

ATHENS AREA SCHOOLS
Board of Education
East Leroy, Michigan 49051
August 18, 2025

REGULAR MEETING
High School Media Center
7:00 P.M.

Athens High School
300 E. Holcomb Street, Athens
Telephone: (269) 729-5427

1. Call to order, President Knowles presiding at 7:00 pm.
Members Present: Harvey: ✓ Hunt: ✓ Knowles: ✓ McClure: ✓ Loew: ✓ Penick: ✓ Setlak: ✓
A quorum is present. There were 19 guests in attendance.

PLEDGE OF ALLEGIANCE

2. Approval of Agenda:
MOTION: Move that the Board of Education approve the agenda as amended [addition of Action Item 7E. hiring of Savanna Pavc].
Motion by Harvey, Second: Penick; Ayes: 7, Nays: 0; Motion Passed.
3. Public Comments:
* Stephanie Harvey: the back-to-school bash held tonight was very nice and encouraging especially to new families in the district, and we had a great turnout!
4. Presentations / Discussions:
 - A. New Hires:
East Leroy Principal Ms. Amy Hughes introduced Erica Austin as our new Kindergarten Teacher.
Middle/High School Principal Mr. William Heffner introduced Christopher Momcilovich as Jr/Sr high School Band Director and East Leroy Music Teacher; as well as Ms. Savanna Pavc as Teacher of Tomorrow in Mathematics.
 - B. Resolution for Investigation Report – Document included in BoE packet.
 - C. Bus Bids – presented by Superintendent Beaudoin and Business Manager Tonia Vorce
Administration has researched bids for the new electric buses that we will purchase from the 74B Clean Bus Grant we were awarded. Research included bids from Holland, Midwest Transit, and RIDE Mobility LLC. Their recommendation is going with the middle-bid from Holland (Blue Bird). Note: the lowest bid failed to produce required critical items, as well as their ability to pass MSP inspections and local presence.
We determined we can now purchase all 5 buses with the necessary infrastructure, with this one bid (originally it was thought we would be able to purchase 4 electric buses) – a second grant should not be necessary! This is a good deal for our district, as it includes charging stations and buses are handicap assessable. Holland will provide 4-day training for our bus mechanic Jerry, along with our drivers and local fire department, as electric buses are a different style of driving. There are many advantages of using electric buses, and costs are covered 100% for 5 years.
 - D. Board Retreat – reported by Superintendent Beaudoin
Will be held this Saturday, August 23rd at the NHBP library beginning at 2:00p. Meal will be provided at 5:00p.
 - E. Presentation from Tower Pinkster and Frederick Construction, Facilities Assessment and Project Planning – presented by Construction Manager Mike and Designer Shawn.
They have done walk-throughs of our buildings and property. They've looked at our different systems and the age of our facilities. The Sinking Fund is a little limited on funds; however, there are a significant number of items to consider – they will have a full list to us by the end of this week, and they would like our input. Priority 1 items would be addressed immediately in the next 3 years; items 4-6 years should be on our radar; and long-term items need to be considered in 7-10 years. Their 'Key Findings' include:

- at the Elementary Highlights: walkway, railing, retaining wall replacement; with other considerations being ceilings/lighting replacement, window replacement, soffit/fascia replacement, domestic water replacement (and restroom renovation and enlargement) Note: domestic water replacement will be expensive.
- Jr/Sr High Highlights: boiler replacement, fire alarm and PA system replacement, and secure vestibule renovation (grant submission); with other considerations being ceilings/lighting replacement, window and eephus replacement, soffit/fascia replacement, and locker replacement.
- Former Middle School Highlights: boiler replacement; with other considerations being administration office renovation and site paving upgrades.
- Athletics Highlights: track coating replacement, and dugout roof renovations; with other considerations being fencing upgrades and stadium lighting.

Next steps: Tower Pinkster finalize/publish recommendation list; BoE prioritization of key projects; Frederick Construction prepare cost estimates for key projects. There is a ‘significant’ carry-over from 2020 Sinking Fund.

5. Routine Matters:

A. Presentation of minutes of prior meeting

MOTION: Move that the Board of Education approve the minutes of the July 21, 2025 Regular Meeting as presented.

Motion by McClure, Second: Setlak; Ayes: 7, Nays: 0; Motion Passed.

B. Presentation of the financial reports

MOTION: Move that the Board of Education receive and place on file for audit the financial reports for the district for the period through July 31, 2025.

Motion by Harvey, Second: Hunt; Ayes: 7, Nays: 0; Motion Passed.

6. Reports:

A. Board President – Mr. John Knowles

Teachers and administration had a great Welcome Back breakfast hosted by Wakeshma Community Church this morning (3 BoE members attended). President Knowles received a phone call following the breakfast apologizing for comments made by an individual during the breakfast. Also, a card will be circulated tonight for the family of Frank Nay (wife Mary Jo is one of our bus drivers, daughter Jacy is our Varsity VB coach) who recently passed away. A donation of GideonBibles will be made on behalf of the BoE and Administration by funds received tonight.

B. Superintendent – Mr. Kipp Beaudoin

See attached report. Highlights/additional information – since we are a Community Eligibility Provision school, we receive some reimbursement for serving breakfast and lunch at no cost to our enrolled students. We are in the 2nd year of this 4-year program. Board member McClure asked Tonia to keep the BoE informed if there are any changes to this program/reimbursement as several of us are willing to assist. Progress is being made on the handbook updates, once changes are made, they will be presented to the BoE.

C. High School Principal – Mr. William Heffner

See attached report. Highlights/additional information – today’s Professional Development (PD) welcomed staff aboard and focused on establishing strong relationships. Mr. Heffner is an agent for change, so he is intentional in listening to staff’s comments and needs. Discussion also included: developing protocol for curriculum expectations, implementing procedures for stronger data-based decision making, and restructuring current communication protocols and proper chain of communication (including communications with Business Manager Tonia Vorce).

D. Elementary Principal – Ms. Amy Hughes

See attached report. Highlights/additional information – today’s PD was staff lead and was very productive (pictures were shared). Tomorrow’s PD will focus on ‘Growth Mindset and the whole child’ discussing Tier 1, PBIS, MTSS, and communication (clarity for all stakeholders involve both inside and out of East Leroy).

E. Athletic Director – Superintendent Beaudoin reported in Mrs. Kathy Parlin’s absence.

See attached report. Highlights – we currently have 15 kids out for HS football, 25 for HS volleyball, 2 girls and 8 boys for HS cross-country, 5 girls for golf, and 5 kids for cheerleading – all hoping that numbers will increase. Athletic passes are \$150/family, \$70/adult pass and \$35 for a student pass. Bracy Swift is our new JV VB coach, Andrew Carley and Chuck Whitby will be coaching MS football. Coaching Vacancies still include MS Wrestling. The track schedule is being revamped by the league. There are needs for Officials, as well as helpers for home events.

F. Special Education, Assessment and Compliance Officer – Mr. Walter Dubbeld

See attached report. Highlights – a new life skills special education program being implemented this year is the Secondary Transition program for students who will earn a certificate instead of a diploma. Lucy Roach will head this program; Anthony Warmington will head the HS resource room; Rebecca Kinney the Jr.H resource room; and Cheyenne Rose the EL resource room. Constitution Day is September 17th – all teachers must document what they are teaching for this event as it is a Federal Requirement. Teachers are also required to take the following online PD classes: AED, Bloodborne Pathogens, First Aid, Seclusion and Restraint, FERPA, and Title IX and Sexual Harassment.

G. Transportation Department – Tangi Hedrington

See attached report. Highlights/additional information – Ms. Hedrington thanked bus mechanic Jerry for all his assistance. Driver Alisa Smith received her Commercial Drivers License on July 28th and will attend the Beginning Bus Driver class at KRESA in August. Bus driver Linda Bailey has resigned due to medical reasons. This year we will have 4 am/pm routes plus a morning bus to/from the Centers in BC. Note: routes may be 15-20 minutes longer than in the past. Due to the continuous need for safety, changes have been made for unloading our HS students in the morning – buses will pull up to the cafeteria doors while parents are asked to use the main entrance.

7. Action Items:

A. New Hires

MOTION: Move that the Board of Education approve the hiring of Erica Austin as East Leroy Elementary Kindergarten Teacher.

Motion by Setlak, Second: Penick; Ayes: 7, Nays: 0; Motion Passed.

MOTION: Move that the Board of Education approve the hiring of Christopher Momcilovich as Jr/Sr High School Band Director and East Leroy Elementary Music Teacher.

Motion by McClure, Second: Hunt; Ayes: 7, Nays: 0; Motion Passed. BoE members McClure and Loew stated that our previous band director Stachia Bagley was supportive of Mr. Momcilovich, and as evident at tonight's Open House the students are welcoming him.

B. Resolution

MOTION: Move that the Board of Education approve the resolution to waive the investigator-client privilege as to the investigation report prepared for the Board by Rehmann Corporate Investigations.

Motion by Harvey, Second: Penick; Ayes: 7, Nays: 0; Motion Passed.

C. Bus Bids

MOTION: Move that the Board of Education accept the bid from Holland Bus not to exceed the amount of \$2,108,230.00.

Motion by McClure, Second: Penick; Ayes: 7, Nays: 0; Motion Passed.

D. Board Retreat

MOTION: Move that the Board of Education hold a Board Retreat at 2:00 PM on August 23, 2025, at Nottawaseppi Huron Band of the Potawatomi Government Center Library.

Motion by Setlak, Second: Loew; Ayes: 7, Nays: 0; Motion Passed.

E. Additional New Hire

MOTION: Move that the Board of Education approve the hiring of Savanna Pavc as Teacher of Tomorrow in Mathematics.

Motion by McClure, Second: Loew; Ayes: 7, Nays: 0; Motion Passed.

Public Comment prior to Closed Session:

* Kacie Brunner – would like to thank Superintendent Beaudoin and Business Manager Tonia Vorce for their assistance in putting an internal accountability mechanism in place recently for grant requests. She appreciates their knowledge and willingness to assist.

* Coach Gunny – voiced his disappointment for losing hours and taking a pay cut.

F. Closed Session

MOTION: Move that the Board of Education go into closed session under Section 8(c) of the Open Meetings Act to discuss Transportation and Support Staff Contract Negotiations and Section 8(a) of the Open Meetings Act to discuss the Superintendents Evaluation.

Motion by McClure, Second: Harvey;

Roll Call Vote: Harvey: Yes, Hunt: Yes, Knowles: Yes, Loew: Yes, McClure: Yes, Penick: Yes, Setlak: Yes. Ayes: 7, Nays: 0; Motion Passed.

At 8:33 pm all guests exited the meeting room, and BoE took a break prior to going in to closed session at 8:40 pm. Superintendent Kipp Beaudoin asked Business Manager Tonia Vorce to be in attendance during closed session.

Board President returned meeting to Open Session at 9:34 pm. There were no guests in attendance.

MOTION: Move that the Board of Education ratify the contract with the Athens Education Support Personnel Association, as presented.

Motion by McClure, Second: Penick; Ayes: 7, Nays: 0; Motion Passed.

MOTION: Move that the Board of Education authorize the costing increases for the District's transportation staff, as presented.

Motion by McClure, Second: Harvey; Ayes: 7, Nays: 0; Motion Passed.

8. Public Comment: none

9. Board Comments:

Today was a good day ... welcome back breakfast, HS open house and orientation!

10. Adjournment

MOTION: Move the meeting be adjourned.

Motion by Penick, Second: Setlak; Ayes: 7, Nays: 0; Motion Passed.

Time of adjournment: 9:38 pm.

Minutes signed by: Teri S. Loew, Acting/Secretary of the Board of Education

Minutes prepared by: Teri S. Loew, Board of Education Secretary

Approved for publication by the Board: September 15, 2025.

**Athens Area Schools
Board of Education Resolution**

A regular meeting of the Board of Education ("Board") of the Athens Area Schools ("District") was held at the Athens Junior/Senior High School Media Center, 300 East Holcomb Street, Athens, MI 49011, in the District, on the 18th day of August 2025 at 7:00 p.m.

The meeting was called to order by John Knowles, President.

Present: Mike Harvey, Rachel Hunt, John Knowles, Teri Loew, Eric McClure, Jeff Penick, and Hilary Setlak.

Absent: (none)

The following preamble and resolution were offered by Member Harvey and supported by Member Penick:

Whereas:

1. The Board retained a licensed private investigator to address allegations made by the former Junior/ Senior High School Principal regarding the Superintendent.
2. Absent participation by the former Junior/ Senior High School Principal, which has been declined, the investigation has concluded.
3. The investigator has completed a written report which has been submitted to the Board.
4. The report is protected by Michigan's statutory investigator-client privilege.
5. The District and Board wish to waive the above privilege.

Now, Therefore Be It Resolved That:

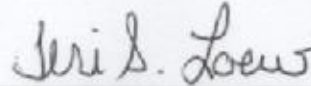
1. The Board waives the investigator-client privilege as to the investigation report prepared for the Board by Rehmann Corporate Investigations.
2. The Board's waiver of the investigator-client privilege is strictly limited to the investigation report and its exhibits and does not apply to any other document or circumstance.
3. All resolutions and parts of resolutions that conflict with the provisions of this resolution are rescinded.

Ayes: 7

Nays: 0

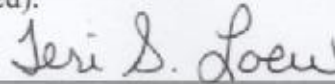
Absent: 0

Motion Passed.



Teri Loew, Board Secretary

The undersigned, duly qualified and acting as Board Secretary, certifies that the foregoing constitutes a true and complete copy of a resolution adopted by said Board at a regular meeting held on August 18, 2025, the original of which is part of the Board's minutes. The undersigned further certifies that notice of the meeting was given to the public pursuant to the provisions of the "Open Meetings Act" (Act 267, PA 1976, as amended).



Teri Loew, Board Secretary

Board Report August 2025:

Bus Grant: We have a recommendation on the bids for the meeting and have finished up the research on the bus bids. We are recommending that we go with Blue Bird. Although the lowest was Ride, they failed to produce critical items required for us. Specifically, their ability to pass MSP inspections and a local vendor that could service us.

Staff additions: will be covered by perspective administrators. The recommendations to the BOE are to hire Christopher Momcilovich, for our Music teacher and Erica Austin Kindergarten teacher.

Building and grounds to be provided by Tower and Fredrick

Free and reduced lunches/Breakfasts: We are Community Eligibility Provision (CEP) school. CEP allows the nation's highest poverty schools and districts to serve breakfast and lunch at no cost to all enrolled students without collecting household applications. Instead, schools that adopt CEP are reimbursed using a formula based on the percentage of students categorically eligible for free meals based on their participation in other specific means-tested programs, such as the Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF).

This removes some of the stress for us as we are enrolled for the next couple of years (it is a 4 year program we are starting our 2nd year). Tonia will field any questions you may have at the meeting.

Resignations: Lindy Bailey, bus driver.

BOE Work Meeting August 23:

I have the venue, and the BOE will need to do their self-evaluation. I have resent the site for you. I will Touch base with Frank to finalize.

Negotiations: This will be discussed in closed session.

August 18, 2025

Athens Jr/Sr High School

Leading With Love



Building for the Future



1.

Establishing strong relationships with staff, students and community stakeholders.

2.

Developing protocol for curriculum expectations to be utilized in future teacher evaluations, and provide an additional layer of transparency to stakeholders.

3.

Implementing procedures for stronger data based decision making. This is primarily tied to the development of strong lesson plans and curriculum mapping.

4.

Restructuring current communication protocols and establishing proper chain of communication to flow in a professional organizational manner.

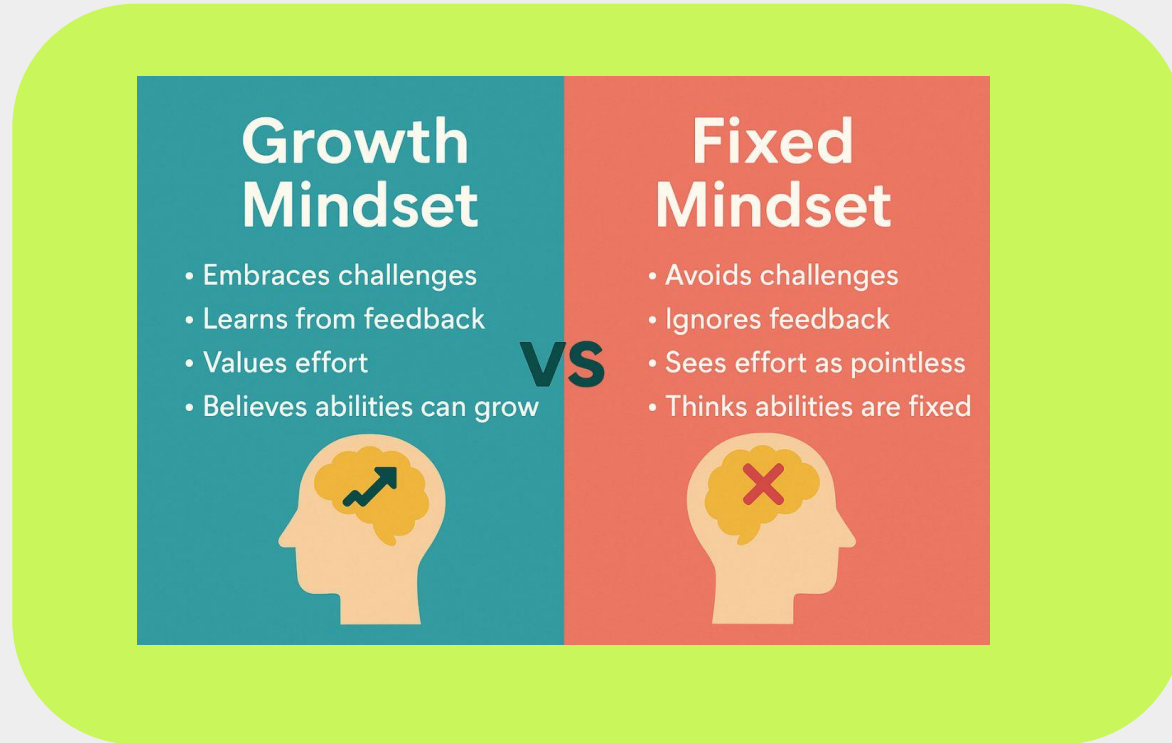
August 18, 2025

East Leroy Elementary

Cultivating a Growth
Mindset



Growth Mindset within us



Growth Mindset and the whole child



1.

Tier 1 (all students) : Utilizing resources and Curriculum Essentials to provide quality teaching and learning

2.

Positive Behavioral Intervention Supports (PBIS): developing social and emotional skills in all students through set school behavioral expectations and outcomes that lead to a healthy choices at school and beyond

3.

Multi Tier Systems of Supports (MTSS): Using data to foster the needs of students both academically and socially

4.

Communication:
Clarity for all stakeholders involve both inside and out East Leroy

Leadership at work



Positive Behavioral
Intervention Supports
(PBIS)



MTSS
Multi Tiered
Support System



Grade Level Professional
Learning Communities

East Leroy Back to School Open House

August 27, 2025
5:30-6:30pm
Come meet East
Leroy's
Staff and students



Board Report August 2025

Fall Sports:

HS football- We currently have 14 kids out hoping for more to join when the school year begins. First game is 8/28 at Burr Oak.

HS Volleyball- Numbers look great. We have around 25 girls participating. First games are- JV 8/20 at Union City, Varsity 8/23 at Leland.

HS XC- We have 2 girls and 8 guys out for the season. First race is 8/19 at Three Rivers.

Girl's golf- we will have around 5 girls out for golf this fall. I am not aware of any students from Tekonsha participating this season. I will have a schedule for them soon.

Cheerleading- We should have around 5 kids this season. Hoping to have kids join when school starts.

MS practices will begin on 8/20.

Passes:

Yearly sports passes for home events can once again be purchased at our back to school bash or at any home event. \$150/family, \$70 for adult pass, \$35 for student passes.

Coaching updates:

Bracy Swift is our new JV Volleyball coach.

Andrew Carley and Chuck Whitby will be coaching Middle School Football.

Coaching Vacancies- MS Wrestling

League updates:

The league is in the process of revamping the track schedule so it is more competitive and will align better with the state championships.

Official fees will increase slightly in some sports but will remain the same in others. The lack of officials has driven the cost up quite a bit over the past few years. If you know of anyone interested in officiating, please send them my way and I can get them started.

I am currently looking for event helpers for all home events. If you know of anyone who would like to volunteer their time, please send them my way.

Looking forward to a great 25-26 school year.

Thank you,

Athens Area Schools

Special Education, Assessment and Compliance Officer

August 18, 2025

1. Special Education

We are planning for next year's special education programs. We are implementing a new program entitled Secondary Transition. This program would be primarily for those students who will earn a certificate instead of a diploma. The Secondary transition classroom would teach life skills and enable students to live and work independently after leaving school. It would also allow for transition to employment opportunities.

Lucy Roach is going to head up the special education secondary transition classroom. We are very pleased with her willingness to do this and are excited about the new opportunities this program provides for our students.

Anthony Warmington will head the high school resource room.
Rebecca Kinney will head the junior high school resource room.
Cheyenne Rose will head the elementary school resource room.

2. Assessment

School wide data is not available at this time.

3. Compliance

Constitution Day is September 17. Teachers need to document what they are teaching for this event.

Teachers are required to take the following online PD classes:

AED

Bloodborne Pathogens

First Aid

Seclusion and Restraint

FERPA

Title IX and Sexual Harrasment

4. Curriculum

We are continuing to develop a new curriculum plan, which will concentrate on making the education of our students our number one priority.

5. Other

Respectfully submitted,
Walter Dubbeld

Transportation Report:

Transportation has been busy this month. We have much appreciation for our mechanic Jerry, as he has been working diligently on getting our buses in tip top shape for the new school year ahead.

We are happy to announce that we have a new substitute driver, Alisa Smith. Alisa received her Commercial Drivers License on July 28th. She will be attending her Beginning Bus Driver class at KRESA in Kalamazoo on August 13-15. Welcome to our family Alisa!!

Our seasoned driver Linda Bailey, resigned on August 05 due to medical reasons. She will be greatly missed as we wish her all the best in her future adventures.

In our new upcoming school year, we will have four am/pm routes plus our morning bus to and from Centers that will pick students up at the HS at the cafeteria/gymnasium doors by the teacher/staff parking lot at 6:50 am with Peggy Fuller. She will then go to our Elementary School bus parking lot to pick up students there at 7:00 am. in front of Administration Office windows at the sidewalk.

Route drivers are as follows:

Route # 1 Megan Rowley am

Peggy Fuller pm

Route # 2 Mary Jo Nay am/pm

Route # 3 Tangi Hedrington am/pm

Route # 4 Rebecca Root am/pm

We have made changes for unloading our HS students in the morning as we have been focusing on safety for our students, staff and parents for drop off. Buses will enter the bus garage driveway to go in front of our barn in the teachers/staff parking lot to pull up to the cafeteria/gymnasium doors to unload then continue to go back to the bus garage driveway to do our student check before heading out on our Elementary route. Parents are asked to use the main entrance of the HS across from our student parking lot. This should free up the long lines of parents and buses waiting to unload and drop off in the mornings. This way students will not be crossing in front of buses to get to the building from driving themselves or parents dropping off while we are unloading and pulling away.

As always we want to send a huge (Thank You!) to our Board of Education, our Administration, teachers, staff and coaches for all of your support as it isn't an easy job driving a School Bus. We bus drivers appreciate all of you!!

Cheers to a new and safe school year!