

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
CENTRAL HIGH SCHOOL ROOM #1136, 8135 S. WESTNEDGE, PORTAGE, MICHIGAN 49002
NOVEMBER 20, 2023, 6:30 PM
AGENDA**

VISION STATEMENT

An exceptional, continuously improving learning culture with high expectations, committed to all!

MISSION STATEMENT

Portage Public Schools will educate all students to achieve their potential.

I. CALL TO ORDER AND PLEDGE OF ALLEGIANCE	
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PORTAGE CENTRAL HIGH SCHOOL, ROOM #1136
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II. Revisions/Approval of Agenda

Recommended Motion:

Motion offered by _____, seconded by _____, that the Board of Education approve the Agenda as printed (or as amended).

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III. Reports

1. Superintendent's Report
 - a. Bond Project Update

 - b. Financial Report

**Portage Public Schools
General Fund Budget Progress Report by Function
2023-2024 Fiscal Year**

	Four months ended October 31, 2023				Four months ended October 31, 2022			
	Preliminary Budget 2023- 2024	% of total	Year-to-date activity	% of budget	Preliminary Budget 2022- 2023	% of total	Year-to-date activity	% of budget
Revenue:								
Local	17,629,417	15%	16,637,164	94%	16,267,803	15%	15,491,927	95%
State	85,082,448	74%	9,630,885	11%	78,925,124	73%	7,168,772	9%
Federal	1,968,618	2%	165,524	8%	3,498,377	3%	350,761	10%
Local payments-other districts	9,999,792	9%	2,103,180	21%	9,931,803	9%	362,982	4%
Other/Transfers in	130,000	0%		0%	140,000	0%	-	0%
Total Revenue	114,810,275	100%	28,536,754	25%	108,763,107	100%	23,374,441	21%
Expenditures:								
Instruction								
Basic Programs	60,560,475	52%	12,885,745	21%	56,202,074	51%	12,408,252	22%
Added Needs	9,978,319	9%	2,122,441	21%	10,481,008	10%	2,010,688	19%
Total Instruction	70,538,794	61%	15,008,187	21%	66,683,082	61%	14,418,940	22%
Supporting Services								
Pupil Support	10,103,518	9%	2,182,929	22%	8,590,406	8%	1,848,612	22%
Instructional Staff	7,137,993	6%	2,178,553	31%	6,763,437	6%	2,101,992	31%
General Administration	826,428	1%	286,159	35%	779,752	1%	256,972	33%
School Administration	6,112,508	5%	1,612,794	26%	6,130,280	6%	1,551,912	25%
Business	1,227,579	1%	451,955	37%	1,119,559	1%	401,698	36%
Operations and Maintenance	10,767,531	9%	3,150,204	29%	10,049,646	9%	2,775,210	28%
Transportation	3,964,937	3%	1,052,184	27%	3,451,130	3%	949,379	28%
Central Support Services	2,913,489	3%	1,355,973	47%	3,303,331	3%	1,494,847	45%
Other Support Services	1,871,843	2%	608,508	33%	1,817,191	2%	322,941	18%
Community Services	127,718	0%	39,963	31%	134,106	0%	36,882	28%
Childcare Services	859,633	1%	381,998	44%	596,376	1%	714,924	120%
Total Supporting Services	45,913,177	39%	13,301,219	29%	42,735,214	39%	12,455,367	29%
Other Financing Uses/Capital Outlay	20,961	0%	-	0%	143,425	0%	122,680	86%
Total Expenditures	116,472,932	100%	28,309,406	24%	109,561,721	100%	26,996,987	25%
Excess (deficiency) of revenues over expenditures	(1,662,657)		227,348		(798,614)		(3,622,546)	

**Portage Public Schools
General Fund Budget Progress Report by Object
2023-2024 Fiscal Year**

	Four months ended October 31, 2023				Four months ended October 31, 2022			
	Preliminary Budget 2023- 2024	% of total	Year-to-date activity	% of budget	Preliminary Budget 2022- 2023	% of total	Year-to-date activity	% of budget
Salaries	54,522,515	47%	11,694,741	21%	52,602,903	48%	11,540,618	22%
Benefits	<u>41,857,225</u>	36%	<u>9,598,813</u>	23%	<u>37,830,314</u>	35%	<u>9,023,487</u>	24%
Total Salaries and Benefits	96,379,740	83%	21,293,554	22%	90,433,217	83%	20,564,105	23%
Purchased Services	11,351,382	10%	3,835,112	34%	10,517,284	10%	3,577,229	34%
Supplies	6,494,145	6%	2,728,086	42%	6,348,737	6%	2,548,539	40%
Capital outlay/Other	<u>2,247,665</u>	2%	<u>452,653</u>	20%	<u>2,262,483</u>	2%	<u>307,115</u>	14%
Total Expenditures	116,472,932	100%	28,309,406	24%	109,561,721	100%	26,996,987	25%

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V. Comments or Communications

1. By Citizens

2. By Board Trustees

3. Board Committee Reports

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VI. Consent Agenda

1. Approval of Minutes
 - a. November 6, 2023 Policy Governance Retreat & Committee of the Whole Work Session

**PORTAGE PUBLIC SCHOOLS
BOARD OF EDUCATION**

**POLICY GOVERNANCE RETREAT &
REGULAR BUSINESS MEETING
NOVEMBER 6, 2023**

POLICY GOVERNANCE RETREAT

The Policy Governance Retreat of the Board of Education of Portage Public Schools held on Monday, November 6, 2023, was called to order at 4:07 p.m. by President Van Antwerp. The meeting was held in Conference Room #1 of the Administration Building.

Board Trustees Present: Emily Crawford, Keith Crowell, Ean Hamilton, Kimberly Larson, Terri Novaria, Bo Snyder, Randy Van Antwerp

Board Trustees Absent: None

Executive Leadership Present: Mark Bielang, Superintendent

Others Present: Gary Goscenski of Perspectives Consulting

REVISIONS/APPROVAL OF AGENDA

Motion offered by Mrs. Novaria, seconded by Mrs. Crawford, that the Board of Education approve the agenda as printed.

The motion carried unanimously.

COMMENTS OR COMMUNICATIONS

There were no comments or communications.

DISCUSSION ITEMS

Mr. Gary Goscenski of Perspectives Consulting facilitated the discussion portion of the meeting. Topics discussed: board member communication and engagement (school visits, thank you notes, board meeting awareness), revisions to the monitoring report evaluation form, revisions to Bylaw 0144.2-Board Member Ethics, review of Policy 9130-Public Complaints, and review of a draft owner linkage survey.

The Policy Governance Retreat adjourned at 6:17 p.m.

COMMITTEE OF THE WHOLE WORK SESSION

The Committee of the Whole Work Session of the Board of Education of Portage Public Schools held on Monday, November 6, 2023 was called to order at 6:30 p.m. by President Van Antwerp. The meeting was held in Room #1136 of Portage Central High School. The Pledge of Allegiance was recited.

Board Trustees Present: Emily Crawford, Keith Crowell, Ean Hamilton, Kimberly Larson, Terri Novaria, Bo Snyder, Randy Van Antwerp

Board Trustees Absent: None

REVISIONS/APPROVAL OF AGENDA

Motion offered by Mrs. Crawford, seconded by Ms. Larson, that the Board of Education approve the agenda as amended to remove from the agenda the discussion item regarding policy revisions.

The motion carried unanimously.

REPORTS

Superintendent's Report

2022-23 Audit Presentation

Ms. Paula Johnson, Director of Finance, introduced Mr. Kim Lindsay, CPS, CGFM from Rehmann, the District's external auditor. Mr. Lindsay shared highlights from the audit conducted for the 2022-23 school year. He gave an unmodified clean audit opinion, the highest of audit opinions, and reported there were no findings or reportable conditions. In addition, he reviewed assets, liabilities, fund balance, revenues, expenses and General Fund revenue sources and expenditures.

Mr. Lindsay addressed questions from Trustees. Trustees expressed their appreciation to Ms. Johnson and her staff for their excellent work!

President Van Antwerp thanked Mr. Lindsay for the report.

Bond Project Update

Mr. Johnny Edwards, Assistant Superintendent of Operations, provided an update on bond projects.

At the new Central Elementary site, contractors are working on underground mechanical, electrical, and plumbing, and on masonry bearings.

At the new Haverhill Elementary site, backfilling and footing work is happening. Masonry work should begin in a couple of weeks.

Mr. Edwards showed photos of the construction progress at the two sites.

For the new Woodland Elementary, engagement work continues. Over the next two weeks, a small team of Portage, TowerPinkster, and Fielding International representatives will visit an early learning school/facility in the Grand Rapids area and then two other facilities closer to the east side of the state. In addition, later this week, TowerPinkster and Fielding International will meet with the District's leadership team to explore some initial layouts of how the new school might fit on the site. Architects will meet with the Design Advisory Team for a similar workshop and to understand more about the Woodland culture and community.

President Van Antwerp thanked Mr. Edwards for the update.

Other

Superintendent Bielang shared items of interest.

Superintendent Bielang and Portage principals Eric Alburtus and Darryl Blasingame attended the What's Right in Education Conference and presented a segment on our student engagement work. The presentation was well received. In addition, Johnny Edwards will be presenting at the upcoming MASB conference relative to bond work.

Congratulations to Johnny Edwards for renewing his Chief Financial Officer certification under the MSBO program.

BOARD EDUCATION

Presentation of Monitoring Report 1.1 (MS)

Dr. Pascoe's reviewed the assessments utilized in at the middle school level, 2023 PSAT 8/9 percent proficient data for Portage students vs comparator districts in the areas of evidence based reading/writing and math, a four-year window of M-STEP data for sixth and seventh graders and PSAT 8/9 data for eighth graders, and next steps.

Dr. Pascoe responded to questions from Trustees.

Return to In-Person Instruction & Continuity of Services Plan

This is essentially a goals report for 2023-24 school year as required by the state. Per Dr. Michael Pascoe, our goals remain consistent - that 80 percent of students in grades K-8 will meet or exceed grade level benchmarks in Reading and Mathematics by the end of the current school year.

The full report is available on the District website.

COMMENTS OR COMMUNICATIONS

President Van Antwerp opened the floor to public comment. There was no public comment. He opened the floor to board member comments.

Mrs. Novaria attended a recent Curriculum Instruction Council (CIC) meeting (as the board member representative). Personal finance is a new state graduation requirement, and it will be part of our instruction at the secondary level. CIC is looking at how best to make that happen. In addition, she

attended the fall musical, *Little Women*, at Central High. “It was absolutely fabulous!” and reminded everyone that Northern High’s production of *The Little Mermaid* opens on Friday, November 10, 2023.

Ms. Larson attended a middle school open house this summer at which many students did presentations on finances. They were well done.

Mr. Snyder thanked his fellow board members for a good policy governance retreat today. He visited Northern’s wood shop and was impressed by the program and the number of students that emerge career ready.

Mr. Van Antwerp shared he will be attending the MASB Delegate Assembly later this week. He visited Northern’s wood shop program. Kudos to Mr. Wykrent. The wood shop is very impressive as is the new CNC machine that he saw in action. In addition, he attended the funeral of former Superintendent Jim Ridders and enjoyed visiting with many retired Portage employees. He gave a shout-out to the WMS cross-country team and coaches for an outstanding season!

CONSENT AGENDA

President Van Antwerp presented the following Consent Agenda item for approval by the Board of Education: the October 9, 2023 Regular Business Meeting Minutes.

There being no objections, the motion carried.

ASSURANCE OF DISTRICT PERFORMANCE

Monitoring Report 2.2, Treatment of Staff

Motion offered by Mr. Crowell, seconded by Mrs. Crawford, that the Board of Education accept Monitoring Report 2.2, Treatment of Staff, as a reasonable interpretation and evidence of compliance with policy.

Superintendent Bielang stated his interpretation of the policy has not changed and he shared highlights from his report.

The motion carried unanimously.

Monitoring Report 2.3, Compensation and Benefits

Motion offered by Mrs. Novaria, seconded by Ms. Hamilton, that the Board of Education accept Monitoring Report 2.3, Compensation and Benefits, as a reasonable interpretation and evidence of compliance with policy.

Per Superintendent Bielang, his interpretation of policy has not changed. Only the Board can change his contract. There are collective bargaining agreements as well as policy and procedures/guidelines in place that address other employee compensation/benefits.

The motion carried unanimously.

Monitoring Report 2.5, Financial Condition/Activities (External Audit)

Motion offered by Mrs. Novaria, seconded by Mr. Snyder, that the Board of Education accept the 2022/23 Financial Report, Single Audit Act Compliance Report, and Management Letter, as presented.

The motion carried unanimously.

ACTION ITEMS

Approve Special Education Parent Advisory Committee Member

Motion offered by Mr. Crowell, seconded by Mrs. Crawford, that the Board of Education approve Sarah Baird as a member of the Kalamazoo RESA Special Education Parent Advisory Board, as presented.

Dr. Jeanine Mattson-Gearhart, Director of Special Education, reviewed the recommendation to nominate Ms. Sarah Baird to continue her role on the Parent Advisory Board. She has done a great job.

President Van Antwerp thanked Ms. Baird for her service.

The motion carried unanimously.

HAV/CEL Pilot Furniture Purchase

Motion offered by Mrs. Novaria, seconded by Ms. Hamilton, that the Board of Education approve the purchase of pilot furniture for Central Elementary and Haverhill Elementary, in the amount of \$56,865.20 from Custer and \$2,039.00 from Great Lakes Furniture Supply, Inc., for a total purchase of \$58,904.20, the funds for which will come from the 2019 Bond Fund, Proposal #1 Unallocated Contingency.

Mr. Johnny Edwards reviewed the background information and recommendation to purchase pilot furniture to be used at four classrooms at Central Elementary (CEL) and four classrooms at Haverhill Elementary (HAV) for the purpose of collecting information from teachers and students on which furniture concepts are preferred before making a final furniture decision for the new schools (CEL and HAV).

The motion carried unanimously.

DISCUSSION ITEMS

Summer Tax Resolution

Per Ms. Paula Johnson, this is an annual action item for the Board. It facilitates the approval of a summer property tax levy. By December 31 of each year, we are required to notify all taxing jurisdictions of our intent to levy summer taxes. The summer tax collections allows the District to continue operating without state aid collections in September.

With no further business to come before the Board, the meeting was adjourned at 7:46 p.m.

Respectfully submitted,

Barb Atkinson, Recording Secretary

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VIII. Required Action Items

1. Approve Summer Tax Resolution (EL 2.4)

Recommended Motion:

Motion offered by _____, seconded by _____, that the Board of Education approve the Annual Summer Tax Resolution that authorizes Portage Public Schools to continue its summer tax collections in 2024, as presented.



TO: Mark Bielang, Superintendent
FROM: Paula Johnson, Director of Finance
DATE: November 1, 2023
SUBJECT: Summer Tax Collection Resolution

Recommendation

That the Board of Education approve the attached resolution that authorizes the Portage Public Schools to continue our summer tax collections in 2024.

Background Information

Attached is a resolution regarding the authorization of summer tax collections, which was prepared by Thrun Law Firm. This resolution is similar to the resolution that has historically been approved by the Board each year. It facilitates the approval of a summer property tax levy.

The Board is still required to notify all taxing jurisdictions by December 31, 2023 of our intent to levy summer taxes. In previous years, we have limited our summer collection to the City of Portage due to the collection costs that the other tax units have proposed. In conjunction with the other Districts in Kalamazoo County who levy taxes in the City of Kalamazoo, we continue to analyze the possibility of collecting summer taxes with them as they have updated their charter with regard to tax collections.

As almost 95% of our operating tax collections come from the City of Portage, the summer tax collection allows the District to continue operating without state aid collections in the month of September. Without the summer tax collection, the District would need to borrow operating funds for cash flow purposes.

I would be happy to answer any questions that you or Board members may have on this resolution.

Attachment

Annual Summer Tax Resolution

Portage Public Schools, County of Kalamazoo, State of Michigan (the "District")

A regular meeting of the Board of Education of the District (the "Board") was held in Portage Central High School, Room #1136, 8135 S. Westnedge Avenue in Portage, MI, within the boundaries of the District, on the 20th day of November, 2023, at 6:30 o'clock in the p.m. (the "Meeting").

The Meeting was called to order by _____, President.

Present: Members _____

Absent: Members _____

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

WHEREAS, this Board previously adopted a resolution to impose a summer tax levy to collect 100 percent of annual school property taxes, including debt service, upon property located within the District within the City of Portage, and continuing from year-to-year until specifically revoked by the Board.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. Pursuant to the Revised School Code, MCL 380.1 et seq., the Board invokes for 2024 its previously-adopted ongoing resolution imposing a summer tax levy, with respect to the City of Portage, of 100 percent of annual school property taxes, including debt service, upon property located within the District within the City of Portage, and continuing from year-to-year until specifically revoked by the Board, and requests that the City of Portage collect those summer taxes.

2. The Superintendent, the Director of Finance and Treasurer, or a designee thereof, is authorized and directed to forward to the governing body of the City of Portage a copy of this Board's resolution imposing a summer property tax levy on an ongoing basis and a copy of this resolution requesting that the City of Portage agree to collect the summer tax levy for 2024 in the amount specified in this resolution. Such forwarding of the resolutions and the request to collect the summer tax levy shall be performed so that they are received by the City of Portage's governing body on or before December 31, 2023.

3. Pursuant to and in accordance with Revised School Code Section 1613(1), the Superintendent, the Director of Finance and Treasurer, or a designee thereof, is authorized and directed to negotiate on behalf of the District with the governing body of the City of Portage for the reasonable expenses for collection of the District's summer tax levy that the city and/or township may bill under Revised School Code Sections 1611 or 1612. Any such proposed agreement shall be brought before this Board for its approval or disapproval.

4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this resolution be and the same are hereby rescinded.

Ayes: Members _____

Nays: Members _____

Resolution declared _____.



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IX. Action Items

1. Approve Superintendent Contract (GP 4.5)

Recommended Motion

Motion offered by _____, seconded by _____, that the Board of Education approve modifying the current Contract of Employment for the Superintendent to increase compensation and to extend the contract for one additional year, as presented.

To: Board of Education
From: Randy Van Antwerp
Date: November 15, 2023
Subject: Superintendent Contract of Employment

Copy To: Mark Bielang

Recommendation

That the Board of Education modifies the current Contract of Employment to increase compensation and to extend the contract for one additional year. The Board of Education completed a performance evaluation of the Superintendent and approved the evaluation on July 24, 2023. The evaluation rated the Superintendent as highly effective.

Background

It is appropriate to stipulate compensation and benefits annually consistent with Board Governance Policy 4.5 - Superintendent Compensation and Benefits, with modification to the current contract as follows:

- Extend the term of the contract from June 30, 2025 to June 30, 2026.
- Increase the tax-sheltered annuity payment by \$10,920 based on a 5.6% increase (scale and steps) to the base salary, which is consistent with salary actions previously approved by the Board for the administrative group.

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IX. Action Items

2. Approve Monitoring Report Evaluation Form

Recommended Motion

Motion offered by _____, seconded by _____, that the Board of Education approve the Monitoring Report Evaluation Form, as presented.

Portage Public Schools
Board of Education

Monitoring Report Evaluation Form

Policy: _____

Is the Superintendent's interpretation reasonable? Yes No

Comments:

Is evidence of compliance reasonable? Yes No

Comments:

For Ends Policies: Comments about long-term achievement of Ends Policy

Comments Regarding Further Policy Development

1. Do you have a concern that is not addressed in this policy?

2. What policy language would address your concern?

Evaluation submitted to Board President By: _____

Adopted: 9/22/08

Revised: 5/25/09, 3/22/10, 2/26/18, 11/20/23

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X. Discussion Items

1. Renewal of Auditor Services (EL 2.5)



To : Portage Public Schools Audit Committee
From : Paula Johnson, Director of Finance
Date : November 15, 2023
Subj : Audit Firm Recommendation for Fiscal Year 2024-2028 District Audits

Recommendation

The Board of Education extend the contract with Rehmann Robson to conduct the district audit for the fiscal years ending June 30, 2024 through June 30, 2028 at a cost of \$212,750 over five years.

Background Information

Board Policy and Administrative Regulation require that the Board of Education retain an audit firm to audit the district's finances. Rehmann Robson has performed the district audit since June 30, 2003 and has a lot of experience conducting school audits. Included in the information below are the actual amounts paid over the past three years plus the proposed audit fees for the next five years.

Year	Amount
June 30, 2028	\$46,750 (proposed)
June 30, 2027	\$44,500 (proposed)
June 30, 2026	\$42,500 (proposed)
June 30, 2025	\$40,500 (proposed)
June 30, 2024	\$38,500 (proposed)
June 30, 2023	\$35,000 (actual)
June 30, 2022	\$34,000 (actual)
June 30, 2021	\$33,000 (actual)

I would be pleased to answer any questions that Board members may have on this recommendation.

September 21, 2023

Ms. Paula Johnson
Director of Finance
Portage Public Schools
8107 Mustang Drive
Portage, MI 49002

Re: Proposal to Extend Auditing Services Contract

Dear Ms. Johnson:

We are writing to extend our sincere thanks to Portage Public Schools (the “District”) for the opportunity we have had to be of service as the District’s auditors for the past several years. We have thoroughly enjoyed working with you and your staff. We trust that you feel that the District has benefited from our professional relationship as well.

As you know, the 2023 audit marked the end of our current contract with the District as its independent external auditors. We have appreciated the kind words spoken by you and your staff concerning the work Rehmann Robson has performed for the District over the years, and would like to offer to extend our professional relationship for an additional three years or five years.

The decision of how often to competitively bid-out the independent external audit can be a difficult one, and good arguments exist on both sides on the issue of periodic auditor rotation. It is important to note that there are no externally imposed requirements for auditor rotation, and in its 2002 Recommended Practice, entitled *Audit Procurement*, the Government Finance Officers Association suggests that organizations should enter into multiyear agreements of at least five years in duration when obtaining the services of independent auditors.

Our proposed fees would continue a minor inflationary increase included in our previous proposals. These fees have been discounted substantially from our standard rates, and reflect the excellent condition of the District's financial records, and the assistance provided each year in preparation for the annual audit. The prices quoted below include the cost of the audit of the general purpose financial statements, audit of federal programs under 2CFR 200 and the annual upkeep of the District's fixed asset schedules.

Years Ending June 30,	Financial Audit	Federal Programs Audit	Fixed Asset Maintenance	Total
2024	\$ 28,500	\$ 8,500	\$ 1,500	\$ 38,500
2025	29,750	9,000	1,750	40,500
2026	30,750	9,750	2,000	42,500
2027	32,000	10,500	2,000	44,500
2028	33,250	11,000	2,500	46,750



Ms. Paula Johnson
Director of Finance
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Our fees include a single audit with up to two major programs. If the District has more than two major programs required to be tested in accordance with the Uniform Guidance, a fee of \$3,000 - \$4,000 will be charged for each additional program.

These proposed fees include:

- Drafting of the District's financial statements and related footnotes,
- Delivery of up to 20 printed copies of all reports and letters and an electronic copy in PDF,
- Presentations to the District's Board and/or Audit Committee, as requested,
- Electronic submission of the audit to the Michigan Department of Education and submission of required single audit reports to the Single Audit Clearinghouse,
- Complimentary attendance at Rehmann-sponsored training events,
- Availability for technical questions and assistance throughout the year.

These fees are based on professional standards in effect as of the date of our proposal. The fees quoted for years subsequent to 2024 may be subject to renegotiation if *significant* changes in professional standards or reporting requirements make our initial estimate of hours to complete the audit unrealistic. If any such changes occur, we will discuss the reasons with you and arrive at a new fee arrangement prior to incurring any additional charges.

These fees are independent of any special projects for which a separate engagement is contracted. We will, of course, continue to be available throughout the year to answer general business questions, and to assist you or your staff with accounting for specific transactions without charge.

Again, we thank you for the continuing opportunity to be of service to Portage Public Schools, and we look to many more years of exceeding your expectations. If you have any questions regarding this extension, or if we can be of assistance to you in any, please do not hesitate to contact us.

Very truly yours,

Rehmann Robson LLC



Kim Lindsay, CPA, CGMA
Principal

The above proposal is hereby accepted.

Signature

Date

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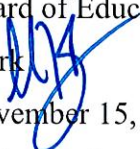
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X. Discussion Items

2. Policy Revisions Recommended by NEOLA (BL 0131.1)



Mark T. Bielang
Superintendent
Phone: 269.323.5147
Fax: 269.323.5149
mbielang@portageps.org

To: Board of Education
From: Mark 
Date: November 15, 2023
Re: Policy Updates
COPY: Executive Team; Principals and Assistant Principals

The proposed new, revised and replacement Operational Policies included in this update have been prepared and reviewed by NEOLA's legal counsel for statutory compliance and further reviewed by appropriate District Administrators.

The following Operational Policies are being recommended for revision, update, inclusion or replacement. A brief explanation of the change is included. The entire Policy language is available for review at the Administration Building.

Miscellaneous Policies

Policy 1540 – Administrative Staff Reduction/Recalls (New)

This policy has been added to address existing administrative staff reductions/recalls.

Policy 7217 – Weapons (Revised)

This policy has been revised to include references to Michigan Supreme Court decisions establishing that schools are not expressly restricted by existing legislature from regulating firearms.