



East Lansing Board of Education

509 Burcham Drive, East Lansing, MI 48823

Regular Meeting
October 14, 2025 - 7:00 PM
MacDonald Middle School Auditorium
1601 Burcham Dr
East Lansing, MI 48823



Agenda

I. Opening of Meeting

A. *Call to Order*

B. *Roll Call*

C. *Mission Statement: Nurturing Each Child, Educating All Students, Building World Citizens*

D. *Approval of Agenda*

Motion: I move that the Board of Education approve the October 14, 2025, regular meeting agenda, as presented.

E. **Approval of Minutes**

Motion: I move that the Board of Education approve the following minutes as presented.

1. September 25, 2025 regular meeting

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I. **Opening of Meeting**

I.A. Call to Order

The meeting was called to order by President Martin at 7:01 pm.

I.B. Roll Call

Chambers: Present, Edsall: Present, Faris-Hylen: Present, Lyons: Present, Martin: Present, Torrez: Present, Tykocki: Present

Student Representatives Dijagah: Absent, Meghea: Present

Superintendent Leyko: Present

I.C. Mission Statement: Nurturing Each Child, Educating All Students, Building World Citizens
The mission statement was read by Trustee Chambers.

I.D. Approval of Agenda

Motion: 25-26/024: I move that the Board of Education approve the agenda for the September 25, 2025, regular meeting, as presented.

This motion, made by Lyons and seconded by Torrez, Passed.

Chambers: Aye, Edsall: Aye, Faris-Hylen: Aye, Lyons: Aye, Martin: Aye, Torrez: Aye, Tykocki: Aye

Aye: 7, Nay: 0

I.E. Approval of Minutes

Motion: 25-26/025: I move that the Board of Education approve the minutes for the September 8, 2025, regular meeting, as presented.

I.E.1. September 8, 2025, regular meeting

This motion, made by Tykocki and seconded by Chambers, Passed.

Chambers: Aye, Edsall: Aye, Faris-Hylen: Aye, Lyons: Aye, Martin: Aye, Torrez: Aye, Tykocki: Aye

Aye: 7, Nay: 0

II. **Recognition**

The Michigan High School Athletic Coaches Association, the professional organization of school coaches and athletic directors, selected Mrs. Nicole Norris as their Athletic Director of the year and Mr. Ray Mitchell as their State Boys Basketball Coach of the year.

These awards will be presented to Mrs. Norris and Mr. Mitchell on November 9 at the Great Hall Banquet & Convention Center in Midland at the MHSCA State Awards luncheon in which over 28 coaches and athletic directors will participate. Congrats to them both on these high honors.

III. **Student Representative Report**

Student Representative Meghea reported:

- Homecoming was last week and it was Spirit Week. Each day allowed students to dress up for fun – Monday was jersey day and Thursday was beach out. Students, teachers, and various clubs prepped for the Homecoming parade. The parade was a big success.
- East Lansing varsity football won its first game of the season against Okemos. They face DeWitt tomorrow.
- The Homecoming dance was held on Saturday. It was nice to dress up and it was really fun.
- Boys varsity soccer has a current record of 3 and 1 and are ranked second in the conference.
- Model UN is preparing for its first conference which it will host at the high school on October 18.
- Girls varsity volleyball has a current record of 7 and 4 and are facing Holt today.
- Band and Orchestra students have Night Out on Sunday which is the annual fundraiser. Students go into the neighborhoods and play for donations.

IV. **Superintendent's Report**

Click [here](#) for the Superintendent's report.

Due to the legislature passing a budget. This report has been updated since Superintendent Leyko's report on Thursday evening.

- Trustee Faris-Hylen thankful for the letter being sent out from all area Superintendents.
- Superintendent Leyko explained the district's position in case of a shutdown.
- Trustee Edsall stated that the Smart Gun Storage resolution adopted in 2023 is now a policy in the Policy Manual.

V. **Consent Agenda**

Motion: 25-26/026: I move that the Board of Education approve the consent agenda to include the following:

V.A. New Hire

V.A.1. Hiring of Britten Steele as a conditional hire pending obtainment of certification - 1.0 FTE Speech and Language Pathologist at MacDonald Middle School at MA Step 17 effective October 8, 2025. The individual will be paid at a daily rate of \$200 until certification is received.

This motion, made by Chambers and seconded by Torrez, Passed.

Chambers: Aye, Edsall: Aye, Faris-Hylen: Aye, Lyons: Aye, Martin: Aye, Torrez: Aye,
Tykocki: Aye

Aye: 7, Nay: 0

VI. **Public Comment**

This is the opportunity to address the Board. Speakers are to confine their remarks to five minutes. If a speaker requires more than five minutes, after all other persons who have requested to speak during this part of the meeting have spoken, that speaker will be allowed additional time. The Superintendent or other district staff may comment to clear up or avoid significant misunderstandings.

- Member of the community - Safety of Conservative Students

VII. **Board Discussion**

VII.A. Resolution on Fiscal Year 2025-2026

- Trustee Faris-Hylen read a [resolution](#) urging the legislature to pass the Michigan School Aid Budget.
- Trustee Martin stated it is a reminder of what public school do for children; it is an important resolution and supports it.
- Trustee Edsall thanked Trustee Faris-Hylen for the work on this resolution and had no changes to it.
- The board supports the resolution and will amend the agenda to vote on it during this meeting.

VII. B. Amendment to Agenda

Motion: 25-26/027: I move that the Board of Education amend the agenda to add this resolution as Action Item VIII.B.

This motion, made by Edsall and seconded by Tykocki, Passed.

Chambers: Aye, Edsall: Aye, Faris-Hylen: Aye, Lyons: Aye, Martin: Aye, Torrez: Aye,
Tykocki: Aye

Aye: 7, Nay: 0

VIII. **Action Items**

VIII.A. Technology Solutions Bid

Motion: 25-26/028: I move that the Board of Education approve the bid from Technology Solutions Unlimited for low voltage cabling in the amount of \$33,557.94.

This motion, made by Edsall and seconded by Lyons, Passed.

Chambers: Aye, Edsall: Aye, Faris-Hylen: Aye, Lyons: Aye, Martin: Aye, Torrez: Aye,
Tykocki: Aye

Aye: 7, Nay: 0

Carl VanderZee, Communications by Design, was present to answer questions.

VIII.B Resolution on Fiscal Year 2025-26 Budget

Motion: 25-26/029: I move that the Board of Education adopt the Resolution on Fiscal Year 2025-26 Michigan School Aid Fund Budget Delays, as presented.

This motion, made by Edsall, and seconded by Faris-Hylen, Passed.

Chambers: Aye, Edsall: Aye, Faris-Hylen: Aye, Lyons: Aye, Martin: Aye, Torrez: Aye, Tykocki: Aye

Aye: 7, Nay: 0

IX. **Committee Reports**

IX.A. Academic and Technology Committee

- Meeting held on 9/24
- Discussion on:
 - Technology Updates;
 - Middle school courses: Communication sent out earlier for test out options;
 - Book Review Policy – Kathy Kowalski
 - Third Grade Indigenous Lesson with Nokomis Cultural Heritage Center

IX.B. Facilities Committee

- Meeting on 9/22

Billy Hastings:

- Memorial trees moved to shot put area providing shade for spectators;
- New hot water tank will be installed at the high school over Thanksgiving or winter break;
- Filter First program: installed 11 new bottle filters at high school and 8 at middle schools; elementary school met standards already;
- Showers at high school updated with rebuild kits;
- ELHS auditorium rigging system tested well; might need to replace curtain;
- New entrance at high school to be completed by Fall 2026;
- Health clinic set to open October 6.

Nikki Norris:

- MMS sports transition from city is going well; Mr. White is transitioning into new role;
- Fall track and tennis court hours: Track: 7:00 am – 1:00 pm; Tennis courts are open;
- Other high schools are using the tennis courts because they are so nice.

IX.C. Finance Committee

- Meeting on 10/6 in the HUB at the high school.

IX.D. Intergovernmental Relations

- Meeting on 9/29 in the HUB at the high school.

IX.E. Personnel Committee

- No report.

IX.F. Policy Committee

- Meeting on 10/6 in the HUB at the high school.

IX.G. Ingham School Officers Association (ISOA)

- Next meeting in 10/1.

X. **Announcements**

X.A. The next regular scheduled meeting of the Board of Education is October 14, 2025.

XI. **Adjournment**

The meeting adjourned at 7:45 pm.

President

Secretary

II. Recognition

III. Student Representative Report

IV. Superintendent's Report

V. Consent Agenda

Motion: I move that the Board of Education approve the consent agenda to include the following:

A. New Hire

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MEMORANDUM

TO: Board of Education

FROM: Rulesha Glover-Payne
Chief Human Resources Officer

SUBJECT: Human Resources Action Item

DATE: October 8, 2025

Hire

It is recommended that the Board approve the hiring of **Mooneue Choi** as a conditional hire pending obtainment of certification - 1.0 FTE Resource Room Teacher – ASD Focus at Marble Elementary at BA Step 3 effective October 15, 2025. The individual will be paid at a daily rate of \$200 until certification is received.

1. Hiring of Mooneue Choi as a conditional hire pending obtainment of certification - 1.0 FTE Resource Room Teacher – ASD Focus at Marble Elementary at BA Step 3 effective October 15, 2025. The individual will be paid at a daily rate of \$200 until certification is received.

VI. **Public Comment:** This is the opportunity to address the Board. Speakers are to confine their remarks to five minutes. If a speaker requires more than five minutes, after all other persons who have requested to speak during this part of the meeting have spoken, that speaker will be allowed additional time. The Superintendent or other district staff may comment to clear up or avoid significant misunderstandings.

VII. **Board Discussion**

- A. Collaborative Meeting Request - Joint Action on After-School Youth Needs
- B. Delegate Assembly

VIII. **Action Items**

A. **Resolution to Support and Endorse the Invest in MI Kids Proposal**

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Motion: I move that the Board of Education adopt the Resolution to Support and Endorse the Invest in MI Kids Proposal, as presented.

Resolution to Support and Endorse the Invest in MI Kids Proposal

WHEREAS, the Board of Education of East Lansing acknowledges that Michigan's public schools are the cornerstone of our communities and the foundation of our children's future; and,

WHEREAS, the Board of Education of East Lansing believes strong public schools attract families, boost property values, and strengthen the workforce—benefiting everyone; and,

WHEREAS, Michigan's public schools are [underfunded by \\$4.5 billion](#), and more than 3/4 of all Michigan public school students attend schools in districts that are over \$2000 per pupil below adequacy; and,

WHEREAS, funding for Michigan's School Aid Fund has significantly decreased over the last two decades, and between 2015 and 2022, seven studies found Michigan does not provide enough money for the state's public schools; and,

WHEREAS, in the 2021-2022 school year, Michigan offered the lowest starting teacher salary in the Great Lakes region; and,

WHEREAS, the top 1% earners in Michigan pay a lower effective tax rate than everyday people pay (5.7% for the top 1% vs 7.1-9.7% for the bottom 80%); and,

WHEREAS, the lifetime earnings of Michigan's current K-12 students could increase by \$27 billion if their educational achievement matched the national average; and,

WHEREAS, A 10 percent increase in per-pupil spending improved low-income students' graduation rates by seven percentage points, and their adult hourly wages by 13 percent;

THEREFORE, BE IT RESOLVED that the East Lansing Board of Education hereby endorses the Invest in MI Kids proposed amendment to the Michigan Constitution to impose a 5% fair share surcharge on annual taxable income over \$1 million for joint filers and over \$500,000 for single filers. This funding is to be used to raise funds for career and technical education, reduce class size and attract and retain educators in public schools across the State. These funds are to be used only for these purposes and must not be redirected and are subject to an annual audit.

Adopted:

B. Multimedia Renovations

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Motion: I move that the Board of Education approve the purchase and installation of multimedia and AV hardware for the Central Administration building and meeting spaces from MOSS in the amount of \$135,030.84.



509 Burcham Drive, East Lansing, MI 48823
Technology & Media Services Department
(517) 333-7418 Phone (517) 333-7404 Fax

East Lansing
Public Schools

October 8, 2025

To: Board of Education
From: Christian Palasty, Director of Technology & Media Services

Subj: ACTION ITEM – MULTIMEDIA RENOVATIONS

MOTION: Move to approve the purchase and installation of multimedia and AV hardware for the Central Administration building and meeting spaces from MOSS in the amount of \$135,030.84.

This project includes wiring for and installing hardware to support the large meeting space and the smaller conference rooms in the Central Administration building.

Funding for this project has been budgeted within the technology category of the bond.

C. 2026 Summer Tax Levy Resolution

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Motion: I move that the Board of Education adopt the resolution, as presented, to impose a 100% summer tax levy to collect all school property taxes.



MEMORANDUM

TO: ELPS Board of Education, Dori Leyko, Superintendent

FROM: Lisa Allen, Director of Finance

SUBJECT: Action Item – 2026 Summer Tax Levy Resolution

DATE: October 14, 2025

Recommendation

It is recommended that the Board of Education adopt the resolution, as presented, to impose a 100% summer tax levy to collect all school property taxes.

Background *(From the 09/25/2025 BOE packet)*

On April 14, 1997, the Board of Education adopted a resolution establishing a 100% summer tax levy (Board Policy #3290). Under the Revised School Code, the Board must reaffirm this levy annually by adopting a resolution before January 1 to ensure its continued effect for the upcoming year.

Rationale

Maintaining a 100% summer tax levy provides several financial benefits to the District:

- **Early Collection of Revenues:** The District receives the majority of its property tax revenues at the beginning of the school year, improving liquidity.
- **Investment Opportunities:** When interest rates are favorable, early revenue collection allows the District to maximize earnings through short-term investments.
- **Cash Flow Stability:** Early property tax collections reduce the likelihood of cash flow shortages and the need for short-term borrowing, which can result in additional interest costs.

Annual Summer Tax Resolution - School District of the City of East Lansing (the “District”)

A regular meeting of the Board of Education (Board) of the District was held in the MacDonald Middle School Auditorium at 1601 Burcham Drive, East Lansing, Michigan on the 14th day of October, 2025, at 7:00 o'clock in the p.m.

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% of annual school property taxes, including debt service, upon property located within the District 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 2026 its previously adopted ongoing resolution imposing a summer tax levy of 100% of annual school property taxes, including debt service, upon property located within the District and continuing from year-to-year until specifically revoked by this Board and requests each city and/or township in which this District is located to collect those summer taxes.

2. The Superintendent or designee is authorized and directed to forward to the governing body of each city and/or township in which this District is located 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 each such city and/or township agree to collect the summer tax levy for 2026 in the amount as 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 appropriate governing bodies on or before December 31, 2025.

3. Pursuant to and in accordance with Revised School Code Section 1613(1), the Superintendent or designee is authorized and directed to negotiate on behalf of the District with the governing body of each city and/or township in which the District is located 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.

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 adopted.

Secretary, Board of Education

The undersigned, duly qualified and acting Secretary of the Board of Education of School District of the City of East Lansing hereby certifies that the foregoing constitutes a true and complete copy of a resolution adopted by the Board at the Meeting, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the “Open Meetings Act” (Act 267, Public Acts of Michigan, 1976, as amended).

Secretary, Board of Education

D. PA 152 Resolution (80/20 vs Hard Cap) Resolution

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Motion: I move that the Board of Education adopt the Resolution to Comply with PA 152 of 2011 as presented.



MEMORANDUM

TO: ELPS Board of Education, Dori Leyko, Superintendent

FROM: Lisa Allen, Director of Finance

SUBJECT: Action Item – PA 152 Resolution (80/20 vs Hard Cap) Resolution

DATE: October 14, 2025

Recommendation

It is recommended that the Board of Education adopt the Resolution to Comply with PA 152 of 2011 as presented.

Background *(From the 09/25/2025 BOE packet)*

Public Act 152 of 2011 (“PA 152”) establishes limits on the amount a public employer may contribute toward employee medical benefit plan costs. Districts must comply with either:

- **80/20 Option** – The employer pays no more than 80% of the total medical benefit plan costs, with employees responsible for at least 20%.
- **Hard Cap Option** – Employer contributions are capped at annually indexed dollar amounts (set by the Michigan Department of Treasury) regardless of plan costs.

If a public employer does not take formal board action, the **default requirement** is the hard cap. Importantly, under the Department of Treasury’s interpretation, a district must apply the same election consistently across all employee groups; it cannot mix 80/20 for some groups and a hard cap for others.

The District’s collective bargaining agreements (CBAs) include language requiring employees to pay at least 20% of plan costs. While this aligns with the 80/20 option, it is still recommended that the Board adopt a formal resolution to ensure compliance with PA 152 and avoid defaulting to the hard cap limits.

The Board of Education’s previous election of the 80/20 option was through December 31, 2025. Attached is the draft 80/20 option resolution for 2026.

The Finance Committee reviewed the PA 152 information at its meeting on September 8, 2025.

**EAST LANSING PUBLIC SCHOOLS
RESOLUTION TO COMPLY WITH PUBLIC ACT 152 OF 2011**

East Lansing Public Schools, Ingham and Clinton Counties, Michigan (the "District").

A regular meeting of the Board of Education (the "Board") of the District was held in the MacDonald Middle School Auditorium at 1601 Burcham Drive, East Lansing, Michigan, on the 14th day of October 2025, at 7:00 p.m.

The meeting was called to order at ___ o'clock, p.m., by _____.

Members Present:

Members Absent:

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

WHEREAS:

1. Public Act 152 of 2011 (the "Act"), commonly referred to as the Publicly Funded Health Insurance Contribution Act, became effective on September 27, 2011, and limits the monetary expenditures which the District may make towards the cost of employee medical benefit plans.

2. Section 4 of the Act allows the Board to comply with the requirements of the Act by paying not more than 80% of the total annual costs of all medical benefit plans that the District offers or contributes to for its eligible employees (and their eligible dependents), including the premium or illustrative rates of the medical benefit plans, as well as all employer payments for reimbursement of co-pays, deductibles, and payments into health savings accounts, flexible spending accounts, or similar accounts used for health care, instead of paying the specific monetary limitations (*i.e.*, "hard caps") described in Section 3 of the Act.

3. The District offers or contributes to one or more such medical benefits plans for its qualifying employees through insurance policies/contracts between the District and one (1) or more companies or providers.

4. The Board has determined that it is in the District's best interest to comply with Section 4 of the Act for medical benefit plans beginning on or after December 31, 2025 by paying not more than 80% of the total annual costs of all of the medical benefit plans that it offers or contributes to for its eligible employees (and their eligible dependents) as an alternative to compliance with Section 3 of the Act.

5. The Board recognizes its statutory obligation to bargain in good faith about health care benefits with those labor organizations that represent District employees.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. The District declares that for medical benefit plan coverage years beginning on or after December 31, 2025, and through December 31, 2026, it shall comply with the Publicly Funded Health Insurance Contribution Act by limiting its payment for employee medical benefit plans to not more than 80% of the total annual costs of all medical benefit plans that it offers or contributes to for its eligible employees (and their eligible dependents), leaving payment responsibility for the remaining amount to the participating employees.

2. The District reserves the right to allocate the employee's share of those total annual costs of the medical benefit plans among District employees as the District sees fit.

3. This resolution's expiration date of December 31, 2026, shall not be interpreted to restrict or otherwise limit any subsequent action of the Board to elect to implement the specific monetary limitations (*i.e.*, "hard caps") described in Section 3 of the Act, or to take any other lawful action related to the medical benefit plans that it offers or contributes to for its employees. Unless this Board further extends its decision to comply with the Act by

establishing the 80% contribution as permitted in Section 4 of the Act, the requirements of Section 3 of the Act shall become effective on January 1, 2027.

4. The Board will continue to bargain in good faith about health care benefits with those labor organizations that represent District employees.

5. The President and Secretary of the Board are authorized and directed to execute any and all documents which are necessary for the District to comply with the Act and to implement this resolution.

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

Ayes:

Nays:

Resolution declared adopted.

Secretary, Board of Education

The undersigned, duly qualified and acting Secretary of the Board of Education of the East Lansing Public Schools, Ingham and Clinton Counties, Michigan, certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board of Education at a regular meeting held on October 14, 2025, the original of which is part of the Board's minutes. The undersigned certifies that notice of the meeting was given to the public pursuant to the provisions of the Michigan Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

E. Policy Updates

Motion: I move that the Board of Education approve the updates to the following policies.

1. 4105B Religious Workplace Accommodations for Employees and Applicants

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Series 4000: District Employment

4100 Employee Rights and Responsibilities

4105B Religious Workplace Accommodations for Employees and Applicants

The District complies with Title VII and state and local laws that prohibit discrimination in employment against employees or applicants for employment based on religion. The District will reasonably accommodate sincerely held religious beliefs, practices, and observances of employees and applicants for employment absent an undue hardship.

An employee or applicant for employment who requests a reasonable accommodation based on religion must promptly inform the Superintendent or designee. Upon receipt of an accommodation request, the District will begin the interactive process with the employee or applicant to consider reasonable accommodation options consistent with Title VII. Reasonable accommodation requests that do not pose an undue hardship will be considered.

After considering the requested accommodation and other relevant information, the District will, as appropriate, implement reasonable accommodations that do not pose an undue hardship (as defined by law). The District is not obligated to adopt the applicant's or employee's specific accommodation request.

The District may engage or re-engage in accommodation discussions, as necessary.

An applicant or employee who believes he/she has been discriminated against under this Policy must promptly file a complaint using the Employment Complaint Procedure in Policy 4104.

Legal authority: 42 USC 2000e, et seq.; *Groff v DeJoy*, 143 S Ct 646 (2023)

Date adopted: September 9, 2024

Date revised: October 14, 2025

Series 5000: Students, Curriculum, and Academic Matters

5400 Curriculum, Instruction, and Parent Involvement

5421 *Work-Based Learning Experience*

The District permits students to participate in approved work-based learning (WBL) experiences. All WBL experiences must comply with applicable law, regulations, and guidance, particularly those applicable to the employment of minors, workplace safety, workers' compensation, nondiscrimination, and unlawful harassment.

A WBL experience may be paid or unpaid.

The Superintendent will designate a WBL Coordinator. The WBL Coordinator or a CTE program teacher will determine whether a proposed WBL experience complies with applicable state and federal laws, regulations, and guidance and is consistent with the student's educational objectives.

If the WBL Coordinator or CTE program teacher denies a student's request for a WBL experience, the student may appeal the decision to the Superintendent or designee, whose decision is final.

If the WBL Coordinator or CTE program teacher determines during the course of the WBL experience that the experience or worksite no longer complies with the approved training plan, District Policy, or state or federal laws, regulations, or guidance, the WBL Coordinator or CTE program teacher will, in consultation with the Superintendent or designee, determine whether the WBL experience should continue.

Credit for a WBL experience will be consistent with Policy 5409 and the applicable student handbook.

Legal authority: *Work-Based Learning Manual*, Michigan Department of Education

Date adopted: December 13, 2021

Date revised: December 9, 2024

Date revised: October 14, 2025

F. Approval of Contract for Dr. Mark Dobson, Assistant Superintendent

25

Motion: I move that the Board of Education approve the contract of Dr. Mark Dobson, Assistant Superintendent, effective start date October 31, 2025.



East Lansing
Public Schools

MEMORANDUM

TO: ELPS Board of Education members

FROM: Dori Leyko, Superintendent

SUBJECT: Recommendation for Assistant Superintendent

DATE: October 9, 2025

It is with great enthusiasm that I recommend **Dr. Mark Dobson** for the position of **Assistant Superintendent in East Lansing Public Schools**. Dr. Dobson's extensive experience, academic accomplishments, and demonstrated leadership in educational settings make him exceptionally well-suited to join our administrative team and advance our district's mission and values.

Dr. Dobson participated in **four rounds of interviews** throughout the month of September with various stakeholder group representatives, including teachers, building administrators, district administrators, instructional coaches, support staff, parents & guardians and school board members.

Dr. Dobson currently serves as **Principal of St. Johns High School**, where he has established himself as a visible, energetic, and student-centered leader. Prior to his current role, he served as a **teacher, coach, athletic director, and Dean of Students in Byron Community Schools**, gaining valuable experience across multiple dimensions of school leadership and operations. His well-rounded background provides him with a deep understanding of both instructional leadership and systems-level management.

A proud **Michigan State University** alumnus, Dr. Dobson earned dual **Bachelor of Arts degrees** in *Spanish (with a minor in Teaching English to Speakers of Other Languages)* and *Political Theory and Constitutional Democracy*. He went on to complete his **Master of Arts in Educational Administration** and recently earned his **Doctorate in Educational Leadership** in **May 2024**, also from MSU. His doctoral capstone focused on **restorative practices**, with **East Lansing High School** serving as one of his case study sites—a testament to his commitment to fostering inclusive and supportive school cultures grounded in positive relationships.

Dr. Dobson possesses both his **Central Office Endorsement** and **Elementary and Secondary Administration K–12 certification**, in addition to maintaining his **teaching**

certification in *Social Studies, Spanish, and English as a Second Language*. This combination of credentials reflects not only his academic excellence but also his versatility and commitment to lifelong learning.

Those who have worked closely with Dr. Dobson consistently describe him as a **relationship-builder**, a **strategic thinker**, and a **collaborative leader** with an unwavering **commitment to educational equity**. His current superintendent has characterized his **integrity, ethical conduct, and professionalism as “beyond reproach.”** Dr. Dobson’s leadership philosophy emphasizes the power of visibility, enthusiasm, and authentic connections—principles that align deeply with East Lansing Public Schools’ culture of inclusivity, engagement, and high expectations.

I am confident that Dr. Dobson’s experience, intellect, and passion for public education will make him an invaluable asset to our district. He will bring not only administrative expertise but also the heart of a teacher and the mindset of a learner to this important leadership role.

Please feel free to contact me if you would like additional information or perspective regarding Dr. Dobson’s qualifications.

Respectfully,

Dori Leyko
Superintendent
East Lansing Public Schools

CONTRACT

CONTRACT OF EMPLOYMENT

ASSISTANT SUPERINTENDENT

It is hereby agreed by and between the Board of Education of the School District of the City of East Lansing (*hereinafter* "Board") and Mark Dobson (*hereinafter* "Director") that pursuant to Section 1229 (2) of the Revised School Code of the State of Michigan, the Board employs the said Assistant Superintendent for a period commencing on October 31, 2025 and ending on June 30, 2027, according to the terms and conditions as described and set forth herein as follows:

A. TERM

The Director shall perform the duties of Assistant Superintendent as prescribed by the Board pursuant to the School Code of the State of Michigan as may be established and as described in the job description for said position as may be modified and/or amended from time to time by the Superintendent. The Director agrees to faithfully perform those duties assigned by the Board and under the supervision and direction of the Superintendent. Director acknowledges the ultimate authority of the Board and Superintendent with respect to their responsibilities and directions related thereto.

The Director is subject, during the term of this Contract, to assignment and transfer to another position of administrative employment in the School District at the discretion of the Board or its Superintendent.

B. QUALIFICATIONS

The Director represents that they possess, hold and will maintain all certificates, credentials and qualifications required by law, including the regulations of the Department of Education, and those required by the Board to serve in the position assigned.

1. As a condition of their continued employment, the Director also agrees to meet all continuing education requirements for the position assigned, as may be required by the State Board of Education.
2. If at any time the Director fails to maintain all certificates, credentials, continuing education requirements and/or qualifications for the position assigned as required herein, this Contract shall automatically terminate, and the Board shall have no further obligations hereunder.

C. DUTIES

1. The Director agrees to devote their talents, skills, efforts and abilities toward competently and proficiently fulfilling all duties and responsibilities of the position assigned.
2. The Director agrees to faithfully perform those duties assigned by the Board and Superintendent and to comply with the directives of the Board and Superintendent with respect thereto.

3. The Director agrees to comply with and fulfill all responsibilities and tasks required by state and federal laws and regulations and by the Board and Superintendent to carry out the educational programs and policies of the School District for which they are responsible during the entire term of this Agreement.

Duties for the Assistant Superintendent include but are not limited to:

- Carry out all curricular, instructional and assessment programming and activities
- Supervise and evaluate instructional coaches
- Supervise and evaluate elementary principals
- Support implementation of the 2024 Safety, Security and Accessibility Bond projects
- Serve as the District administrator for the Sex Education Advisory Board (SEAB)
- Oversee allocation, compliance, implementation and reporting of Title 1, Title 2, Title 4, 31a and other state and federal grants related to academic programming
- Plan and oversee the professional learning program for all staff
- Assume the responsibility of the Superintendent in their absence

D. COMPENSATION

The Director shall be paid at an annual salary rate of One Hundred Seventy Thousand Dollars (\$170,000) for Contract year 2025-26. The 2025-26 amount will be prorated based upon the start date to the end of the fiscal year (June 30, 2026).

The Director shall be paid at an annual salary rate of One Hundred Seventy-Five Thousand One Hundred Dollars (\$175,100) for Contract year 2026-27.

If the Director has received a PhD or EdD, they shall receive an additional Four Thousand Dollars (\$4,000) per Contract year.

Consistent with Section 1250 of the Revised School Code, the Director's job performance and job accomplishments as evaluated under Paragraph 6 will be a significant factor in determining any adjustment to the Director's compensation. The Director shall not receive a compensation increase for Contract year 2026-27 if the Director's subsequent year's evaluation rating is other than Effective.

Should the Director be assigned or transferred to another Administrative position, the salary paid shall be as established by the Board for that position. The annual salary shall be paid in equal bi-weekly installments beginning with the commencement of the fiscal/contract year (July 1-June 30).

The Board hereby retains the right to adjust the annual salary of Director during the term of this Contract. Any adjustment in salary made during the term of this Contract shall be in the form of a written amendment and when executed by the Director and the Board, shall become a part of this Contract.

Tax Annuity: The Director shall begin to receive an annuity payment based on years of service with the School District of the City of East Lansing in an administrative assignment upon successful completion of the required years of service as a director or administrator. This

payment will be placed into a tax deferred annuity of his/her choosing by June 30th of each year based on the schedule below:

1 to 5 years of service	\$8,000
6 to 10 years of service	\$9,000
11 or more years of service	\$10,000

Upon separation of the Director during the term of this Contract, the Director's salary shall be adjusted to reflect payment for the number of work weeks during the contract year during which services were actually rendered by the Director. For purposes of administering this provision, a week shall be regarded as having been worked if the Director performed any work within that week. Any amounts due the Director upon separation shall be remitted by the Board to them as soon as such amounts can diligently be determined and paid. Any amounts received by the Director in excess of weeks worked during the fiscal/contract year shall be deducted from the Director's remaining wages. The Director, by executing this Contract, hereby gives written consent for such deduction. Any wage overpayment not recoverable by the Board through wage deduction shall be remitted to the Board by the Director within three (3) business days of separation from employment. If not repaid in this manner, the Director agrees that judgment may be entered against them in any Michigan court of competent jurisdiction for such amount(s).

E. WORK SCHEDULE/VACATION/HOLIDAYS

The Director is employed on the basis of fifty-two (52) work weeks (i.e. 260 working days) during a fiscal/contract year (July 1 - June 30) as scheduled by the Superintendent.

The Director shall be granted paid vacation time of twenty-five (25) days per fiscal/contract year subject to proration for working less than a full contract year. Director shall schedule use of vacation days in a manner to minimize interference with the orderly operation and conduct of business of the School District. All scheduling of vacation is subject to the approval of the Superintendent or his/her designee.

Maximum allowable vacation days to be banked shall not exceed twenty (20) days. The Director shall be allowed up to five (5) vacation days paid out annually except as described below upon separation from employment. All other vacation days not banked at the end of each Contract year shall be transferred to the Director's sick bank.

The Director shall be compensated for unused accrued/banked vacation days up to a maximum of 20 days at the current daily rate upon the cessation of employment with the District. To be eligible for the vacation payout the Director must have a minimum of ten (10) years of service with the district.

The Director shall be entitled to paid leave for the holidays specified in Addendum A to this contract.

F. EVALUATION

The Director's performance shall be evaluated by the Superintendent annually or biennially, not later than June 30th of each year.

G. TERMINATION

The Board shall be entitled to terminate the Director's employment at any time during the term of this Contract when it determines that the Director has engaged in acts of moral turpitude, misconduct, dishonesty, fraud, insubordination, incompetency, inefficiency, or if Director materially breaches the terms and conditions of this Contract.

The foregoing standards for termination of this Contract during its term do not apply to non-renewal of this Contract at the expiration of its term, which decision is discretionary with the Board and are governed by Section 1229 of the Revised School Code, MCL 380.1229.

In the event that the Board undertakes to dismiss Director during the term of this Contract, they shall be entitled to written notice of charges and an opportunity for a hearing before the Board. In the event of termination of employment during the term of this Contract, this Contract shall automatically terminate and the Board shall have no further obligation hereunder.

H. SUSPENSION

Whether pending the procedures set forth in Section G or pending an investigation of the conduct of the Director, the Director may be suspended from any and all part of the performance of their responsibilities and the performance of such responsibilities may be assigned to another person or persons. Such suspension shall be without loss of salary or other benefits until the Director is either reinstated or until the Board renders its decision regarding the Director's employment status.

I. DISABILITY or INCAPACITY

In the event of Director's mental and/or physical incapacity to perform the duties of their office, they shall be granted an initial leave of ninety (90) work days for purpose of recovery. The Director shall first exhaust any accumulated sick leave and accrued vacation time. The balance of the ninety (90) work day period shall be paid under the District's short-term disability plan (60%). Health plan premium payments shall be made on behalf of Director during this interval to the extent required by law. Upon utilizing leave under this provision, Director shall furnish medical certification to the Board (or its designee) respecting the necessity for the leave.

If the Board (or designee) has reason to doubt the validity of the medical certification supplied by Director, it may require a second opinion, at Board expense.

Director may request a ninety (90) work day unpaid leave extension in the event of their physical and/or mental inability to return to work at the expiration of the initial leave interval, as described above, provided that there is reasonable likelihood that Director will be able to resume their duties at the end of the extended leave interval. Medical certification shall be supplied by Director as a condition to any leave extension. Any extensions of leave for this purpose shall be at the discretion of the Board.

If the Director is unable to or does not resume work at the conclusion of a leave taken under this paragraph (or any extension thereof), their employment and this Contract may be terminated at the option of the Board. However, no such termination shall occur where restoration after leave is required by the Family and Medical Leave Act.

Prior to resumption of duty after an unpaid leave of absence for a serious health condition, the Director shall provide to the Board a fitness for duty certification from Director's health care

provider. A second opinion may be required by the Board, at its expense, unless the securing of the second opinion in this context is precluded by the Family and Medical Leave Act.

J. TENURE

The parties agree that the Director is denied tenure in any administrative or non-classroom capacity.

K. OUTSIDE ACTIVITIES

The Director may undertake non-School-District-related activities (e.g., consultative work, speaking engagements, teaching, writings, lecturing) provided prior approval is received from the Superintendent. If the Director receives compensation for such activities, they may be required to use vacation time to cover the time missed from work. The Director, if not using vacation time, must submit the honorarium paid to the Director to the District immediately upon receipt. In the event the Superintendent, in his sole discretion, determines that any such activity interferes with the Director's satisfactory performance or the time necessary for the Director's satisfactory performance of duties, the Superintendent may require that the Director cease some or all of such outside activities. In no case will the School District be responsible for any expense attendant to the performance of outside activities.

L. MEDICAL EXAMINATIONS

The Director shall submit to such medical examinations, supply such information and execute such documents as may be required by any underwriter, policyholder or third-party administrator providing insurance programs specified under this Contract.

1. Upon request of the Board or Superintendent, Director shall authorize the release of medical information necessary to determine if Director is capable of performing the essential job functions required by their assignment, with or without job accommodation.
2. Any physical or mental examination or disclosure of such information required of Director by the Board or Superintendent shall be job related and consistent with business necessity.
3. Any medical or psychological examination under this section shall be at Board expense.
4. Any information obtained from medical or psychological examinations or inquiries shall be considered and treated as confidential.

M. INSURANCE PREMIUM PAYMENTS

Upon proper application and acceptance for enrollment by the appropriate insurance underwriter, policyholder and/or third-party administrator, the Board shall make premium payments on behalf of the Director and eligible dependents for the insurance programs as provided in Addendum A.

The Employer will make premium contributions, on behalf of each unit employee and the employee's eligible dependents who works thirty (30) hours or more per week for the following insurance programs:

1. Employer premium and health savings account contributions, as specified in this Article, shall be pro-rated for employees regularly scheduled to work at least seventeen and one-half (17.5) hours per week but less than thirty (30) hours per week.

2. Employees working less than seventeen and one-half (17.5) hours per week are not eligible to participate in any insurance benefit programs at Employer expense.
3. All premium or premium equivalent amounts for which the employee is responsible will be payroll deducted.

N. AUTOMOBILE

Mileage for trips outside the Tri-County (Clinton-Eaton-Ingham) boundaries will be paid at the then-current IRS mileage rate upon the submission of documented mileage forms.

O. INSURANCE CARRIERS

The Board reserves the right to change the identity of the insurance carrier, policyholder or third-party administrator for the insurance programs as provided in Addendum A, provided that comparable coverage, as determined by the Board, is maintained during the term of this Contract.

1. The Board shall not be required to remit premiums for any insurance coverage for the Director and eligible dependents if enrollment or coverage is denied by the insurance underwriter, policyholder or third-party administrator.
2. The terms of any contract or policy issued by any insurance company or third-party administrator shall be controlling as to all matters concerning benefits, eligibility, coverage, termination of coverage, and other related matters.
3. The Director is responsible for ensuring completion of all forms and documents needed to receive the above-described insurance coverage.
4. The Board, by payment of the premium payments required to provide insurance coverage for the programs as provided in Addendum A, shall be relieved from all liability with respect to insurance benefits.

P. EARNED SICK TIME (EST) LEAVE

1. Director will receive 12 days (96 hours) of earned sick time per school year, if working full time per contract year. Director will receive 6 days (48 hours) of earned sick time per school year, if working part time per contract year. If the Director works less than a part time schedule, the accrual of earned sick time will be proportionate to time worked.
2. The Director may access and use Earned Sick Time before it is earned through actual hours worked.
3. If the Director is hired after the contract year begins or is a part-time Director, a prorated amount will be made available to the Director.
4. Sick leave time accrued and unused as of June 30, 2025, will be converted to Earned Sick Time hours and credited to the Directors' Earned Sick Time leave bank.

5. A Director that ends employment, prior to the end of the school year, will have to repay district for days used that are not proportionate to the time worked. The Employer may deduct the amount equivalent to any used but unearned Earned Sick Time from the Director's final paycheck, to the extent permitted by law.
6. Earned Sick Time can be used in increments of at least 1 hour. If a substitute is required for the position, the Director must use time off in ½ day increments.
7. Unused sick leave days shall accumulate from year to year without limitation.
8. Director may use earned sick time for any ESTA purpose, and earned sick time is subject to terms and conditions specified in ESTA and the District's ESTA policy, as that policy may be adopted and amended from time to time.
9. Director may use earned sick time for the following reasons:
 - a. the Director's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the Director's mental or physical illness, injury, or health condition; or preventative medical care for the Director;
 - b. for the Director's family member's mental or physical illness, injury, or health condition, medical diagnosis, care, or treatment of the Director's family member's mental or physical illness, injury, or health condition or preventative medical care for a family member of the Director;
 - c. if the Director or the Director's family member is a victim of domestic violence or sexual assault, for medical care or psychological or other counseling for physical or psychological injury or disability, to obtain services from a victim services organization, to relocate due to domestic violence or sexual assault, to obtain legal services, or to participate in any civil or criminal proceedings related to or resulting from the domestic violence or sexual assault;
 - d. for meetings at a child's school or place of care related to the child's health or disability, or the effects of domestic violence or sexual assault on the child; or
 - e. for closure of the Director's place of business by order of a public official due to a public health emergency, for an Director's need to care for a child whose school or place of care has been closed by order of a public official due to a public health emergency, or when it has been determined by the health authorities having jurisdiction or by a health care provider that the Director's or Director's family member's presence in the community would jeopardize the health of others because of the Director's or family member's exposure to a communicable disease, whether or not the Director or family member has actually contracted the communicable disease.

10. A Director who is unable to perform their duties due to illness or disability shall notify their supervisor before the start of the workday or as soon as practicable. If an illness or disability extends beyond the first absence day, the Director and the Director's supervisor may decide the notice frequency for the continued illness or disability.
11. If Director's need to use leave is foreseeable, the Director must provide notice to the District of the Director's intent to use earned sick time at least 7 days prior to the date leave is to begin.
12. For leave of more than five (5) consecutive days, upon District request, the eligible Director must provide the District, within 15 days after the request, reasonable documentation that earned sick time was used for an ESTA purpose.
13. A Director who has exhausted earned sick time leave and still not able to return to work may be paid for any unused vacation days.
14. Unused sick leave days may accumulate without limit and be compensated as per Addendum A.

Q. PERSONAL BUSINESS DAYS

The Director shall also receive three (3) personal business days annually subject to proration for working less than a full contract year. Those days, if not used, will be added to the sick bank at the end of each contract year.

R. BEREAVEMENT LEAVE

The Director shall be entitled to up to five (5) days of paid bereavement leave per occurrence in the event of the death of an immediate family member. For this section, "immediate family" is defined as the Employee's current spouse, domestic partner, child, parent, grandparent, grandchild, brother, sister, father-in-law, mother-in-law, daughter-in-law, or son-in-law. This leave will not be charged against Director's earned sick time leave/vacation allowance.

S. JURY SERVICE AND SUBPOENA

1. Absence for jury service or subpoena will not be charged against the employee's earned sick time leave allowance and shall be granted if criteria below is met:
 - a. When a Director is summoned for jury service, compensation for jury service in combination with the Board pay shall not exceed the employee's regular rate of pay.
 - b. On days in which the employee is required to report for jury service, the employee is not required to report to work.
 - c. Substantiation of payment and attendance will be required in accordance with district's processing procedures.
 - d. Court appearance as a witness in a case related to employment or the school, or whenever employee is subpoenaed to attend proceedings where they are required to provide

information on behalf of the District. However, this shall not apply to any proceeding brought by the Director against the district or in which the Director is testifying against the district.

T. PROFESSIONAL DEVELOPMENT/CONFERENCES

1. Participation in work-related professional development activities or conferences shall be subject to prior approval. Upon approval by the Superintendent, the District may authorize attendance and pay for eligible costs.
2. Attendance at a work-related professional development activities or conferences will not be charged against Director's earned sick time leave/vacation allowance.

U. WORK INJURY

Any medical appointments related to the Director's on-the-job injury will not be charged against Director's earned sick time leave/vacation allowance.

V. REIMBURSEMENT

The Director shall be eligible to be reimbursed for out of district travel, meals and lodging in accordance with per diem expense and reimbursement procedures established by the Board. Any expense to be incurred by the Director for out-of-district travel in excess of 50 miles shall be submitted in advance for review and approval by the Superintendent. The Director shall be required to present an itemized account of their reasonable and necessary expenses.

W. ERRORS AND OMISSIONS COVERAGE

The Board agrees to pay the premium amount for School Board errors and omissions insurance coverage which includes the Director while engaged in the performance of a governmental function and while the Director is acting within the scope of their authority. The policy limits for this coverage shall be not less than \$5,000,000.

1. The terms of the errors and omissions insurance policy shall be controlling respecting defense and indemnity of the Director but in no case shall the coverage be extended to any demands, claims, suits, actions and/or legal proceedings brought against the Board or the School District by the Director. The sole obligation undertaken by the Board shall be limited to the payment of premium amounts for the above errors and omissions coverage.
2. In the event that such insurance coverage cannot be purchased in the amounts and/or at a reasonable premium rate, the Board shall have the right to discontinue said coverage and shall so notify the Director. In that event, the Board agrees on a case-by-case basis to consider providing legal defense and/or indemnification to the Director as is authorized under MCL 691.1408 and MCL 38.11a(3)(d).

X. ENTIRE AGREEMENT

This Contract contains the entire agreement and understanding by and between the Board and the Director with respect to the employment of the Director, and no representations, promises, contracts or understandings, written or oral, not contained herein shall be of any force or effect.

1. All prior contracts or other agreements (written or oral), pertaining to, connected with, or arising in any manner out of the employment of the Director by the Board are hereby terminated and shall hereafter be of no force or effect whatsoever. Provided, that this Contract is voidable pursuant to the provisions of the Michigan Revised School Code pertaining to criminal records checks.
2. No amendment to or modification of this Contract shall be valid or binding unless it is in writing, approved by official action of the Board reflected in its minutes, and signed by the Director and the President and Secretary of the Board.
3. No valid waiver of any provision of this Contract at any time shall be deemed a waiver of any other provision of this Contract at such time or at any other time.

Y. SEVERABILITY PROVISION

If any provision of this Contract becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable or void, this Contract shall continue in full force and effect without said provision(s).

A. LIMITATIONS

The Director agrees that any claim or suit arising out of Director's employment with the Board must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or suit. The Director understands that the statute of limitations for claims arising out of an employment action may be longer than six (6) months, but agrees to be bound by the six (6) month period of limitation set forth herein and waives any statute of limitations to the contrary. Should a court of competent jurisdiction determine that this provision allows an unreasonably short period of time to commence a law suit, it is the intent of the parties that the court enforce this provision to the extent possible and declare the law suit barred unless it was brought within the minimum reasonable time within which the suit should have been commenced.

This Contract is executed on behalf of the School District pursuant to the authority granted by the Board of Education of the City of East Lansing.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed in their respective names and in the case of the Board of Education and School District, by its President, Secretary and Superintendent.

_____ By: _____
Date Assistant Superintendent

EAST LANSING PUBLIC SCHOOLS

_____ By: _____
Date Superintendent

_____ By: _____
Date President of the Board of Education

_____ By: _____
Date Secretary of the Board of Education

ADDENDUM A

Insurance premiums paid by the district on behalf of the Director and their eligible dependents include:

HEALTH INSURANCE

The Director shall have the option to enroll in the available health insurance plans offered by the Board. The annual limit the Board shall contribute for healthcare on behalf of the Director and their eligible dependents shall be eighty percent (80%) of the annual cost for the lowest premium health care plan option and the approved Health Savings Account (HSA) contribution. Should the Director select the lowest premium healthcare plan, they will be responsible for the remaining twenty percent (20%)

Should the Director elect coverage with a premium higher than the Board's eighty percent (80%) contribution, the Director shall be responsible for paying the difference between the Board's contribution and the total cost of their selected plan.

HEALTH SAVINGS ACCOUNT (HSA)

If the Director elects to enroll in a High Deductible Health Plan (HDHP), the Board shall deposit an amount equal to 70% of the minimum annual deductible as established by the IRS for the applicable plan year. This contribution will be based on the coverage level selected by the employee (self-only or family coverage). The Board's contribution shall be deposited into the Director's Health Savings Account (HSA) to assist with eligible medical expenses incurred under the HDHP.

CASH-IN-LIEU (CIL)

If the Director does not elect medical coverage, they shall receive a \$243 monthly CIL benefit, provided the Director signs the district's Waiver of Medical Coverage form and proof that another qualified plan covers them.

DENTAL INSURANCE

The Board shall provide, at no cost during the life of this Agreement, a dental insurance program covering 100% of Class I benefits, 80% of Class II benefits, and 80% of Class III benefits, with an annual maximum of \$1,500. Additionally, the program includes an 80% orthodontics benefit with a lifetime maximum of \$1,500.

VISION INSURANCE

The Board shall provide, at no cost to the Director, the MESSA Vision Services Plan 3 (VSP-3).

TERM LIFE INSURANCE

The District shall provide without cost to the Director group life insurance protection at a rate two (2) times the sum of the administrator's current contracted salary; said insurance policy is payable to the Director's designated beneficiary thereof with provisions for double indemnity in the event of accidental death (AD&D). Group life insurance protection shall not exceed \$225,000.

SHORT TERM/LONG-TERM DISABILITY

The Board shall provide the Director with an insured income continuation plan for disability extending the Director's income from the tenth (10th) working day following the exhaustion of sick days and continuing

for ninety (90) days. At this time, the long-term disability (LTD) policy will activate. The benefits of this plan are summarized per MESSA's "Negotiated LTD Plan Highlights" document.

PROFESSIONAL DEVELOPMENT

Each director shall be provided a maximum budget of Two Thousand dollars (\$2,000) per Contract year, toward payment for conference attendance, professional memberships and dues. Conference approval/attendance must appropriately support the Director's role. Further, college coursework may be reimbursed upon completion provided the grade received is a 2.5 or higher and transcript(s) are submitted to Human Resources for processing. Any amount exceeding the Two Thousand dollars (\$2,000) allotment is subject to prior approval by the Superintendent.

RETIREMENT/RESIGNATION

If the Director retires or resigns in accordance with the provisions of the Michigan Public School Employees Retirement Act (MPERS), they shall receive either \$75 per day for each day of accumulated sick leave or \$150 for each year of service to the School District, whichever is greater. The maximum amount payable to the Director shall not exceed \$12,500. To qualify, the Director must have a minimum of ten (10) years of service with the district.

PAID HOLIDAYS

Consistent with the District's calendar, the Director is entitled to the following paid holidays for which no service to the District is required: Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Martin Luther King Day, National Presidents Day, and Memorial Day.

IX. Committee Reports

- A. Academic and Technology Committee
- B. Facilities Committee
- C. Finance Committee
- D. Intergovernmental Relations
- E. Personnel Committee
- F. Policy Committee
- G. Ingham School Officers Association (ISOA)

X. Announcements

- A. The next regular scheduled meeting of the Board of Education is October 27, 2025.

XI. Adjournment

Respectfully Submitted,

***Dori Leyko
Superintendent***