

Board of Education
Wednesday, April 14, 2021 7:00 PM Eastern

Bear Lake Media Center
7748 Cody St
Bear Lake, MI 49614

1. **Call To Order - President, Bethany Merrill**
2. **Routine Business**
 - 2.A. Pledge of Allegiance
 - 2.B. Adoption of Agenda
 - 2.C. Consent Calendar Items - B, C & D
3. **Items from the Audience**
4. **Correspondence/Communication**
 - 4.A. Michigan Department of Health and Human Services

----- Forwarded message -----

From: **MDHHS-Director** <MDHHS-Director@michigan.gov>

Date: Fri, Apr 2, 2021 at 4:13 PM

Subject: RE: Test Results

To: cordesm@manistee.org <cordesm@manistee.org>

Dear Superintendent Cordes,

Thank you for contacting me about your concerns regarding the Michigan Department of Health and Human Services' safety guidelines for school sports. I appreciate the time you took to write.

As you may know, I recently signed an epidemic order requiring weekly testing for individuals ages 13 - 19 who participate in athletics. Additional testing is required for contact sports where a mask cannot safely be worn. Please know that the Department is currently working to implement an easier reporting requirement that will be coming soon. More information will be shared once it is ready to go live.

While I understand that these safety measures may be inconvenient or frustrating, they are absolutely critical in order to keep kids, coaches, families, and our communities safe and allow our schools to be open for in-person instruction. Michiganders must remain vigilant in stopping the further spread of COVID-19.

For more information about this order, questions about testing, and more about Michigan's efforts to combat COVID-19, please visit www.michigan.gov/sportscovidinfo.

Thank you again for reaching out. If you do not receive information regarding the updated reporting requirements, please let me know. Michigan is faced with a crisis unlike any we have seen before, but I am committed to keeping Michiganders safe and healthy and to ending the COVID-19 pandemic once and for all.

Sincerely,

Elizabeth Hertel
Director
Michigan Department of Health and Human Services

4.B. United Dairy Industry of Michigan

FOR IMMEDIATE RELEASE

CONTACT: Cortney Freeland
PHONE: 517-349-8923
EMAIL: cortney@milkmeansmore.org

Bear Lake School Food Service Staff Member wins Michigan Food Hero Contest!

Okemos, MI. April 14, 2021 – Michigan’s dairy farmers launched the Michigan Food Heroes program to recognize school food heroes providing meals for students in and outside of school during the pandemic. Heidi Leffew from Bear Lake School was selected as the latest winner in a contest running through April 30th, 2021. Leffew will receive a \$500 gift card to recognize her contributions and a “tray it forward” to provide their school with a \$2500 grant to purchase equipment and help serve and store meals for students.

Leffew’s nominator shared why he thinks Heidi is deserving of the MI Food Heroes award. “Heidi Leffew is my head cook for Bear Lake School. It’s safe to say that many school food service employees have been going above and beyond over the past year, but Heidi’s dedication didn’t start when the pandemic started. She always comes in on snow days to put the deliveries away. She will come in at night or on the weekend to pull breakfast items so the kids can have a hot breakfast on Monday morning. She doesn’t have an extensive cooking background, but she makes sure the vegetables are steamed only at the last few minutes before lunch time, so they don’t get brown or soggy! Heidi is always the nicest person in the room and always greets every person and child to make sure everyone is happy and fed. She always has a positive attitude regardless of the circumstances! Anyone who works with Heidi can see how much she prioritizes the needs of the students and staff around her.”

Leffew was thrilled to find out she was selected. “I am blessed to be involved with such a great team here at Bear Lake School from my director on down. The last year has been crazy but together we work it out.”

Michigan’s dairy farmers will select two more people from submitted nominations to win a \$500 Visa gift card and award their school’s food service department with equipment (ARV \$2500). Nominations will be accepted through April 30th at www.mifoodheroes.com/nominations. To learn more about the Michigan Food Hero campaign and view highlights from school districts across the state feeding our children, please visit www.mifoodheroes.com.

Please contact us for more information and opportunities to connect with winners for comment.

###

About United Dairy Industry of Michigan: The United Dairy Industry of Michigan (UDIM) is dedicated to serving Michigan’s hard-working dairy farm families and promoting Michigan’s locally produced dairy products. UDIM is the umbrella organization for the American Dairy Association and Dairy Council of Michigan. These non-profit organizations provide dairy product promotion and nutrition education services on behalf of their funding members.

5. **Board Reports**

5.A. Robotics Presentation

5.B. MCSMC Meeting Update - Eric Smith

5.C. Principal's Report

6. **Superintendent's Report**

6.A. Extended COVID-19 Update and Reconfirmation Plan

6.B. MISD Biennial Election

**RESOLUTION TO CONSIDER DESIGNATION OF ELECTORAL REPRESENTATIVE
FOR THE JUNE 7, 2021 BIENNIAL ELECTION**

Bear Lake Schools; Manistee County, Michigan, (the "District")

A regular meeting of the Board of Education of the Bear Lake Schools; Manistee County, Michigan (the "Board"), was held in the Bear Lake Schools Media Center in the District, on the 14th day of April, 2021, 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:

1. The Revised School Code provides that Board members of Manistee Intermediate School District, Michigan, (the "ISD") be elected biennially on the first Monday in June by an electoral body composed of one (1) person designated by the Board of each constituent school district; and
2. The Revised School Code further provides that this Board shall consider the resolution of designating its representative on the electoral body at not less than one (1) public meeting before adopting the designative resolution; and
3. This Board now determines it is necessary and desirable to establish the first public meeting at which this Board will consider the proposed resolution designating the District's representative on the electoral body.

NOW, THEREFORE, BE IT RESOLVED THAT:

1. At a scheduled regular public meeting of this Board following this meeting to be held on the 12th day of May, 2021, commencing at 7:00 o'clock p.m., to be held in the Bear Lake Schools Media Center, this Board will consider a resolution to appoint _____ as the designated representative of this District for the electoral body of the ISD biennial election to be held June 7, 2021 and _____ as an alternate, in the event the designated representative is unable to attend.
2. 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:

Motion declared adopted.

Secretary, Board of Education

The undersigned duly qualified and acting Secretary of the Board of Education of Bear Lake Schools; Manistee County, Michigan, hereby certifies that the foregoing is a true and complete copy of a resolution adopted by the Board at a regular meeting held on April 14, 2021, the original of which resolution is a part of the Board's minutes, and further certifies that notice of the meeting was given to the public under the Open Meetings Act, 1976 PA 267, as amended.

Secretary, Board of Education

6.C. Superintendent's Contract

SUPERINTENDENT CONTRACT

BETWEEN

BOARD OF EDUCATION

OF

BEAR LAKE SCHOOLS

- and -

JAKOB VEITH

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SUPERINTENDENT CONTRACT

THIS CONTRACT is entered into as of _____, 2021 by and between Bear Lake Schools (“Bear Lake Schools”, the “Board”, or the “District”) and Jakob Veith (“Superintendent”).

PREMISES

A. The Kaleva Norman Dickson School District and Bear Lake Schools have entered into a Joint Superintendency Cooperative Agreement (the “Cooperative Agreement”), whereby the Kaleva Norman Dickson School District and Bear Lake Schools (the “School Districts”) will each simultaneously employ the same person as Superintendent (and therefore some references hereinafter are to “dual-Superintendent”). This Contract is in all respects subject to the terms and conditions of the Cooperative Agreement.

B. Costs, as outlined in this Superintendent’s Contract, as provided in Article I, Section 1.4(e), of the Joint Superintendency Cooperative Agreement (the “Cooperative Agreement”), are to be prorated **between** the Boards of Education of the Kaleva Norman Dickson School District and Bear Lake Schools as shown on Addendum I. NOTE: The allocation of costs, prorated by a respective payment percentage between the Boards of Education the KND and Bear Lake Schools, to be applied to a school year of operation shall be calculated each June and shall be based upon the immediately preceding fall student count. SEE ADDENDUM I attached to this document for the calculation of the percentage proration.

C. The School Districts had previously entered into an Inter-Local Agreement establishing the Manistee County School Management Cooperative Council (the “Council”), and pursuant to the Cooperative Agreement, the Council has a primary role in assuring that the Cooperative Agreement and the dual-Superintendency protect, advance, and promote the interests of both School Districts, so as to thereby avoid any incompatibility of office in law or in practice as could affect the dual-Superintendent of the School Districts.

D. This Contract is to comply with the requirements of Section 1229 of the Revised School Code that the Superintendent be an employee of Bear Lake Schools and that the Superintendent’s contract be in writing, and in addition to establishing their employer/employee relationship, this Contract serves as the basis of effective communication between the parties as they fulfill their governance and administrative functions in the operation of the educational programs of Bear Lake Schools.

NOW, THEREFORE, in consideration of the Premises and their obligations to each other, Bear Lake Schools and the Superintendent agree as follows:

TERMS AND CONDITIONS
ARTICLE I
DURATION AND QUALIFICATIONS

1.1. **Employment Period.** Bear Lake Schools hereby employs Jakob Veith as its Superintendent of Schools for a term beginning on July 1, 2021 to and including June 30, 2024. The Superintendent hereby accepts such employment and agrees to devote his efforts thereto, in accordance with this Contract, and to discharge his duties and responsibilities in a competent and professional manner. Unless the Board of Education gives written notice of non-renewal of this contract to the Superintendent of Schools at least ninety (90) days before the contract's termination date, this contract will, without further action, be automatically renewed for an additional one-year period, as provided by Section 1229 of the Revised School Code.

1.2. **Qualifications.** The Superintendent represents that he hold all **certificates** and credentials required by law and by Bear Lake Schools to qualify for and accept this Superintendency. If at any time the Superintendent fails to hold or qualify for the certificates required for Superintendent, this Contract shall automatically terminate.

1.3. **Annual Medical Examination.** The Bear Lake Schools District shall have the right to require the Superintendent to have a comprehensive medical examination and a statement certifying to the physical competency of the Superintendent in the event there is reasonable concern regarding the Superintendent's medical ability to perform essential functions. The statement shall be filed with the President of the Bear Lake Board of Education and treated as confidential information by the Board. The Bear Lake Schools shall be responsible for payment of the medical examination.

1.4. **Time Expectation.** Taking into account the dual-Superintendent's service to both School Districts, the dual-Superintendent shall perform administrative services pertaining to the School Districts at the administrative offices of the School Districts, and shall visit the schools and programs of the School Districts as the Superintendent deems necessary or appropriate. Superintendent activities affecting both School Districts may be performed at such location as the Superintendent deems necessary and appropriate. It is the expectation that the dual-Superintendent's time actually involved in the matters and affairs of the School Districts shall be in excess of 40 hours per week, vacation days and holidays excepted, and that the Superintendent shall be available and on-call to the School Districts, as provided in the Cooperative Agreement, for extraordinary assignments and as circumstances typically warrant the attention and availability of a Superintendent of Schools.

1.5. **Tenure as Superintendent.** This Contract does not confer tenure upon Superintendent in the position of Superintendent or in any other administrative position within Bear Lake Schools, but shall be

deemed to recognize only such continuing tenure as an active classroom teacher as accorded under the provisions of the Michigan Teachers' Tenure Act.

ARTICLE II

SUPERINTENDENT'S DUTIES AND RESPONSIBILITIES

2.1. Duties and Responsibilities. Subject to the limitations set forth below, and the conditions and procedures set forth in the Cooperative Agreement, the Superintendent shall have charge of the administration of the schools under the direction of the Board of Education of Bear Lake Schools. Subject to the approval of the Board, the dual-Superintendent shall:

- A. be the chief executive officer of Bear Lake Schools;
- B. direct and assign teachers and other employees of the schools under his supervision;
- C. organize, reorganize and arrange the administrative, supervisory and instructional staff and supervise the business affairs, as best serves Bear Lake Schools;
- D. select all personnel for the Board of Education of Bear Lake Schools;
- E. from time to time suggest regulations, rules, and procedures deemed necessary for the well ordering of Bear Lake Schools; and,
- F. in general, perform all duties incidental to the office of Superintendent and such other duties as may be prescribed by the Board of Education of Bear Lake Schools from time to time.

2.2. Limitations on Superintendent Duties and Responsibilities. Notwithstanding the foregoing provisions of this Article or related provisions elsewhere in this Contract, but in accordance with Cooperative Agreement, the Superintendent shall have no duties, either direct or supervisory, in any of the following circumstances or situations:

- A. Negotiation, approval, recommendation, advice, interpretation or enforcement of any contract between the School Districts.
- B. Recommendation for allocation of costs of any joint purchase, joint employment, or other joint programs between the School Districts.
- C. Resolution of any dispute or conflict, contractual or non-contractual, arising between the two School Districts, except for the dual-Superintendent's obligation as promptly and simultaneously as practicable, to notify the Boards of Education of both School Districts as to occurrence or anticipation of such dispute or conflict.
- D. In the event of competition between the School Districts for fixed-amount programs or resources, personnel, or otherwise, the dual-Superintendent shall have no duty whatsoever, either direct or supervisory, including application, approval, recommendation, advice or selection, with respect to

the matter of such competition, except for the dual-Superintendent's obligation as promptly and simultaneously as practicable, to notify the Boards of Education of both School Districts as to occurrence or anticipation of such competition.

2.3. Shared Information. Each School District acknowledges that the dual-Superintendent, while acting for one School District, may become aware of information pertaining to duties or interests in the other School District, and agrees that the dual-Superintendent shall be expected by both School Districts to share such information with the other School District. Neither School District may expect or require the dual-Superintendent to hold such information confidential from the other School District.

ARTICLE III

COMPENSATION AND BENEFITS

3.1. Wages and Board-Paid Benefits. Under the terms of the Cooperative Agreement, adjusted as provided in Article I, Section 1.4(e), Bear Lake Schools shall be responsible in each school year for payment of its percentage allocation of the Superintendent's total annual salary of \$115,000 and the annuity (see Section 3.2) as determined through application of the formula in Appendix I. In addition, Bear Lake Schools shall be responsible for the same proportion of total costs for the District-paid benefit package (to include employer's social security contribution, ORS/MPERS contribution, and insurance, under Section 3.3). In subsequent years of this Contract, the percentage allocation of costs between the School Districts shall be determined in accordance with the Cooperative Agreement. (See Addendum I attached to this document for the calculation of the percentage proration.) To the extent that such payments fully identify, as legally required or otherwise appropriate, the dual-Superintendent as an employee at both School Districts compensated in the respective shares provided in this Section 3.1, retirement contributions, or insurance premiums (or realized savings for the benefit of the dual-Superintendent) may be paid by one School District and reimbursed by the other School District pursuant to the Cooperative Agreement, Article I, Section 1.4(e).

Reimbursements, or other contracted services, paid to or for dual-Superintendent will be invoiced to back to the other School District after payment of same by whichever, with such billing to be paid back within thirty (30) days of receipt.

The Bear Lake School District and Superintendent acknowledge that, consistent with Section 1250 of the Revised School Code, the Superintendent's job performance and job accomplishments were utilized as significant factors in determining salary and that job performance and job accomplishments as evaluated will be significant factors in determining any future adjustment to salary.

3.2. Annuity.

Out of the total dollar salary amount to be paid by Bear Lake Schools and set forth in Section 3.1, the dual-Superintendent may determine, subject to the requirements of law, the amount of his salary compensation to be allocated to any existing and available tax-deferred programs, and coordinate payment of such amounts with similar payments by the Kaleva Norman Dickson School District.

In addition to the total dollar amount of salary to be paid by Bear Lake Schools set forth in Section 3.1, the School Districts will make an aggregate annual contribution of \$10,000, as part of the Superintendent's compensation, into an Employer Contribution Plan (*Deferred Compensation-Section 403(b) Plan*), on behalf of the Superintendent, subject to the requirements of law. Bear Lake Schools shall be responsible for that proportion of the total cost of this aspect of compensation as is determined through application of the formula in Addendum I. This cost allocation shall be calculated and applied to that school year's operation. (SEE ADDENDUM I attached to this document for the calculation of the percentage proration.)

The Superintendent shall convert this contribution to the regular salary schedule for placement in a tax-sheltered annuity, by giving annual written notice of that conversion request. If the contract with the Superintendent is terminated by the Board prior to being fully vested, the balance of this account belongs to the Superintendent. Should the Superintendent terminate the contract prior to being fully vested, the Board, at its discretion, shall determine the use of the balance of the account.

3.3. Insurance. Subject to the School Districts' right to substitute insurance carriers providing comparable coverage, the following coverages shall be provided to the Superintendent:

- A. District shall pay the premium toward dental and vision insurance for Superintendent and his family and a portion of the health insurance premium for the Superintendent and his family unless the Superintendent chooses to receive cash in-lieu-of health insurance.

The amount of the health insurance premium the District is obligated to pay shall be limited to the hard dollar "CAP" in Section 3 of the Publicly Funded Health Insurance Contribution Act (PFHICA) (as adjusted annually under that legislation), unless the District has exercised its right under Section 4 of the PFHICA for the year in question and selected the "80/20" option in Section 4. If the "80/20" option has been selected, the District's health insurance premium payment obligation shall be limited to 80% of the premium. The portion of the health insurance premium the Superintendent is obligated to pay shall be payroll deducted.

The Superintendent may elect to receive \$7,500 in-lieu-of health insurance each year that the Superintendent waives health insurance. Payment of this amount shall be spread equally over the payroll periods for the school year. Bear Lake Schools shall be responsible for that proportion of

the total cost of this aspect of compensation as is determined through application of the formula in Addendum I.

Should Superintendent terminate employment with District, per the COBRA Act, which took effect July 1, 1986, Superintendent and/or his family may be eligible to retain health, dental and vision insurances on a direct-pay-plus-2%-administrative fee basis through the District's group carrier.

- B. The District shall pay the premium toward a \$100,000 life insurance policy for the Superintendent, provided he is insurable.

Should the Superintendent terminate employment with the District, he shall have thirty-one (31) days from the date of termination to convert his group life insurance policy to an ordinary life insurance policy without medical examination. If it is possible to retain and transfer some term life insurance coverage to a direct-pay basis, the Superintendent is responsible for such arrangements.

- C. The District shall pay the premium toward a salary-replacement program, for coverage in the event the Superintendent is unable to perform his duties as a result of a disability occurring from injury or illness.
- D. The District agrees to provide the above-mentioned insurance benefit programs within the underwriting rules and regulations as set forth by the carrier's master contract with the-District.

The Superintendent shall have both school-paid, life insurance and salary-replacement insurance terminated on the last day of employment with the District.

3.4. Vacation. Concurrently with such benefit from the other School District, the Superintendent shall be entitled to four (4) weeks (twenty [20] working days) of vacation (excluding paid holidays) during each contract year at a time mutually agreeable to by all parties. Vacation days in excess of two (2) continuous weeks will be arranged with each Board of Education. Superintendent is not expected to use vacation time for scheduled school year breaks.

3.5. Sick-Leave Days and Personal-business Days. Concurrently with such benefit from the other School District, the Superintendent shall be granted eight (8) sick-leave days and (2) personal-business days during each contract year. Unused personal-business days will accrue as sick-leave days. Subject to adjustment and allocation between the School Districts to reflect the length of service by the dual-Superintendent to each School District, sick-leave days may accumulate to sixty (60) days, and upon termination, the unused and accumulated sick-leave days shall be paid for at the rate of \$100 per day, up to a maximum of sixty (60) days.

3.6 Out-of-district Travel/Expense Reimbursement In lieu of mileage reimbursement, a \$2,000 stipend will be paid annually. Bear Lake Schools shall be responsible for that portion of the total cost of this

aspect of compensation as determined through application of the formula in Addendum I.

3.7 Professional Dues. Bear Lake Schools agrees to assume 50% of the cost of State Association dues and association meeting expenses incurred by the Superintendent. The Superintendent shall attend appropriate professional meetings at the local and State level, the expenses of which will be **paid** for by Bear Lake Schools. Attendance at national meetings shall require prior approval of the Board of Education.

3.8 Continuing Education. In addition to the salary and benefit package, and adjusted As provided in Article I, Section 1.4(e) of the Cooperative Agreement, Bear Lake Schools agrees to reimburse the dual Superintendent, on a 50/50 basis, for any continuing education credit hours at \$100-per-credit-hour.

ARTICLE IV

EVALUATION AND REFERRAL

4.1 Evaluation. The Boards of Education of the **Districts** shall evaluate and assess, in writing, the performance of the Superintendent at least once prior to March 31st of each contract year. The School Districts and Superintendent shall share the responsibility of assuring that a rigorous, transparent, and fair performance evaluation system that satisfies the requirements of Sections 1249 of the Revised School Code is utilized.

4.2 Referral. Separately from annual evaluation, members of the Board of Education of Bear Lake Schools, individually or collectively, shall promptly refer all criticisms, complaints and suggestions called to their attention concerning the District to the Superintendent for study and recommendation.

ARTICLE V

INDEMNIFICATION

5.1 Indemnification. The Districts shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Superintendent in his individual capacity, or in his official capacity as agent and employee of the Districts, provided the incident arose while the Superintendent was acting within the scope of his employment and excluding criminal litigation and provided further that said demand, claim, suit, action or legal proceeding is covered under a liability policy of insurance maintained by the Districts. In no case, however, shall individual District Board members be considered personally liable for indemnifying the Superintendent against such demands, claims, suits, actions and legal proceedings.

ARTICLE VI

EARLY TERMINATION

6.1 Disability. Should the Superintendent be unable to perform under this Contract by reason of illness, accident or other cause beyond his control and said disability exists for a period of more than six (6)

consecutive months, or if said disability is permanent, irreparable, or of such nature as to make his contract performance duties impossible for a period of more than six (6) months, the District may, at its option, terminate this Contract, whereupon the respective duties, rights and obligations hereunder shall terminate .with the exception of long term disability and health insurance premiums-

6.2. Termination for Incompatibility. In the event of any incompatibility of office arising from the dual Superintendency as provided in the Cooperative Agreement, the District shall have the termination right and attendant stipulated damages obligation as provided in the Cooperative Agreement. In the event of such incompatibility, the Superintendent also has a termination right to the extent provided in the Cooperative Agreement.

6.3. Termination for Other Cause. This Contract may be terminated at any time, subject to due process requirements, when the Superintendent, in the District's judgment, has engaged in acts of moral turpitude, other gross misbehavior, or professional malfeasance or misfeasance recognized as just cause for termination under applicable state or federal law. If the School District dissolves, become annexed to another school district, or consolidates with another school district, this Contract shall terminate and no further obligations shall be required of the School District, provided that the School Board provide ninety (90) days' notice of dissolution, annexation, or consolidation to the Superintendent. The parties expressly agree that if this Contract terminates as a result of dissolution, annexation, or consolidation before its expiration date, the Superintendent is not entitled, nor shall he receive, any further payments, compensation, or benefits under this contact, Board policy, or otherwise written or expressed verbally, except as required under COBRA.

6.4. Resignation. Should the Superintendent otherwise determine to resign his position with the Districts prior to the expiration of this Contract, the Superintendent shall give notice of resignation to the District at least sixty (60) days prior to the Superintendent's last working day for Bear Lake Schools.

ARTICLE VII

MISCELLANEOUS

7.1. Arbitration. In the event of a dispute between the parties relating to any provision of this Contract, or a dispute concerning any of the parties' rights or obligations as defined pursuant to this Contract, the parties hereby agree to submit such to binding arbitration. Such arbitration shall be conducted under the rules of, and administered by, the American Arbitration Association. The arbitrator's fees and the expense of the American Arbitration Association shall be shared equally by the parties. All parties are entitled to have representation of their own designation; however, each party shall be responsible for the costs of such respective representation.

7.2. Entire Agreement. Together with the Cooperative Agreement, this Contract constitutes the

entire understanding and agreement of the parties, superseding any prior agreements.

7.3. **Amendment.** No change shall be effective with respect to the terms of this Contract unless in writing and signed by both parties.

7.4. **Waiver.** Failure to enforce or require compliance with any of the terms or conditions of this Contract shall not constitute a general waiver or relinquishment of any terms or conditions of this Contract.

7.5. **Severability.** The unenforceability of any provision of this Contract shall not affect the enforceability of the remaining provisions of this Contract, and to this end, the provisions of this Contract are severable.

7.6. **Effectiveness.** This Contract shall become effective at such time as this Contract has been executed by all parties, and the Contract between the dual Superintendent and the other School District shall likewise have come into effect.

IN WITNESS WHEREOF, Bear Lake Schools has caused this Contract to be executed on its behalf by its authorized officers, and the Superintendent has executed this Contract on the date(s) so indicated with their signatures.

Dated: _____

By: _____
Bethany Merrill, President

Dated: _____

By: _____
Rebecca Fink, Secretary

Dated: _____

By: _____
Jakob Veith, Superintendent

**ADDENDUM I
 FORMULA FOR THE
 ANNUAL ALLOCATION OF COSTS
 OF DUAL-SUPERINTENDENCY
 BETWEEN THE BOARDS OF EDUCATION
 KALEVA NORMAN DICKSON SCHOOL DISTRICT
 AND
 BEAR LAKE SCHOOLS**

In June each year, the following formula will be used to figure the annual allocation of costs of the Dual-Superintendency between the KND and Bear Lake School Districts for the upcoming fiscal year:

**STEP ONE
STUDENT COUNT PERCENTAGE**

The total enrollment of each DISTRICT will be divided by the TOTAL enrollment of BOTH DISTRICTS, for a student count percentage of total. The enrollment will be based upon the immediately preceding fall student count.

BEAR LAKE (Fall BL Count)	KND (Fall KND Count)	TOTAL (Total Fall Count of BOTH Districts)
<u>BL Count divided by TOTAL</u>	<u>KND Count divided by TOTAL</u>	<u>TOTAL %-age</u>

EXAMPLE:

357 357 divided by 948 = <u>38%</u>	591 591 divided by 948 = <u>62%</u>	948 948 STUDENTS= <u>100%</u>
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**STEP TWO
SUPERINTENDENT WORK SPLIT**

<u>50%</u>	<u>50%</u>	<u>100%</u>
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STEP THREE

Add the respective percentage allocations from Step One to the respective percentage allocations from Step Two to arrive at the respective percentage allocations for Step Three

<u>88%</u>	<u>112%</u>	<u>200%</u>
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STEP FOUR

The respective percentage allocations resulting from Step Three are the each divided by two to arrive at the final respective percentage allocations which will be used in each year of this Contract to allocate costs of this Contract between the School Districts.

44%

56%

100%

6.D. Lawn Mower Purchase

Side-By-Side Comparison

Recommended Mower

[Home](#)

Please select a dealer before requesting an estimate.



LZE742GKC604A3

Lazer Z E-Series

[Change Model](#)

Select Product Type ▾

Select Mower Series

Select Mower Model

Select Product Type ▾

Select Mower Series

Select Mower Model

Equipment

[Power Components](#)

[Decks](#)

[Dimensions](#)

Equipment

Blade Spindles

No maintenance, sealed and non-greasable spindles; 7.75"-diameter cutter housing with 25mm (.98") diameter spindle shaft and splined blade driver.

Drive Tires

24 x 12-12, 4 ply Super Turf®

Tractor Frame

Unibody, welded, heavy-duty 1.5" x 3" tubular steel.

Steering Control

Hydraulically dampened twin levers, adjust fore and aft. Adjustable dampeners (3 positions) to customize drive responsiveness. Also adjustable to 2 height positions.

Front Caster Tires

13 x 6.50-6, smooth-tread, pneumatic.



Ask Exmark

6.E. COVID-19 Additional Funds

6.F. Voluntary Severance Plan

6.G. Standardized Testing Update

6.H. NMSLA Update

7. **Treasurer's Report**

Bear Lake School District

Treasurer's Report March 2021

General Fund Accounts

Milaf	\$1,113,292.69
Payroll	2,858.72
Building & Site	222,748.37
Huntington	177,829.45

Total General Fund	\$1,516,729.23
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Food Service Fund Accounts

Milaf	\$44,455.89
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Debt Retirement Accounts

2015 Debt Retire.	116,329.62
2016 Debt Retire.	297,212.68

Total Debt Retirement	\$413,542.30
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Bear Lake School District - Prepays

April 14, 2021

Check Number	Date Paid	Amount Paid	Vendor - Payee	Check Description
EFT	3/9/2021	4,166.75	State of Michigan - Dept Of Treasury	Payroll - State Tax Payable
EFT	3/9/2021	6.05	State of Michigan - Dept Of Treasury	February 2021 Sales Tax
EFT	3/5/2021	260.00	Health Equity (MESSA)	Health Equity Contributions *HSA*
EFT	3/9/2021	20,752.62	MPSERS	Pension Plus DC
EFT	3/19/2021	260.00	Health Equity (MESSA)	Health Equity Contributions *HSA*
EFT	3/25/2021	17,871.30	MPSERS	MPSERS UAAL Rate Stabilization
EFT	3/26/2021	21,102.93	MPSERS	Pension Plus DC
125033	3/5/2021	542.50	Anthony's Outdoor Services, LLC	Snowplow Feb 21
125034	3/5/2021	39.71	Blarney Castle Oil Co	Fluid And Main.
125035	3/5/2021	5,616.35	Gordon Food Service	Food Purchases
125036	3/5/2021	60.00	Karen Harrington	Fingerprints
125037	3/5/2021	349.69	Kaleva Norman Dickson School District	Bus Repair Work
125038	3/5/2021	1,842.00	Kami	Kami District Plan
125039	3/5/2021	1,054.00	KSS Enterprises	Custodial Supplies
125040	3/5/2021	964.75	Manistee County Transportation	Contracted Transportation
125041	3/5/2021	26.28	Meijer	CACFP Food For Great Beginnings
125042	3/5/2021	1,059.50	Pillsbury Winthrop Shaw Pittman LLP	Legal Fees - USAC Appeal
125043	3/5/2021	309.57	The Pioneer Group	Advertising
125044	3/5/2021	358.05	Pitney Bowes	Postage Machine Rental
125045	3/5/2021	355.41	Radio North	Tested Antenna And Radio System/Replace
125046	3/5/2021	13,120.27	West Shore Community College	Winter 2021 Dual Enrollment Tuition
125047	3/5/2021	649.90	Xerox Corporation	Meter Usage- 3TX-404633; Meter Usage- 3A
125048	3/5/2021	857.50	Anthony's Outdoor Services, LLC	Snowplow Feb 21
125049	3/5/2021	41.48	Bear Lake Hardware	Supplies
125050	3/5/2021	60.46	Consumers Energy	Utilities
125051	3/5/2021	1,903.27	Gordon Food Service	Food Purchases
125052	3/5/2021	144.82	Josten's	Grad Supplies
125053	3/5/2021	545.00	Jus-Green	Yearly Bug Guard Program
125054	3/5/2021	10,698.00	Kaleva Norman Dickson School District	Jan 21 After School Supper Meals
125055	3/5/2021	245.08	Kaleva Norman Dickson School District	Jan 21 Vended Meals
125056	3/5/2021	150.00	Jeff Kamaloski	CPR For Staff
125057	3/5/2021	503.71	KSS Enterprises	Custodial Supplies
125058	3/5/2021	12.96	Meijer	CACFP Food For Great Beginnings
125059	3/5/2021	50.00	PNC Bank VISA	Michigan Music Conference
125060	3/5/2021	145.66	School Specialty Inc.	School Supplies-Ware
125061	3/5/2021	342.25	Temperature Control, Inc.	Front Office Unit Thumping
125062	3/5/2021	53.00	Thrun Law Firm, P.C.	Legal Fees
125063	3/8/2021	36.01	Verizon Wireless	Account # 842369295-00001

Bear Lake School District - Prepays

April 14, 2021

Check Number	Date Paid	Amount Paid	Vendor - Payee	Check Description
125064	3/8/2021	36.01	Verizon Wireless	Account # 842369295-00003
125065	3/8/2021	648.18	Verizon Wireless	Account # 842369295-00004
125066	3/11/2021	2,097.16	BP	Bus Fuel
125067	3/14/2021	5,680.01	Consumers Energy	Utilities
125068	3/14/2021	943.87	Kaleva Norman Dickson School District	Utilities And Custodian For GSRP Four St
125069	3/14/2021	250.00	Manistee Health Department	Environmental Health Inspection
125070	3/14/2021	718.85	Republic Services	Waste Services
125071	3/14/2021	1,397.00	Set Seg Workers' Compensation Fund	Fourth Quarter 2020/2021
125072	3/14/2021	75.00	State of Michigan	4* Child Care Application Renewal
125073	3/14/2021	6,947.57	Superior Energy Co LLC	Utilities
125074	3/19/2021	164.59	Auto Value BTB Parts Stores	Supplies
125075	3/19/2021	56.19	Blarney Castle Oil Co	Fluid And Main.
125076	3/19/2021	714.10	Filer Credit Union VISA	VISA Charges
125077	3/19/2021	5,735.47	Gordon Food Service	Food Purchases
125078	3/19/2021	1,200.00	Josten's	Grad Supplies
125079	3/19/2021	523.27	KSS Enterprises	Custodial Supplies
125080	3/19/2021	986.50	Manistee County Transportation	Contracted Transportation
125081	3/19/2021	18,234.43	MESSA	Ins Prem Apr 21
125082	3/19/2021	1,389.21	Prairie Farms Dairy	21205 Dairy Products
125083	3/19/2021	6.00	School Specialty Inc.	School Supplies-Ware
125084	3/19/2021	54.27	Secrest, Wardle, Lynch, Hampton, Et Al.	Legal Fees
125085	3/19/2021	5,111.06	Traverse Bay Area ISD	20-21 English Learner Instructional Serv
125086	3/19/2021	719.69	Xerox Corporation	Meter Usage- 3TX-404633; Meter Usage- 3A
125087	3/19/2021	987.80	Filer Credit Union VISA	VISA Charges
125088	3/26/2021	39.71	Blarney Castle Oil Co	Fluid And Main.
125089	3/26/2021	238.65	Custom Sheet Metal And Heating	Service Call-Heating
125090	3/26/2021	4,890.34	Gordon Food Service	Food Purchases
125091	3/26/2021	140.50	KSS Enterprises	Custodial Supplies
125092	3/26/2021	27.66	Meijer	CACFP Food For Great Beginnings
125093	3/26/2021	132.28	Personal Plumbing Inc.	Repair Work
		166,702.20		

General Fund - 11	152,602.07
Food Service Fund - 25	14,100.13
Debt Retirement - 31	-
Debt Retirement - 32	-
Building and Site Fund - 42	-
	166,702.20

REVENUES		February 2021	
	Amount Received		Payor
General Fund - 11	114.96	Property Taxes	
	518.65	Local Misc. Revenue	
	173,018.64	State Aid	
	49,753.16	Federal	
	0.00	Transfers In	
	223,405.41		
Food Service - 25	91,715.00	Lunch/Breakfast Sales/Fed	
Debt Retirement - 31	16.59	Property Taxes	
Debt Retirement - 32	19.02	Property Taxes	
Building & Site - 42	7.25	Tower Lease	
Total	315,163.27		

8. **Minutes**

**BEAR LAKE SCHOOLS
BOARD OF EDUCATION MEETING
BEAR LAKE MEDIA CENTER
MARCH 10, 2021
7:00 PM**

MEMBERS PRESENT:

President, Bethany Merrill; Vice President, Eric Smith; Treasurer, Greg Babinec; and Trustees Angela Eisenlohr, Shad Buckner and Connie Ledford

MEMBERS ABSENT:

Secretary, Rebecca Fink

CALL TO ORDER

Board President Bethany Merrill called the Board meeting to order at 7:00 PM.

AGENDA

The agenda was adopted as presented.

AUDIENCE PARTICIPATION

None

CORRESPONDENCE

Summer Food Service Review - MDE

BOARD REPORTS

Sarah Harless presented the Principal's Report and the Extended COVID-19 Plan Update & Reconfirmation.

Eric Smith updated the Board on the recent MCSMC meeting including timelines of the upcoming Superintendent interviews.

SUPERINTENDENT'S REPORT

- A. Michigan Association of School Boards (MASB) Resolution
- B. Personnel
- C. Parent Advisory Committee
- D. Extended COVID-19 Update and Reconfirmation Plan
- E. COVID-19 Additional Funds
- F. NMSLA

BUSINESS ITEMS FOR ACTION

Moved by Smith, supported by Buckner, that the Consent Calendar Items B, C, D & E be approved as presented; carried 6-0.

Moved by Smith, supported by Buckner, that the Treasurer's Report of monies on hand -

General Fund	\$ 144,431.06
Food Service Fund	5,028.87
Debt Retirement Funds	500.00
Capital Projects	-
Total All Funds	\$ 149,959.93

be accepted and that bills totaling \$149,959.93 and check numbers 125013-125032 be approved for payment; carried 6-0.

Moved by Smith, supported by Buckner, that the minutes of the regular business meeting held February 9, 2021 be approved as presented; carried 6-0.

Moved by Smith, supported by Buckner, that the minutes of the closed business meeting held February 9, 2021 be approved as presented; carried 6-0.

Moved by Smith, supported by Buckner, to approve the MASB Resolution to allow in-person meetings as presented; carried 6-0.

Moved by Smith, supported by Buckner, to approve the updated COVID-19 Plan as presented; carried 6-0.

Moved by Smith, supported by Eisenlohr, to hire Isaac Blake, Softball Coach, as recommended; carried 6-0.

Moved by Babinec, supported by Buckner, to appoint Serra Mikula to the Parent Advisory Committee as recommended; carried 6-0.

ADJOURNMENT

Moved by Smith, supported by Buckner, to adjourn at 7:38 p.m. with no objections.

Board Secretary _____

**COMBINED BOARD MEETING OF THE
KALEVA NORMAN DICKSON SCHOOL DISTRICT
AND BEAR LAKE SCHOOLS
March 18, 2021 - 6:00 PM
Brethren Media Center**

A Reception of potential superintendent candidates was held in the Brethren Media Center beginning at 6:00 PM. A Combined Board Meeting of the Bear Lake Schools and Kaleva Norman Dickson School District was called to order at 7:00 PM in the Brethren Media Center by MCSMC Council President Eric Smith.

Bear Lake Board Members Present: Greg Babinec, Shad Buckner, Angela Eisenlohr, Rebecca Fink, Connie Ledford, Bethany Merrill and Eric Smith

KND Members Present: Kathy Fairbanks, Arthur Fraly, Ashley Gutowski, Karen McIntire, Josh Morrison, Eric Schmidt and Jessica Ward

Members Absent: None

Guest: Charles Andrews , Michigan Leadership Institute

The agenda was approved as presented.

There was no Public Comment.

The following candidates were interviewed by the Boards of Education:

Jakob Veith, K-12 Principal Kaleva Norman Dickson School District

Jack Ledford, K-12 Principal Waldron Area Schools

Moved by Josh Morrison, supported by Bethany Merrill to hire Jack Ledford, Dual Superintendent of the Bear Lake & Kaleva Norman Dickson School Districts.

<u>Roll Call Vote:</u>	<u>ayes</u>	<u>nays</u>	<u>abstain</u>
<i>Greg Babinec</i>	___	<u>_x_</u>	___
<i>Shad Buckner</i>	___	<u>_x_</u>	___
<i>Angela Eisenlohr</i>	___	<u>_x_</u>	___
<i>Kathleen Fairbanks</i>	___	<u>_x_</u>	___
<i>Rebecca Fink</i>	___	<u>_x_</u>	___
<i>Arthur Fraly</i>	___	<u>_x_</u>	___
<i>Ashley Gutowski</i>	___	<u>_x_</u>	___
<i>Connie Ledford</i>	___	___	<u>_x_</u>

Karen McIntire	___	<u> x </u>	___
Bethany Merrill	___	<u> x </u>	___
Josh Morrison	<u> x </u>	___	___
Eric Schmidt	___	<u> x </u>	___
Eric Smith	___	<u> x </u>	___
Jessica Ward	___	<u> x </u>	___

Motion Not Passed 1-13-1

Moved by Kathy Fairbanks, supported by Greg Babinec, to hire Jakob Veith, Dual Superintendent of the Bear Lake & Kaleva Norman Dickson School Districts.

<u>Roll Call Vote:</u>	<u>ayes</u>	<u>nays</u>	<u>abstain</u>
Greg Babinec	<u> x </u>	___	___
Shad Buckner	<u> x </u>	___	___
Angela Eisenlohr	<u> x </u>	___	___
Kathleen Fairbanks	<u> x </u>	___	___
Rebecca Fink	<u> x </u>	___	___
Arthur Fraly	<u> x </u>	___	___
Ashley Gutowski	<u> x </u>	___	___
Connie Ledford	___	<u> x </u>	___
Karen McIntire	<u> x </u>	___	___
Bethany Merrill	<u> x </u>	___	___
Josh Morrison	___	<u> x </u>	___
Eric Schmidt	<u> x </u>	___	___
Eric Smith	<u> x </u>	___	___
Jessica Ward	<u> x </u>	___	___

Motion Passed 12-2

Moved by Eric Schmidt, supported by Bethany Merrill, to make an offer of employment to Jakob Veith as the Dual Superintendent of Kaleva Norman Dickson School District and the Bear Lake Schools as stipulated under the Joint Superintendency Cooperative Agreement between the two districts. This offer to Jakob Veith is subject to successful ratification of the dual superintendent contract by the Boards of Education.

Motion Passed 14-0

Moved by Arthur Fraly, supported by Kathy Fairbanks, to adjourn the special meeting of the MCSMC Council with no objections at 8:48 PM.

**BEAR LAKE SCHOOLS
BOARD OF EDUCATION *SPECIAL MEETING*
BEAR LAKE MEDIA CENTER
APRIL 12, 2021
5:00 PM**

MEMBERS PRESENT:

President, Bethany Merrill; Vice President, Eric Smith; Secretary, Rebecca Fink; Treasurer, Greg Babinec; and Trustees Angela Eisenlohr and Connie Ledford

MEMBERS ABSENT:

Trustee, Shad Buckner

CALL TO ORDER

Board President Bethany Merrill called the Board meeting to order at 5:00 PM.

AGENDA

The agenda was adopted as presented.

AUDIENCE PARTICIPATION

None

CORRESPONDENCE

Nikki Sanderson

SUPERINTENDENT'S REPORT

- A. Mental Health Crisis Worker
- B. COVID-19 Education Pause

BUSINESS ITEMS FOR ACTION

Moved by Smith, supported by Eisenlohr to have the 9-12 grade levels return to face-to-face learning beginning on April 14, 2021.

<u>Roll Call Vote:</u>	<u>ayes</u>	<u>nays</u>
<i>Greg Babinec</i>	<u> x </u>	<u> </u>
<i>Angela Eisenlohr</i>	<u> x </u>	<u> </u>
<i>Rebecca Fink</i>	<u> </u>	<u> x </u>
<i>Connie Ledford</i>	<u> x </u>	<u> </u>
<i>Bethany Merrill</i>	<u> x </u>	<u> </u>
<i>Eric Smith</i>	<u> x </u>	<u> </u>

Motion Carried 5-1

ADJOURNMENT

Moved by Fink, supported by Babinec, to adjourn at 5:24 p.m. with no objections.

Board Secretary _____

9. Action Items

A. Consent Calendar Items

Moved by _____, supported by _____,
that the Consent Calendar Items B, C, & D be approved as presented/amended.

Ayes _____ Nays _____ Motion _____

■ **B. Treasurer's Report**

Moved by _____, supported by _____,
that the Treasurer's Report of monies on hand -

General Fund	\$ 152,602.07
Food Service Fund	14,100.13
Debt Retirement Funds	-
Capital Projects	-
Total All Funds	\$ 166,702.20

be accepted and that bills totaling \$166,702.20 and check numbers 125033-125093 be approved for payment.

Ayes _____ Nays _____ Motion _____

■ **C. Adoption of Minutes – March 10, 18, & April 12, 2021**

Moved by _____, supported by _____,
that the minutes of the regular meeting held March 10, 2021 be approved as presented/amended.

Ayes _____ Nays _____ Motion _____

Moved by _____, supported by _____,
that the minutes of the closed meeting held March 10, 2021 be approved as presented/amended.

Ayes _____ Nays _____ Motion _____

Moved by _____, supported by _____,
that the minutes of the combined meeting of the Bear Lake and Kaleva Norman Dickson Boards of Education held March 18, 2021 be approved as presented/amended.

Ayes _____ Nays _____ Motion _____

Moved by _____, supported by _____,
that the minutes of the special meeting held April 12, 2021 be approved as presented/amended.

Ayes _____ Nays _____ Motion _____

■ **D. Extended Covid-19 Plan Update/Reconfirmation**

Moved by _____, supported by _____, to approve the updated COVID-19 Plan as presented.

Ayes _____ Nays _____ Motion _____

E. MISD Biennial Election

Moved by _____, supported by _____, that the Board will consider a resolution to appoint _____ as the designated representative of this District for the electoral body of the ISD biennial election to be held June 7, 2021 and _____ as an alternate, in the event the designated representative is unable to attend.

Ayes _____ Nays _____ Motion _____

F. Superintendent Contract

Moved by _____, supported by _____, to approve the three-year contract for Jakob Veith, Bear Lake Schools Superintendent, beginning July 1, 2021 - June 30, 2024 as recommended.

Ayes _____ Nays _____ Motion _____

G. Lawn Mower Purchase

Moved by _____, supported by _____, to approve the purchase of an Exmark Brand lawn mower from Freeman Creek Equipment at a price of \$8,799 as recommended.

Ayes _____ Nays _____ Motion _____

H. Adjournment

Moved by _____, supported by _____, to adjourn at _____ p.m. with no objections.

10. **Board Requests**

11. **Announcements**

11.A. Next Board Meeting - May 12, 2021

12. **Adjournment**