OFFICIAL PROCEEDINGS OF THE BOARD OF EDUCATION
HARBOR BEACH, MI
SPECIAL MEETING
June 30, 2021

The meeting was called to order by President Hiller in the school library at 7:30 p.m. with no guests present.

Members Present: Booth, Bradley, Hiller, Holdwick, Hunter, Krueger
Members Absent: Navock
Administrators Present: Superintendent Bishop

Approval of Agenda
Moved by Krueger, supported by Booth to approve the agenda as presented. Ayes: 6; Nays: 0; Absent and not voting: 1. Motion carried.

Consent Agenda
- Minutes from the Regular Meeting of June 16, 2021
- Minutes from Closed Session of June 16, 2021

Moved by Holdwick, supported by Krueger to approve the consent agenda items as presented. Ayes: 6; Nays: 0; Absent and not voting: 1. Motion carried.

Closed Session - Negotiations
At 7:31 pm, moved by Krueger, supported by Booth to move to closed session to discuss negotiations. Roll call vote: Navock: Absent; Holdwick: Aye; Booth: Aye; Hunter: Aye; Bradley: Aye; Krueger: Aye; Hiller: Aye. Motion carried.

Return to Open Session
At 8:51 pm, moved by Hunter, supported by Booth to return to regular session. Roll call vote: Navock: Absent; Holdwick: Aye; Booth: Aye; Hunter: Aye; Bradley: Aye; Krueger: Aye; Hiller: Aye. Motion carried.

Hiring - Teacher Steps Policy
Moved by Hunter, supported by Bradley to change the teacher hiring policy as it relates to teacher steps. Roll call vote: Navock: Absent; Holdwick: Aye; Booth: Aye; Hunter: Aye; Bradley: Aye; Krueger: Aye; Hiller: Aye. Motion carried.

Teacher Steps Policy Revised
Moved by Krueger, supported by Holdwick to revise the teacher steps policy as follows:
- The Superintendent as the designee of the Board is authorized to grant steps to new hires at the Superintendent's discretion up to 10 steps based on number of years of experience with positive performance evaluation within Michigan Public Schools.
- Employees leaving the district in good standing may return to employment with the district with steps equaling up to the number of steps as when they left the district, not to exceed 10 steps.
- Teacher hires from inception of this policy, once placed on the salary steps schedule, may only advance one step per year worked at Harbor Beach Community Schools. The starting step will not be reset from that point forward.

Roll call vote: Navock: Absent; Holdwick: Aye; Booth: Aye; Hunter: Aye; Bradley: Aye; Krueger: Aye; Hiller: Aye. Motion carried.

Steps Awarded to Teacher Hires from 2011 to Current Date June 30, 2021
Moved by Hunter, supported by Holdwick to adopt the following policy:
Employees hired from 2011 to the current date of June 30, 2021 who were awarded zero steps upon hire who had Michigan Public Schools experience will be updated to the current hiring policy effective September 1, 2021. No retro pay will be awarded.
Roll call vote: Navock: Absent; Holdwick: Aye; Booth: Aye; Hunter: Aye; Bradley: Aye; Krueger: Aye; Hiller: Aye. Motion carried.

Bus driver contract
Moved by Bradley, supported by Holdwick to approve the bus driver contract as presented.
Roll call vote: Navock: Absent; Holdwick: Aye; Booth: Aye; Hunter: Aye; Bradley: Aye; Krueger: Aye; Hiller: Aye. Motion carried.

Adjournment
Meeting adjourned at 9:08 p.m.

Nancy Krueger
Board Secretary