

OLD MISSION PENINSULA SCHOOL

Special Board Meeting – Minutes

Friday, July 14, 2023 8:00am

Meeting held at:

Old Mission Peninsula School

2699 Island View Road, Traverse City, MI 49686

1. CALL TO ORDER

Chris Johnston called the meeting to order at 8:04 a.m.

2. ROLL CALL

Roll call was held.

The following board members were present: Chris Johnston, Susie Shipman (Secretary/Treasurer), Will Gibb and Shaina LaFond. Amanda Igra and Jen Kuhar were excused.

Non-Board Members Attending:

Renee Kollé, OMPS Superintendent

Matt Missias, GVSU (remotely)

Monnie Peters, OMPEF

Joy Stehlik, Axios HR

3. APPROVAL OF THE AGENDA

Motion made by LaFond and supported by Gibb to approve the agenda as presented. The motion was approved unanimously.

4. PUBLIC COMMENT ON AGENDA ITEMS – None.

5. MEETING MINUTES

a. June 16, 2023 Annual Meeting Minutes

Motion made by LaFond and supported by Shipman to approve the June 16, 2023 Annual Meeting Minutes as presented. The motion was approved unanimously.

6. OMPEF UPDATE

Peters shared the OMPEF flyer that was provided to Cherry Festival race participants.

7. OMPS PTO UPDATE

LaFond reported on behalf of PTO activities:

The PTO contributed to school float for the parade; Are participating in Friday Night Live Aug 4 and 11; Open house scheduled for August 31 and PTO providing sno-cones; Working on ice cream social for second Friday of school year and Sept 18 anti-bullying and kindness ceremony; Two new board members Tiffany Radu will be the new treasurer and Whitney Daily will be the new Secretary; A big thank you to Lousie Ihm and Alice Burbank for their contribution to the PTO and to OMPS.

8. GVSU REPORT

Matt Missias reports:

- CSO Office Update: Today is Don Cooper's last day. Rob Kimball will be interim director. Alyson Murphy is leaving end of August.
- GVSU graduated over 1100 students, who earned over \$36 million in scholarships.
- Annual CSO report is now available on the GVSU CSO website.
- Legislative updates – nothing new at this time.
- Reminder to all board members about communications policies: all communications regarding the school, including personal communications, are potentially subject to FOIA.

9. MANAGEMENT REPORT(S)

a. Leadership Report

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Kolle reports:

- Friday night live coming up – might need more assistance with staffing this event.
- Courtney Morgan (military family) is going to be moving so we are looking for a new 1st grade teacher.
- Building sub position – we have had interviews and have a strong candidate.

10. BUSINESS

a. Amended 2023-2024 School Calendar

Proposed Action Item: Approve Amended 2023-2024 School Calendar

Motion made by LaFond and supported by Gibb to approve the Amended 2023-2024 School Calendar as presented. The motion was approved unanimously.

b. OMPS Leadership Staffing Discussion

Johnston discussed the principal candidate pool and his discussion with applicant and current OMPS teacher, Kaitlyn Thomas.

Shipman and LaFond reported on the Thomas interview held earlier with Igra and Todd Avis also present. They felt that Thomas was a strong candidate who gave a great interview and who had demonstrated her skills, abilities and passion for OMPS over the past five years.

The board discussed Thomas' qualifications and experience and the requirement that she successfully acquire the administrator temporary license in order to step into the principal position. There was board consensus that bringing Thomas on to work alongside Kolle would provide stability to OMPS.

Missias commented that If Thomas wants to step into the role, she will need to do the legwork to get the temporary license, just like Kolle and Clayton did a few years ago, and he doesn't see any impediment to Thomas being successful in getting her license.

Gibb noted that if there's any community hesitation about her qualifications, Thomas' ability to gain the required license makes her a qualified candidate.

Johnston discussed the short timeframe available to make this decision, but felt that Thomas was a good candidate who had the potential to grow into the job.

LaFond: some of the best leaders have worked their way up into top positions, and Thomas was already planning to go in the administration direction, so she has the drive to lead.

Shipman agreed that we are lucky to have such a good candidate who has a proven track record of excellence in teaching and in being a key part of the school community.

Gibb: a lack of a large pool of good applicants isn't our fault and isn't a picture of where we are. We did our due diligence in the application process and Thomas rose to the top. Gibb believes in promoting from within and is happy to see that many staff are supportive of Thomas pursuing this position.

Missias noted that the previous leadership partnership was rare in that the two roles were able to manage the responsibilities without a formal structure, but suggests that if considering the partnership of Kolle and Thomas, breaking their roles into separate specific tasks will help ensure continuity, guide each leader toward staying in their lane, and provide more structured accountability as it relates to board oversight. The board discussed positions and responsibilities and agreed that a superintendent and principal structure to the partnership was appropriate.

Motion made by LaFond and supported by Shipman to recommend that Axios HR hire Kaitlyn Thomas as the new OMPS Principal. The motion was approved unanimously.

Motion made by Shipman and supported by LaFond to recommend that Axios HR offer Renee Kolle the position of OMPS Superintendent. The motion was approved unanimously.

Motion made by Gibb and supported by LaFond to authorize the executive committee to establish a start date, work with Axios HR on contracts for employment and offers.

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Shipman and Kolle will communicate with Kaitlyn Thomas regarding the board's recommendation. Shipman and Johnston will discuss an offer of employment with Kelley Davis and communicate with Thomas and Axios HR on outcomes.

Given an offer is accepted, Kolle and Thomas will coordinate communications to the staff, and then the board will provide an initial communication about the personnel changes to the school community. LaFond offered to draft the board communication for review by the board prior to release.

c. Committee Reports (if any)

Shipman noted that Igra asked prior to the meeting for two board members to join her in a revived Academic Committee. LaFond and Johnston will participate.

Strategic planning discussion can be resumed at the August meeting.

11. PUBLIC COMMENT ON NON-AGENDA ITEMS

Shipman reminds board of meeting cancellation for July 21.

12. ADJOURNMENT

Motion to adjourn made by Shipman and supported by LaFond. The motion was approved unanimously.

The meeting was adjourned at 9:37 a.m.



Board Secretary