

**SECRETARY'S MINUTES  
REGULAR MEETING OF THE BOARD OF EDUCATION  
NAPOLEON COMMUNITY SCHOOLS, NAPOLEON, MICHIGAN  
October 11, 2021**

The regular meeting was called to order by Vice President Jason Breining. The meeting began with the Pledge of Allegiance at 7:00 p.m. in the middle school.

MEMBERS PRESENT: Jason Breining, Homer Davis, Heather Swaenepoel, James Callahan, Jeff McLain

MEMBERS ABSENT: Thomas Wilson

OTHERS PRESENT: Superintendent Jim Graham, Kelly Haltom, Shawn Murphy, Michel McGonegal, Zach Kanaan, Pat Dillon, Pete Norman and various community members.

Oath of Office: Jessica Holbrook, was sworn in by Notary, Kelly Haltom.

Election of Officers:

Nominations for Vice President: Homer Davis nominated Heather Swaenepoel. All those in favor of Heather Swaenepoel for Vice President: Ayes: 6, Nays: 0. Wilson, absent. Heather Swaenepoel elected. Vice President.

Nominations for Secretary: Heather Swaenepoel nominated James Callahan. All those in favor of James Callahan for Secretary: Ayes: 6, Nays: 0. Wilson, absent. James Callahan elected Secretary.

Board Correspondence

A copy of the Judy Bostedor's memorial was inserted in the board packets for the board members.

Public Participation

NONE

Consent Agenda

MOTION by SWAENEPOEL, supported by DAVIS, that the Board of Education approve the consent agenda items consisting of minutes of the regular Board meeting of September 27, 2021, the minutes from the Special Meeting of October 4, 2021, Bills Payable and Money Transfers for September 2021, All Ayes. Wilson, absent. MOTION CARRIED.

### Administrative Reports

Shawn Murphy reported that he is waiting for the HVA for the High School, along with the Middle School Science, that equipment is coming from Texas and will take longer than expected.

### Superintendent's Report

The Varsity Football team will be playing at home this week against Addison with a chance to tie for the conference championship.

The Varsity Volleyball team is also undefeated in the league and will play East Jackson tomorrow night and then a big showdown with Grass Lake on the 19<sup>th</sup>, at Grass Lake, most likely for the league championship.

We have started contract negotiations with our support staff. Our initial meeting went very well and I will keep you updated on our progress. Tom Johns is also with me negotiations.

The compensation committee consisting of Jason Breining, Thomas Wilson and Homer Davis, has met and made a couple of recommendations to Administrators, Shawn Murphy and Zach Kanaan salaries. With the elimination of the Transportation Secretary position, this department has saved \$60,000. Shawn Murphy who has been operating without a secretary was recommended a 10% pay increase. His salary is \$56,314 with a 10% increase at \$5,631 for a total of \$61,945.

Zach Kanaan was looking for a more competitive salary. After meeting with the committee the recommendation was to increase Mr. Kanaan's salary from \$68,901.04 up to \$78,000.

Now with the recommendations made from the Compensation Committee, the board will be asked to take action at the October 25<sup>th</sup> board meeting.

I wanted to give an update on the tree removal from the storm that took place on August 12<sup>th</sup>. We have spent hours and hours on this topic, dealing with insurance adjusters and our school attorney. The whole issue was what "industry standards" helped dictate the price of the job. Our bill originally was \$103,000. We felt that was excessive which led to this issue. In an emergency situation, we had Summer School going and the block party approaching, both SET/SEG and our school attorney "Martha Marcero" said we were right moving forward without three quotes, especially with the company on campus doing other tree work at the time.

The letter before you is from SET/SEG. The new price is \$63,000 for the total clean-up of over 80+ trees affected. I would like to see us pay the insurance money of \$22,840 to the company. We have also paid a \$10,000 down payment, leaving us with a \$30,160 balance.

MOTION by BREINING, supported by CALLAHAN to pay Back Woods Tree Service \$22,840 right away, leaving a balance of \$30,160 to be paid. ROLL CALL VOTE: Breining, Aye, Davis, Aye, Swaenepoel, Aye, Callahan, Aye, McLain, Aye, Holbrook, Aye. All Ayes, Wilson absent. MOTION CARRIED.

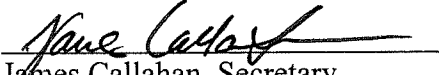
Board Report

Member Swaenepoel reminded the Board that the MASB's CBA classes are very helpful and are easily available online. Contact Kelly Haltom for registration. She will then send the class confirmation and link to you.

Adjournment

MOTION by DAVIS, supported by SWAENEPOEL, that the Board meeting be adjourned. All Ayes. Wilson absent. MOTION CARRIED.

The meeting adjourned at 7:56 p.m.

  
James Callahan, Secretary