



**REGULAR MEETING  
BOARD OF EDUCATION  
GOGEBIC-ONTONAGON INTERMEDIATE SCHOOL DISTRICT  
CONFERENCE ROOMS A & B  
WEDNESDAY, MARCH 19, 2025, 6:00 PM**

*This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated on the agenda. Visitors wishing to address the board shall follow Board Policy 2504.*

**Mission Statement:**

The Gogebic-Ontonagon ISD will serve students and families by creating, leading, supporting, and enriching educational opportunities in Gogebic and Ontonagon counties.

- A. **Pledge of Allegiance & Roll Call**
- B. **Approval of Previous Meeting Minutes**
- C. **Departmental Financial Reports & Approval of Vouchers**
- D. **Public Comment**  
*Except during a public participation portion of a Board meeting, no member of the public or other person may address the Board during a public meeting without the express permission of the President or other presiding officer. Each person's public comments are limited to 5 minutes per public participation period. Please see Board Policy 2504 for additional information.*
- E. **Staff Recognition**
- F. **Departmental Presentation-- Early Childhood Education**
- G. **Old Business**
- H. **New Business**
  - 1. Acceptance of Earned Sick Time Act Policy Update
  - 2. Approval to hire 7-12 MoCI Classroom Paraprofessional
- I. **Reports**
  - 1. Superintendent
  - 2. Financial and Grants
  - 3. Career & Technical Education
  - 4. Early Childhood Education
  - 5. Instructional Services
  - 6. Special Education
  - 7. Student Health & Wellness Services
  - 8. REMC#1
- J. **Adjournment**

INDIVIDUALS WISHING TO PARTICIPATE VIRTUALLY MUST HAVE  
THEIR FIRST AND LAST NAME IN THEIR ZOOM PROFILE IN ORDER TO BE ADMITTED.

Upon request to the Title IX Coordinator, Ashley Nevins, and the Gogebic-Ontonagon Intermediate School District shall make reasonable accommodations for a person with disabilities to be able to participate in these meetings.  
Please call 906-575-3438 to make arrangements.



Minutes of ( X ) Regular ( ) Special Meeting .....February 19, 2025

Secretary's Initials \_\_\_\_\_

The Regular Meeting of the Board of Education was called to order by President, Catherine Shamion, 6:00 P.M. EST.

Roll Call:	Present	Absent	
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Also present:  Tammy Gibson  Megan Hagen  Meghan Lane  Heidi Lauzon  Ashley Nevins  
 Patty Ollila  Rebecca Samson  Jared Stenson  Mark Switzer  Alan Tulppo  Tracy Franti

1. Motion by Jim Ojala, supported by Marti Wegner, to approve the January 22, 2025 Reorganizational Meeting Minutes as presented in the Board Packet.

Voice Vote:   
 Roll Call:

	Aye	Nay	
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

2. Motion by Carol Yakovich, supported by Bill Steiger, to approve the January 22, 2025 Regular Board Minutes as presented in the Board Packet.

Voice Vote:   
 Roll Call:

	Aye	Nay	
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.



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3. Motion by Jim Ojala, supported by Marti Wegner, for the approval of vouchers.

Voice Vote:

Roll Call:

Aye

Nay

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- Dayle Jackson, Trustee
- Samantha Schutz Trustee
- Bill Steiger, Trustee
- Carol Yakovich, Treasurer
- Jim Ojala, Secretary
- Marti Wegner, Vice President
- Catherine Shamion, President

Vote:                   Ayes 7                   Nays 0                   Absent                   Motion Carried.

Visitors: Talon Hughes

Visitor Comments:

**Staff Recognition:** Welcome Beth Billie. We're glad to have you on our team. Congratulations to Lori Scott for being selected as GCC's 2025 commencement speaker! Shout out to McKenzie and Jeannine for all the hard work they are doing and the positive relationships they have built within ADJ and WES. You are doing AMAZING! Thank you to Katie Hampston and Megan Hagen for participating in the Chalkboard Podcast. Welcome to Leigh Dabb! We're glad you've joined us. Travis, thank you for making time in your schedule to talk to CTE Ed class! It was great information for the students. I appreciate you! Shout out to Michelle Trier! You always help people, in and out of work, and it is so appreciated! Thank you for including the CTE Ed students in your recent Heggery trainings! Thank you Susan, for all of your help in training in our new hires! Thank you to the CBP staff for all that they do, best group of people that I've ever worked with! Welcome to Sarah Ozello. We're glad to have you on our team!

**Departmental Presentation:** Career & Technical Education Presentation: Patti Witt, Education Instructor and Talon Hughes, Junior CTE Music Student. Mrs Witt started the presentation with the following statistics.

- CTE Program growth form 2023-2024 having 3 students in 2 districts to 2024-2025 11 students in 3 districts (2 second-year students).
- Current Placements: Licensed Childcare Provider (1), GLRP (1), Kindergarten (1), 1<sup>st</sup> grade (2), 2<sup>nd</sup> grade (3), Middle School (1), Band (1) and Art (1)
- Feedback has been positive! Teachers and centers are requesting Teacher Cadets. Teachers regularly request Teacher Cadets for their field trips.
- Career Plans Seniors: **Education – Teachers Assistant**, GCC – **Elementary Education, Early Childhood Education**, Nursing or Teaching (Speech and Language Pathologist or Pediatric Occupational Therapist), and Medical Coding and Billing. NMU – Undecided.
- Juniors: **Music Education, Bachelors in Education, Pre-K/Early Elementary** or Nursing, Social Work, and Psychology.



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Talon's presentation was an entertaining and enlightening understanding of his experiences of being involved in the CTE program. Talon touch base on fellow students and their experiences. The advantages and experiences training first hand in working in the advanced training of the CTE programs.

**Old Business:** Board Committee Appointments

**New Business:**

4. Motion by Jim Ojala, supported by Carol Yakovich, for the approval of the Career & Technical Education Amended Budget Resolution 2024-2025.

Voice Vote:   
 Roll Call:

Aye	Nay	
<input type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote:                   Ayes 7                   Nays 0                   Absent                   Motion Carried.

5. Motion by Samantha Schutz, supported by Bill Steiger, for the approval of the General Education Amended Budget Resolution 2024-2025.

Voice Vote:   
 Roll Call:

Aye	Nay	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote:                   Ayes 7                   Nays 0                   Absent                   Motion Carried.



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6. Motion by Jim Ojala, supported by Carol Yakovich, for the approval of the Special Education Amended Budget Resolution 2024-2025.

Voice Vote:   
 Roll Call:  Aye Nay

<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

7. Motion by Carol Yakovich, supported by Bill Steiger, for the approval of the Parallel Learning Contract Amendment.

Voice Vote:   
 Roll Call:  Aye Nay

<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

8. Motion by Bill Steiger, supported by Carol Yakovich, for the acceptance of the Ewen Building Project Bid.

Voice Vote:   
 Roll Call:  Aye Nay

<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.



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9. Motion by Bill Steiger, supported by Jim Ojala, for the acceptance to add Little Learners Childhood Center USF Bid, REMC1

Voice Vote:   
 Roll Call:

Aye	Nay
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Dayle Jackson, Trustee  
 Samantha Schutz, Trustee  
 Bill Steiger, Trustee  
 Carol Yakovich, Treasurer  
 Jim Ojala, Secretary  
 Marti Wegner, Vice President  
 Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

10. Motion by Samantha Schutz, supported by Marti Wegner, for the approval of the CTE Scholarships.

Voice Vote:   
 Roll Call:

Aye	Nay
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Dayle Jackson, Trustee  
 Samantha Schutz, Trustee  
 Bill Steiger, Trustee  
 Carol Yakovich, Treasurer  
 Jim Ojala, Secretary  
 Marti Wegner, Vice President  
 Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

11. Motion by Marti Wegner, supported by Jim Ojala, for the approval of the 2029-2030 Common Calendar.

Voice Vote:   
 Roll Call:

Aye	Nay
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>

Dayle Jackson, Trustee  
 Samantha Schutz, Trustee  
 Bill Steiger, Trustee  
 Carol Yakovich, Treasurer  
 Jim Ojala, Secretary  
 Marti Wegner, Vice President  
 Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.



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12. Motion by Samantha Schutz, supported by Carol Yakovich, for the acceptance of Retirement/Resignation of Tracy Franti.

Voice Vote:	<input checked="" type="checkbox"/>			
Roll Call:	<input type="checkbox"/>	Aye	Nay	
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

13. Motion by Jim Ojala, supported by Carol Yakovich, for the approval to hire Robin Pharis for the Ontonagon GSRP Associate Teacher position.

Voice Vote:	<input type="checkbox"/>			
Roll Call:	<input checked="" type="checkbox"/>	Aye	Nay	
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

14. Motion by Carol Yakovich, supported by Marti Wegner, for the approval to hire Linda Karttunen for the Part-Time Financial Services Specialist position.

Voice Vote:	<input type="checkbox"/>			
Roll Call:	<input checked="" type="checkbox"/>	Aye	Nay	
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
		<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.



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Secretary's Initials \_\_\_\_\_

15. Motion by Bill Steiger, supported by Marti Wegner, for the approval to hire Cory Aspinwall as Part-Time Building Maintenance person.

Voice Vote:   
 Roll Call:

Aye	Nay	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

16. Motion by Bill Steiger, supported by Jim Ojala, for the approval to post for and hire a Technology & Communications Specialist.

Voice Vote:   
 Roll Call:

Aye	Nay	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.

17. Motion by Marti Wegner, supported by Carol Yakovich, for the approval to post for & hire an Executive Assistant to the Superintendent.

Voice Vote:   
 Roll Call:

Aye	Nay	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Dayle Jackson, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Samantha Schutz, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Bill Steiger, Trustee
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Carol Yakovich, Treasurer
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Jim Ojala, Secretary
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Marti Wegner, Vice President
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Catherine Shamion, President

Vote: Ayes 7 Nays 0 Absent Motion Carried.



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Directors' Reports

**Superintendent Report:** Superintendent Tulppo provided an update on the grants that GOISD is managing and shared that he and Jared Stenson, Grant Finance Manager, recently met with Dr. Jill Griffin from MDE and Tinu Usoro from the Michigan Education Justice Coalition (MEJC) to discuss the possibility of GOISD serving as the fiscal manager of a \$4 million grant for MEJC. Information regarding the potential impact of recent Executive Orders at the federal level was presented. Mr. Tulppo also shared information about upcoming GOISD program and classroom tours and encouraged board members to participate if possible.

**Financial Report:** The General Education amendment projects an addition to the fund balance of \$404,401. Even with the increase in staff for Instructional Services, the additional \$1 million in earnings investments covers that and still provides an excess of revenues over expenses. The Special Education amendment projects a decrease to the fund balance of \$898,296, an increase in the operational deficit of \$307,000 from the original proposed budget. The Career Tech Education amendment projects an addition to the fund balance of \$93,247, a decrease from the original proposed budget of \$85,566.

**Career and Technical Education Report:** February is CTE Month! The GOISD is proud of the career and technical education opportunities that we are able to provide to students within the GOISD. Thank you to all of the teachers, paraprofessionals, and staff that help make programming and services successful. Ontonagon CTE facilities update, the land survey has been completed and agreed upon by both parties. Per the purchase agreement, the GOISD will be developing an agreement outlining the following contingencies prior to closing: joint parking lot use agreement, easement for OASD access to the track and field, and use of the utilities through separation date. Maleah Maki (Ironwood Area School District) was the 3<sup>rd</sup> Place winner in the Rural Health Essay Contest through NMU for the Western U.P. Region. The GOISD is partnering with GCC, MI Works, Ironwood Chamber of Commerce, and local businesses to host a career fair and exploration event at GCC for all of our local districts and neighboring Wisconsin schools. The CTE Food Systems and Natural Resources students competed in the FFA District Competition. All students that participated did an excellent job and are advancing to Regionals. GOISD CTE has 10 individuals enrolled in our first cohort of adult CNA classes!

**Instructional Services:** The Instructional Services Department continues to support the GOISD Literacy and Math Commitments. The Instructional Services Department has developed and delivered a one day professional learning opportunity for educators of all levels of experience throughout the ISD. The annual GOISD Regional Spelling Bee was held on February 11<sup>th</sup> for the students in grades 5-8. Each participant school sent their local champions at each grade level for regional competition. In addition to the support provided by the Instructional Services Department, Mrs. Witt's CTE Education Students were an invaluable resource. Melissa Nigh, Ironwood K-12 Principal, will be representing the GOISD at the upcoming Principals Summit. Part of her presentation will include some of the content to be presented at the Leaders in Education Board Dinner in April. Instructional Services facilitated the second annual GOISD Poetry Out Loud (POL) competition in Ironwood last month. On March 18<sup>th</sup>, 7<sup>th</sup> – 12<sup>th</sup> graders from across the ISD will come to GCC to compete in teams of 3 to solve complex math problems.

**Early Childhood Education Board Report:** Heather Rozelle and Paula Maloney have been meeting with Meghan and Travis Powell to coordinate work for the 35i Uplifting Families Network that will align with initiatives they are currently implementing with GSC. This work will focus on family engagement, building relationships, and positive communication with families. We will be offering training this spring for families. Meghan has been working with the Michigan Department of Education and the Office of Nutrition Services for almost a year to receive a grant form CACFP (Child & Adult Care Food Program) for the center.



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**Special Education Report:** On February 11, 2025, GOISD staff participated in the MAASE Attorney Conference, with Heidi Lauzon attending in Lansing and Auburn Powell, David Andresen Rebecca Samson, Kelly Cox, Elizabeth Billie, and Carolyn Warren joining via satellite. The conference attended by approximately 450 special education professionals, focused on key legal issues impacting special education. Key Takeaways: Ensuring FAPE & Legal Compliance, Student Behavior & Discipline, and Professional Responsibilities. The GOISD has been accepted as Cohort 2 of the Build Up/Help Me Grow pilot initiative. This initiative will support the local child find responsibilities through a marketing and outreach campaign, care coordination, developmental screening, and intake support. The GOISD team has been busy with several key initiatives to support our students and staff. An Augmentative and Alternative Communication (AAC) workgroup met on January 15<sup>th</sup> to brainstorm ways to improve communication support for center-based students. Heidi Lauzon attended the MDE OSE Presentation of their LRE Capacity Building initiative on February 12, 2025. A highlight of Mr. Switzer’s year has been celebrating the graduation of one of the students enrolled in our Transition Program. Breanna Wright was recognized by her family, classmates, and teachers on February 5, 2025.

**Student Health & Wellness Services:** Megan Hagen is in the process of conducting staff observations and has been very proud of all of the amazing work and high quality services that our staff are providing to districts and students. Megan is also working to coordinate PREPARE, Behavior Threat Assessment Training, and Critical Incident Stress Management Training for our providers and LEA support teams. Alan, Heidi, Travis, and Megan participated in an informational session with MARESA about their Day Treatment Program. The District Improvement Committee invites you to be part of our Annual Make a Difference day Friday, April 25, 2025. The GOISD 31n Manual is still in draft form and will be shared with the board once completed.

**REMC Report:** By mid - February the new REMC1.org website should be live. Please take a few moments to check it out. REMC1 wants to provide a second reminder for districts to make them aware of Google options for performing student/incident investigation. REMC1 is busy assisting with this year’s proposed USF needs and filings for your districts. REMC1 is continuing to assist in the procurement stage of the SLCGP (Cybersecurity) Grant program. REMC1 has been monitoring and communicating with PowerSchool districts regarding the Cybersecurity incident experienced by PowerSchool Support.

14. Motion by Jim Ojala, supported by Bill Steiger, to adjourn at 7:36, P.M. EST.

Voice Vote:            In favor 7      Opposed      Absent 0      Motion carried to adjourn.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary



Board Meeting 3/19/25

Report From 2/13/25 to 3/12/25

**ACCOUNTS PAYABLE CHECK REGISTER - BOE Feb/March 2025**

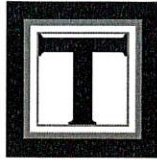
Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
Amazon Capital Services, Inc.	34824	02/13/2025	1,380.58	Conference Room Supplies
AMN HEALTHCARE ALLIED INC	34825	02/13/2025	1,665.00	Lindsie Jones
BETH A STEENWYK	34826	02/13/2025	2,000.00	CONSULTANT SERVICES
BIG VALLEY FORD INC.	34827	02/13/2025	1,090.95	FORD EDGE
C & M OIL CO	34828	02/13/2025	158.85	VEHICLE REPAIRS
COMFORT SUITES MARQUETTE	34829	02/13/2025	207.76	MARIA JESINSKI
COPPER COUNTRY INTERMEDIATE	34830	02/13/2025	8,247.23	MONTHLY SERVICES
DOLLYWOOD FOUNDATION	34831	02/13/2025	367.12	OGS SUPPLIES
EWEN BUILDING SUPPLY	34832	02/13/2025	5.39	SUPPLIES
EWEN-TROUT CREEK	34833	02/13/2025	1,917.16	JAN. RENT
GLOBE CLASSIFIED	34834	02/13/2025	162.01	ADVERTISING
JULIE M IMHOFF	34835	02/13/2025	7,280.00	JANUARY OT SERVICES
LEMEROND, MONICA	34836	02/13/2025	84.96	MILEAGE REIMBURSEMENT
LUTZ, MICHAEL	34837	02/13/2025	951.08	MILEAGE REIMBURSEMENT
MCMILLAN TOWNSHIP	34838	02/13/2025	119.25	WATER & SEWER-EWEN
MICHIGAN AEYC	34839	02/13/2025	1,030.00	2025 UP EARLY CHILDHOOD CONFERENCE
MINERS INC	34840	02/13/2025	580.74	MOCI SUPPLIES
MSBO	34841	02/13/2025	400.00	Conference Fee
NEVINS, ASHLEY	34842	02/13/2025	525.25	MILEAGE REIMBURSEMENT
NIEMI, PAULETTE	34843	02/13/2025	322.70	MILEAGE REIMBURSEMENT
OFFICE PLANNING GROUP, INC	34844	02/13/2025	354.74	MAINTENANCE
OTTAWA SHOPPER	34845	02/13/2025	212.50	ADVERTISEMENT
PANTTI, BECKY	34846	02/13/2025	42.00	REIMBURSEMENT
SARA SIVULA	34847	02/13/2025	67.20	MILEAGE REIMBURSEMENT
SCHMIDT, SHERI	34848	02/13/2025	51.77	MILEAGE REIMBURSEMENT
SPRAGUE, AMANDA	34849	02/13/2025	78.76	REIMBURSEMENT
THRUN LAW FIRM P.C.	34850	02/13/2025	386.00	LEGAL SERVICES
UPPER MICHIGAN WELDING EDUCATORS	34851	02/13/2025	450.00	UP WELDING STUDENT COMPETITION
WASTE MANAGEMENT OFWI-MN	34852	02/13/2025	383.18	TRASH REMOVAL-BERGLAND
WATERSMEET TWP. SCHOOL DISTRICT	34853	02/13/2025	390.00	PUPIL ACCOUNTING REIMBURSEMENT
WAYNE RESA	34854	02/13/2025	50.00	WORKSHOP
WE ENERGIES	34855	02/13/2025	565.90	ELECTRICITY-EWEN

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
WILLSUB	34856	02/13/2025	13,266.19	LITTLE LEARNERS
XCEL ENERGY	34857	02/13/2025	922.05	ELECTRICITY-HEAT-BERGLAND
BAILEY, BERSHERIL L.	34858	02/21/2025	1,690.00	REGIONAL ISD EWIMS
BEATRICE BENJAMIN	34859	02/21/2025	2,500.00	REGIONAL ISD EWIMS
BRIAN JOE STARKS	34860	02/21/2025	1,508.00	REGIONAL ISD PROGRAM FISCAL REVIEW
GAYLE M. GREEN	34861	02/21/2025	1,400.00	REGIONAL ISD GRANT REVIEW
JENNIFER S. HAMMOND	34862	02/21/2025	275.00	REGIONAL ISD GRANT REVIEW
KENDRA SEITZ KATNIK	34863	02/21/2025	291.50	REGIONAL ISD TITLE III MONITORING
MARIE A. MILLER	34864	02/21/2025	2,100.00	REGIONAL ISD GRANT REVIEW
SLS CONSULTING, LLC	34865	02/21/2025	1,037.50	REGIONAL ISD GRANT REVIEW
WILLIAM D. ANDERSON	34866	02/21/2025	3,626.92	REGIONAL ISD PROGRAM FISCAL REVIEW
WYNNGATE ASSOCIATES, LLC.	34867	02/21/2025	3,286.30	REGIONAL ISD PROGRAM FISCAL REVIEW
MAISA	34868	02/24/2025	419,693.44	EL - MAISA (EL & EM)
THE MONROE FAMILY YMCA	34869	02/25/2025	160.00	TEN CENTS - REIMBURSEMENTS
MAISA	34870	02/24/2025	167,510.80	23h - MAISA
MiAEYC	34871	02/25/2025	251,631.91	32v - MiAEYC
Amazon Capital Services, Inc.	34872	02/21/2025	1,364.40	GREAT START SUPPLIES
AMERICAN WELDING & GAS, INC	34873	02/21/2025	160.06	Welding supplies
AMN HEALTHCARE ALLIED INC	34874	02/21/2025	3,150.00	SE SERVICES
CHRISTOPHER WUORINEN	34875	02/21/2025	267.40	MILEAGE REIMBURSEMENT
ESS	34876	02/21/2025	250.00	LITTLE LEARNERS
GLOBE, THE	34877	02/21/2025	70.00	NEWSPAPER RENEWAL
HIGHLINE CORP	34878	02/21/2025	487.50	MOCI TRANSITION SERVICES
KIN, SHANNON	34879	02/21/2025	59.50	MILEAGE REIMBURSEMENT
LANE, MEGHAN	34880	02/21/2025	233.10	MILEAGE REIMBURSEMENT
MICHIGAN REHABILITATION SERVICES	34881	02/21/2025	10,000.00	TRANSITION CASH MATCH
ONTONAGON HERALD	34882	02/21/2025	140.00	PRINTING AND BINDING
POWERSCHOOL GROUP LLC	34883	02/21/2025	4,094.00	LEA SUPPORT SERVICES
QUILL CORPORATION	34884	02/21/2025	73.78	Little Learners Supplies
RULSEH, JONATHON	34885	02/21/2025	11.05	MILEAGE REIMBURSEMENT
SAMARDICH, CHRISTINE	34886	02/21/2025	42.00	MILEAGE REIMBURSEMENT
SCHILLEMAN BUS SERVICE OF EAGLE RIVER IN	34887	02/21/2025	28,326.71	TRANSPORT CONTRACTED SERVICES
SPRAGUE, AMANDA	34888	02/21/2025	69.52	REIMBURSEMENT
SYL'S CAFE	34889	02/21/2025	330.00	SUPERINTENDENT ROUNDTABLE
WAKEFIELD NEWS	34890	02/21/2025	44.00	PRINTING AND BINDING
WATERSMEET TWP. SCHOOL DISTRICT	34891	02/21/2025	101.84	CTE MILEAGE REIMBURSEMENT
CARD MEMBER SERVICE	34892	02/25/2025	14,452.92	CREDIT CARD STATEMENT 12/14/24 TO 1/14/25
LIFT SCHOOL PSYCHOLOGY SVC, LLC	34893	02/28/2025	5,325.00	PSYCH-CONTRACTED SVC
Amazon Capital Services, Inc.	34894	02/28/2025	159.99	BUSINESS OFFICE NEW EMPLOYEE
AMERICAN WELDING & GAS, INC	34895	02/28/2025	159.41	WELDING SUPPLIES
AMN HEALTHCARE ALLIED INC	34896	02/28/2025	3,195.00	BC-CONTRACTED
ANTONIOS RESTAURANT	34897	02/28/2025	422.85	JAN. CHARGES

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
BACHHARRISON, L.L.C.	34898	02/28/2025	450.00	DIRECTOR OF INST SVC DUE & FEES
BAY ELECTRIC INC.	34899	02/28/2025	830.00	PAGING SYSTEM INSTALLATION
BIG VALLEY FORD INC.	34900	02/28/2025	602.70	2022 FORD TRANSIT
CHRISTINE COOK	34901	02/28/2025	2,020.00	CUSTODIAL SERVICES
COMFORT SUITES MARQUETTE	34902	02/28/2025	533.18	PAULETTE NIEMI
COPPER COUNTRY INTERMEDIATE	34903	02/28/2025	5,553.52	PERKINS
DAWN COOLEY	34904	02/28/2025	215.74	MILEAGE REIMBURSEMENT
EWEN BUILDING SUPPLY	34905	02/28/2025	14.87	SUPPLIES
GENESEE INTERMEDIATE S/D	34906	02/28/2025	4,800.00	SCHOOLS OPEN TRAINING
GOGEBIC COMMUNITY COLLEGE	34907	02/28/2025	17,552.00	DUAL ENROLLMENT
GRAHAM, ALLEN	34908	02/28/2025	871.00	TRUANCY SERVICES
LAKES DISTRIBUTING LLC	34909	02/28/2025	595.08	LITTLE LEARNERS SUPPLIES
LOEFFLER, CARLA	34910	02/28/2025	164.69	MILEAGE REIMBURSEMENT
LOGGERS ALLEY	34911	02/28/2025	140.00	MOCI FIELD TRIP
MENOMINEE COUNTY INTER S/D	34912	02/28/2025	3,000.00	KAROUB LOBBYING
MICHIGAN STATE UNIVERSITY - FFA	34913	02/28/2025	930.00	AFFILIATE MEMBERSHIP FEES
MORPH DESIGN	34914	02/28/2025	100.00	WEBSITE MAINTENANCE
OLLILA, PATTY	34915	02/28/2025	120.40	MILEAGE REIMBURSEMENT
ONTONAGON AREA SCHOOL DISTRICT	34916	02/28/2025	580.00	MASA CONFERENCE
OTTAWA SHOPPER	34917	02/28/2025	243.75	ANNOUNCEMENT
PARALLEL LEARNING BEHAVIORAL HEALTH P.C.	34918	02/28/2025	834.02	SPEECH-CONTRACTED SVC
PARBEL, JENNIE	34919	02/28/2025	5,287.50	31 HEALTH SVC
PICOTTE, CLIFF	34920	02/28/2025	130.20	MILEAGE REIMBURSEMENT
QUILL CORPORATION	34921	02/28/2025	355.36	OFFICE SUPPLIES
SAMSON, REBECCA	34922	02/28/2025	12.60	MILEAGE REIMBURSEMENT
SCHUTZ, JASON	34923	02/28/2025	3,700.00	SNOW REMOVAL
SCHUTZ, LEONA	34924	02/28/2025	100.00	SNOW REMOVAL
SCOTT, LORI	34925	02/28/2025	238.61	REIMBURSEMENT
SPECTRUM ENTERPRISE	34926	02/28/2025	114.98	LITTLE LEARNERS
VESTIS	34927	02/28/2025	169.60	LITTLE LEARNERS
WAKEFIELD-MARENISCO SCHOOL DISTRICT	34928	02/28/2025	16,988.37	SUBSTITUTE REIMBURSEMENT
WILLSUB	34929	02/28/2025	15,386.44	LITTLE LEARNERS
LOEFFLER, CARLA	34930	02/28/2025	110.89	MILEAGE REIMBURSEMENT
BAILEY, BERSHERIL L.	34931	03/07/2025	1,690.00	REGIONAL ISD EWIMS
BRIAN JOE STARKS	34932	03/07/2025	4,524.00	REGIONAL ISD PROGRAM FISCAL REVIEW
GAYLE M. GREEN	34933	03/07/2025	1,350.00	REGIONAL ISD GRANT REVIEW
JENNIFER S. HAMMOND	34934	03/07/2025	1,000.00	REGIONAL ISD GRANT REVIEW
SLS CONSULTING, LLC	34935	03/07/2025	1,375.00	REGIONAL ISD GRANT REVIEW
WILLIAM D. ANDERSON	34936	03/07/2025	3,347.80	REGIONAL ISD PROGRAM FISCAL REVIEW
WYNNGATE ASSOCIATES, LLC.	34937	03/07/2025	3,262.50	REGIONAL ISD PROGRAM FISCAL REVIEW
WEX BANK	34938	03/07/2025	1,702.50	O&M GAS & OIL
ROZELLE, HEATHER	34939	03/07/2025	42.27	MILEAGE REIMBURSEMENTG

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
Amazon Capital Services, Inc.	34940	03/07/2025	69.99	CONFERENCE ROOM SUPPLIES
AMN HEALTHCARE ALLIED INC	34941	03/07/2025	3,150.00	BC CONTRACTED SERVICE
ASPIRUS IRONWOOD CLINIC	34942	03/07/2025	591.00	MOCI DUES & FEES
BERGLAND TOWNSHIP	34943	03/07/2025	85.00	O&M-WATER & SEWER
BERGLAND TOWNSHIP TREASURER	34944	03/07/2025	27.84	PROPERTY TAXESR REIMBURSEMENT
CDW GOVERNMENT INC	34945	03/07/2025	275.00	31n ADMIN SUPPLIES
CHAR'S CAFE	34946	03/07/2025	65.32	MOCI ACTIVITIES
CHG MEDICAL STAFFING, INC	34947	03/07/2025	9,120.57	O.T.-CONTRACTED SERVICE
CPI	34948	03/07/2025	2,049.00	WORKSHOPS
GREENOUGH, KATHLEEN	34949	03/07/2025	264.60	MILEAGE REIMBURSEMENT
IRONWOOD AREA SCHOOLS	34950	03/07/2025	460.82	GSRP MEALS
JESSICA BECKMAN	34951	03/07/2025	231.56	MILEAGE REIMBURSEMENT
JULIE M IMHOFF	34952	03/07/2025	8,970.00	O.T. CONTRACTED SERVICES
LAURA AHONEN	34953	03/07/2025	193.20	MILEAGE REIMBURSEMENT
LEMEROND, MONICA	34954	03/07/2025	94.57	MILEAGE REIMBURSEMENT
MINER'S INC.	34955	03/07/2025	357.43	SUPPLIES
MULDER, TRACEY	34956	03/07/2025	196.14	MILEAGE REIMBURSEMENT
ONTONAGON AREA SCHOOL DISTRICT	34957	03/07/2025	325.60	GSRP FOOD SVC
PAUL, ERIC	34958	03/07/2025	25.34	MILEAGE REIMBURSEMENT
POWELL, TRAVIS	34959	03/07/2025	233.80	MILEAGE REIMBURSEMENT
QUILL CORPORATION	34960	03/07/2025	730.97	OFFICE SUPPLIES
RANTA, TIFFANY	34961	03/07/2025	450.00	MILEAGE
SAMARDICH, CHRISTINE	34962	03/07/2025	33.60	MILEAGE REIMBURSEMENT
SCHMIDT, SHERI	34963	03/07/2025	61.90	MILEAGE REIMBURSEMENT
SIVULA, SARA	34964	03/07/2025	135.80	MILEAGE REIMBURSEMENT
STEENWYK, BETH	34965	03/07/2025	2,000.00	CONSULTANT FEE
STUBER, CHRISTINA	34966	03/07/2025	856.81	MILEAGE/ TRAVEL REIMBURSEMENT
TRAILS	34967	03/07/2025	223,214.29	31P2
TRIER, MICHELLE	34968	03/07/2025	378.00	MILEAGE REIMBURSEMENT
VOIGHT, MARK	34969	03/07/2025	367.50	SNOW REMOVAL
WAKEFIELD-MARENISCO SCHOOL DISTRICT	34970	03/07/2025	627.00	GSRP RENTAL-FOOD
WARREN, CAROLYN	34971	03/07/2025	253.40	MILEAGE REIMBURSEMENT
WUORINEN, CHRISTOPHER	34972	03/07/2025	387.80	MILEAGE REIMBURSEMENT
MAISA	34973	03/10/2025	332,649.13	EL - MAISA (EL & EM)
BAXTER COMMUNITY CENTER	34974	03/11/2025	499.00	TEN CENTS - REIMBURSEMENTS
CALHOUN COUNTY	34975	03/11/2025	120.00	TEN CENTS - REIMBURSEMENTS
CLUBHOUSE CHILDCARE SERVICES LLC	34976	03/11/2025	283.00	TEN CENTS - REIMBURSEMENTS
GRAND TRAVERSE AREA CATHOLIC SCHOOLS	34977	03/11/2025	1,763.00	TEN CENTS - REIMBURSEMENTS
TRI-COUNTY COUNCIL FOR CHILD DEVELOPMENT	34978	03/11/2025	4,144.00	TEN CENTS - REIMBURSEMENTS
TRINITY LUTHERAN CHURCH	34979	03/11/2025	88.00	TEN CENTS - REIMBURSEMENTS
		<b>TOTAL</b>	<b>\$1,672,287.27</b>	

Paid To	Check #	Check Date	Check Amount	Invoice Description(s)
<b>Gross Payroll Disbursement Totals</b>				
February 28, 2025		\$274,858.79		
March 14, 2025		\$309,573.46		
0		\$0.00		
<b>Total of All Payrolls</b>		<b>\$584,432.25</b>		



# THRUN

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2900 WEST ROAD, SUITE 400  
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JEFFREY J. SOLES  
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JENNIFER K. STARLIN  
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March 3, 2025

## Re: Another ESTA Policy Update

Dear Thrun Policy Service Subscriber:

We published a policy update on January 17, 2025 to add a board policy to the Thrun Policy Manual based on the Michigan Earned Sick Time Act (ESTA), which at that time was anticipated to go into effect on February 21, 2025. ESTA did go into effect on that date as anticipated, but it was amended by the Legislature later that same day. Those amendments triggered updates to this policy, as well as its related form (the ESTA Hire Notice) and the form's attachment (a PDF copy of the amended ESTA).

We appreciate your patience as we continue to monitor ongoing changes in the law to ensure your board policies are always following legal compliance and best practices. Please do not hesitate to reach out with any questions. Policy subscribers with questions about these policy changes should contact their [Thrun Labor and Employment attorney](#). Please contact Thrun's Board Policy Administrator Lucas Savoie ([Policy@ThrunLaw.com](mailto:Policy@ThrunLaw.com)) with any questions about accessing the updated materials, or to be connected with a Thrun attorney.

Very truly yours,

THRUN LAW FIRM, P.C.

**Policy Update Summary**  
**Thrun Policy Update – March 3, 2025**

<b>Board Policy Manual</b>	
<b>Policy / Form</b>	<b>Revision(s) Made</b>
<b>4000 Series</b>	
<b>4113</b> Michigan Earned Sick Time Act (ESTA)	On February 21, 2025, the Michigan legislature passed amendments to the Earned Sick Time Act (ESTA). The updated policy and forms reflect these amendments to the ESTA.
<b>4113-F</b> Michigan Earned Sick Time Act (ESTA) Form - ESTA Hire Notice	
<b>4113-F Attachment - ESTA</b>	When sending the ESTA Hire Notice (Form 4113-F), include this PDF attachment that provides an updated copy of the ESTA, as well as the LEO Hire Notice (when published by LEO). There is a placeholder page in Form 4113-F to serve as a reminder to include this LEO Hire Notice once it has been made available by LEO.

## Series 4000: District Employment

### 4100 Employee Rights and Responsibilities

**4113 Michigan Earned Sick Time Act (ESTA)** [Required for Districts with ~~At Least~~ More Than 10 Employees] [Note: If the District has ~~less than 10 or fewer~~ employees, please contact the Thrun Board Policy Administrator to receive a different version of this ESTA policy.]

#### A. General

~~This Policy will only apply if ESTA is in effect.~~

Eligible employees ~~may will~~ accrue ~~and use~~ paid leave as provided by the ESTA. Applicable provisions of a collective bargaining agreement, individual employment contract, or handbook, ~~which exceed the rights provided to employees under the ESTA,~~ remain in place and may provide additional paid leave time that is not provided by the ESTA.

~~If a~~ Unless otherwise agreed with union representation, the ESTA does not apply to employees subject to a conflicting collective bargaining agreement ~~is in effect on February 21, 2025, the ESTA does not apply to employees subject to that collective bargaining agreement until the collective bargaining agreement's expiration date. agreement expires.~~

The ESTA does not ~~preempt or override the terms of~~ apply to an employee subject to a collective bargaining agreement conflicting individual employment contract in effect on February 21, 2025, until that contract expires, if all of the following are satisfied:

- the District and the employee signed the contract on or before December 31, 2024;
- the contract is effective for not longer than 3 years; and
- the District notified the Michigan Department of Labor and Economic Opportunity (LEO) of the contract.

#### B. Definitions

1. ~~Benefit~~ “ESTA benefit year:” means the 12-month period from July 1 to June 30. [Optional: may adjust 12-month period]
2. “Eligible employee” means an employee engaged in service to the District. The following, however, are not eligible employees:
  - a. an unpaid trainee or unpaid intern;
  - b. a person employed in accordance with the Michigan Youth Employment Standards Act, MCL 409.101, et seq; or

c. positions when the employee may schedule their own working hours as approved by the Superintendent or designee. For those approved positions, the District will not take adverse personnel action for failure to schedule a minimum amount of working hours.

If a collective bargaining agreement or contract meets the requirements in Section A above, then an employee covered by that contract is not an eligible employee until the contract expires.

2.3. "Family member" is defined as:

a. biological, adopted, or foster child, stepchild or legal ward, a child of a domestic partner, or a child to whom the eligible employee stands *in loco parentis*;

b. biological parent, foster parent, stepparent, or adoptive parent or legal guardian of an eligible employee or an eligible employee's spouse (under the laws of any state) or domestic partner or a person who stood *in loco parentis* when the eligible employee was a minor child;

c. an individual to whom the eligible employee is legally married under the laws of any state or a domestic partner;

~~e.d.~~ grandparent, grandchild, and biological, foster, or adopted sibling; ~~or~~

e. any other individual related by blood; ~~or affinity~~

d.f. an individual whose close association with the eligible employee is the equivalent of a family relationship.

4. "Earned sick time" means paid leave as allowed by the ESTA.

3.5. All other ESTA-defined terms apply to this Policy.

C. Eligibility

C. Wait Period and Leave Reinstatement Upon Re-Employment

A newly hired eligible employee may not use accrued earned sick time until 90/120 calendar days after the employee's start date, unless otherwise provided in a collective bargaining agreement, individual employment contract, employee handbook, or ESTA. ~~If a collective bargaining agreement is in effect on February 21, 2025, bargaining unit members are not eligible employees until the collective bargaining agreement's expiration date~~ the ESTA.

D. Accrual of ESTA Leave

Unless subject to a grandfathered collective bargaining agreement, an Upon discharge or other separation from employment, an employee automatically loses accrued earned sick time unless the employee is rehired by the District within 2 months of the separation.

Accrued earned sick time that is not used before an employee's separation from employment will have no monetary value. If an employee separates from employment and is rehired by the District not more than two (2) months after separation, the District will reinstate previously accrued and unused earned sick time and allow the employee to use that earned sick time and accrue additional earned sick time upon reinstatement. This paragraph does not apply if the District paid the employee the value of the employee's unused accrued earned sick time at the time of separation.

#### D. ESTA Leave Accrual and Frontloading

##### 1. Leave Accrual

Unless the District frontloads earned sick time under Section D(2), an eligible employee begins accruing earned sick time on February 21, 2025 or the employee's start date, whichever is later.

An eligible employee will ~~receive~~accrue 1 hour of earned sick time for every 30 hours worked, but the eligible employee may only use up to 72 hours of earned sick time in a single ESTA benefit year. An FLSA-exempt eligible employee is assumed to work 40 hours per workweek unless the employee's normal workweek is less than 40 hours.

~~Accrued leave~~Up to 72 hours of unused accrued earned sick time will carry over from ESTA benefit year to ESTA benefit year.~~The~~

##### 2. Frontloading Leave

For each ESTA benefit year, the District may frontload earned sick time in increments that comply consistent with the ~~ESTA~~this policy, a collective bargaining agreement, or individual employment contract.

If ~~ESTA is in effect, leave for any ESTA qualifying circumstances up to a maximum of 72 hours per benefit year~~frontloading, the District will run concurrently with other paid leave benefits as allowed by ESTA. When an grant a full-time eligible employee uses other paid leave benefits for an 72 hours of earned sick time at the beginning of an ESTA benefit year. For a part-time eligible employee, the District will provide the employee with:

- a written notice of how many hours the employee is expected to work during the ~~ESTA qualifying circumstance, benefit year~~ at the employee's paid-time of hire;
- an amount of earned sick time at the beginning of the ESTA benefit year that is first deducted proportional to the earned sick time the employee would accrue if the employee worked all the hours in that written notice; and
- 1 hour of earned sick time for every 30 hours worked after the employee exceeds the work hours in that written notice.

Frontloaded earned sick time will not carry over from the earned sick time accrued one ESTA benefit year to the next unless authorized in the applicable collective bargaining agreement, individual employment contract, or handbook.

### 3. Compliance Presumption

The District is in compliance with this Section D if it:

- provides an eligible employee with paid time off in at least the same amounts of time off described in the ESTA that may be used for ESTA purposes or any other approved purpose, with the time used for an ESTA purpose being subject to the ESTA; or
- is a signatory to a collective bargaining agreement that requires contributions to a multiemployer plan under ESTA. ~~the Employee Retirement Income Security Act, subject to certain conditions.~~

### E. Additional Absences

Additional absences, above and beyond earned sick time under the ESTA, are governed by an applicable collective bargaining agreement, individual employment contract, or Board Policy.

~~As used in this subsection, "other paid leave" benefits includes but is not limited to paid vacation days, personal days, sick days, and other paid time off. Earned sick time can be used for the purposes, and subject to the conditions, described below.~~

### E. Qualifying Circumstances

### F. Permissible Uses

An eligible employee may use earned sick time for the following reasons:

1. the employee's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's mental or physical illness, injury, or health condition; or preventative medical care for the employee;
2. for the employee's family member's mental or physical illness, injury, or health condition; medical diagnosis, care, or treatment of the employee's family member's mental or physical illness, injury, or health condition; or preventative medical care for a family member of the employee;
3. if the employee or the employee'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;

4. 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
5. for closure of the employee's place of business by order of a public official due to a public health emergency; <sup>1</sup> for an employee'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; <sup>1</sup> or when it has been determined by the health authorities having jurisdiction or by a health care provider that the employee's or employee's family member's presence in the community would jeopardize the health of others because of the employee's or family member's exposure to a communicable disease, whether or not the employee or family member has actually contracted the communicable disease.

#### F.G. Use of ~~ESTA Leave~~ Earned Sick Time

~~When requesting use of earned sick time, if~~ the eligible employee's need to use leave is foreseeable, the employee must provide notice to the District of the employee's intent to use earned sick time at least 7 days prior to the date leave is to begin. If the eligible employee's need to use leave is not foreseeable, the employee must provide notice to the District of the employee's intent to use earned sick time as soon as practicable. For leave of more than 3 consecutive days, upon District request, the eligible employee must provide the District ~~in a timely manner with~~ within 15 days after the request – reasonable documentation that earned sick time was used for an ESTA purpose. The District will be responsible for paying the eligible employee's ~~expenses~~ costs in obtaining the requested documentation.

In cases of domestic violence or sexual assault, ~~sufficient~~ reasonable documentation includes any of the following:

- a police report indicating that the employee or the employee's family member was a victim of domestic violence or sexual assault;
- a signed statement from a victim and witness advocate affirming that the employee or the employee's family member is receiving services from a victim services organization; or
- a court document indicating that the employee or the employee's family member is involved in legal action related to domestic violence or sexual assault.

All health, sexual assault, and domestic violence information and documentation received from an employee about earned sick time remains confidential and will not be disclosed, except to the employee, with the employee's written permission, or as and to the extent required by law.

Failure to comply with notice procedures or document requests to support the use of earned sick time, or using earned sick time for a non-permissible use, may result in discipline, including discharge.

Unless otherwise provided in an employee's collective bargaining agreement, individual employment contract, or handbook:

- earned sick time must be used in [ ] [Note: Insert ~~the smaller of~~ "hourly" or the smallest increment that the ~~District's payroll system~~ District uses to account for absences ~~of use of other time~~] increments; and
- an employee using earned sick time will not receive overtime pay, holiday pay, or bonuses for the earned sick time; ;
- ~~upon discharge or other separation from employment, an employee automatically loses accrued earned sick time unless the employee is rehired by the District within 6 months of the separation; and~~
- ~~accrued earned sick time that is not used before an employee's discharge or any other separation from employment will have no monetary value, subject to the ESTA requirement to reinstate previously accrued and unused earned sick time if the employee is rehired by the District within 6 months of the separation.~~

G.H. Notice and Recordkeeping

The District will:

- 1. provide an ESTA notice created by ~~the Michigan Department of Labor and Economic Opportunity~~ LEO to each eligible employee at hire or by ~~February 24~~ March 23, 2025, whichever is later (see 4113-F);
- 2. display in a conspicuous location in each of its buildings the ESTA poster created by ~~the Michigan Department of Labor and Economic Opportunity~~ LEO; and
- 3. retain for not less than 3 years records documenting hours worked and earned sick time taken by eligible employees.

Legal authority: MCL 408.934b, 408.961 et seq., *Mothering Justice v Attorney General*, 2024 Mich LEXIS 1454 (July 31, 2024)

Date adopted:

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