Remisoski, Jill – Special Education Teacher  
Location: Mott High School  
Effective: August 19, 2024  
Probationary Contract

*Replacing: Stuart Bikson*

Rose, Kimberly – Special Education Coordinator  
Location: Kurzman Administration  
Effective: August 19, 2024  
Probationary Contract

*Replacing: Jennifer Garling (xfer)*

Smith, Heather – Special Education Teacher  
Location: Houghton Elementary  
Effective: August 19, 2024  
Probationary Contract

*Replacing: Lori Panczak*

Smolinski, Samantha – Special Education Teacher  
Location: Cooley Elementary  
Effective: August 19, 2024  
Probationary Contract

*Replacing: Emily Hauss*

Resource Person(s): Susan K. File, Executive Director of Human Resources

Date of Board of Education Meeting: August 15, 2024



WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: Consent Agenda  
TOPIC: Reinstatement of Student A-24-25

In keeping with Michigan law, a committee consisting of school board members, a school administrator, teacher and parent of a pupil in the district reviewed a petition for the reinstatement of Student A-24-25, who was previously expelled by the Waterford School District. After reviewing all facts and information in the matter and considering applicable State law, it is recommended that the Board of Education reinstate Student A-24-25, with conditions.

Resource Person(s): Darin Holley, Interim Superintendent

Date of Board of Education Meeting: August 15, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: Consent Agenda  
TOPIC: Reinstatement of Student B-24-25

In keeping with Michigan law, a committee consisting of school board members, a school administrator, teacher and parent of a pupil in the district reviewed a petition for the reinstatement of Student A-24-25, who was previously expelled by the Waterford School District. After reviewing all facts and information in the matter and considering applicable State law, it is recommended that the Board of Education

\_\_\_reinstates Student A-24-25 \_\_\_ with conditions.

\_\_\_denies the reinstatement of Student B-24-25

Resource Person(s): Darin Holley, Interim Superintendent

Date of Board of Education Meeting: August 15, 2024

ACTION

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

|           |   |
|-----------|---|
| ITEM NO.: | New Business a(1)<br>Superintendent's Recommendation 14-24-25 |
| TOPIC:    | Administrative Appointment                                    |

It is recommended that the Board of Education approve the following administrative appointment:

Provost, Matt – Principal  
Location: Donelson Hills Elementary  
100% Administrator Contract  
Effective Date: August 16, 2024

Resource Persons: Susan File, Executive Director, Human Resources  
Date of Board of Education Meeting: August 15, 2024

|        |
|--------|
| ACTION |
|--------|

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

|           |  |
|-----------|--|
| ITEM NO.: | NEW BUSINESS<br>Superintendent's Recommendation 15-24-25 |
| TOPIC:    | Honor Health Agreement                                   |

It is recommended that the Board approve the attached agreement with Honor Health to operate the health centers at Durant, Mason, and Children's Village.

It is also recommended that the Board approve the Board President and the Interim Superintendent to sign the agreement on behalf of the Board.

Resource Persons: Sandra Elka, Assistant Superintendent, Business & Operations

Date of Board of Education Meeting: August 15, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: MASB Workshop (b)  
TOPIC: Superintendent Search Planning

Jay Bennett, MASB Executive Search Services, will facilitate planning for the superintendent search process, including establishing a preliminary timeline and posting.

Resource Person(s): Board of Education

Date of Board of Education Meeting: August 15, 2024

WATERFORD SCHOOL DISTRICT  
Board of Education  
501 N. Cass Lake Road  
Waterford, Michigan 48328

ITEM NO.: MASB Workshop (b)  
TOPIC: Superintendent Evaluation Training

Not later than September 1, 2024, and then every three years after, each person who conducts an evaluation of teachers and/or school administrators must conduct a rater reliability training. Members of the Board are responsible for evaluating the superintendent using the MASB Superintendent Evaluation instrument. Scott Morrel, Michigan Association of School Boards (MASB), will facilitate the required evaluation training for members of the Board.

Resource Person(s): Board of Education

Date of Board of Education Meeting: August 15, 2024