

BOARD OF EDUCATION
BALDWIN COMMUNITY SCHOOLS
Baldwin, MI 49304

SPECIAL MONTHLY MEETING MINUTES ON APRIL 9, 2024

I. CALL TO ORDER - SPECIAL MEETING

Ms. Martin called the meeting to order at 6:01 pm.

II. ROUTINE BUSINESS

- A. Pledge of Allegiance
- B. Roll Call

Present: Brooks, Ware, Pieske (arrived at 6:06 pm) , Hill, Carter, Abraham, Martin
Absent:

- C. Recitation of BCS Mission Statement
- D. Purpose of Open Board Meetings:

"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 in the agenda"

- E. Consent Agenda Items
 - 1. Approval of the Agenda

A motion was made by Ware and supported by Brooks to approve the Consent Agenda Items.

6 Ayes, 0 Nays
Motion Carried

III. BOARD HEARING - PERSONNEL MATTER

Mr. Forrester began the hearing by reviewing the allegations of the employee posting a picture of a student without parental consent and possibly putting the student in unintentional danger. Mr. Gardner, lawyer from Thrun Law, went over the legalities and violations that this action has made per FERPA laws and Board Policies.

Mrs. Day provided her side of the allegations. She shared information of her actions and expressed her apologies, but stated several times that she did not know she was violating any FERPA, and claims of not knowing what FERPA laws are. She admitted that making the post was wrong and took it down within 15 minutes of posting it. Mrs. Day was tearful while speaking.

Mr. Gardner gave Board members the opportunity to ask Mrs. Day questions. Mr. Carter asked a couple of questions.

Character Statement letters were provided from: Paula Jarvis, Teigan Neilson, Kayla Hernandez, Diamond Burrel, DeMarcus Vaughn, Millicent Price, Mrs. Caroline Raz-Hartman, and Brittany Michalec.

Mrs. Julie Simmons voiced her support for Mrs. Day.

Mrs. Diamond Burrell spoke on behalf of Mrs. Day.

Mr. Matt DelTour voiced his support for Mrs. Day.

Ms. Brittany Michalec provided character testimony on Mrs. Day's behalf.

One of Mrs. Day's students spoke in front of the Board showing his support for Mrs. Day.

Mrs. Knapp spoke on Mrs. Day's dedication to the school. She stated that she is remorseful and has learned from her mistake.

Mr. Carter addressed the Board members and community members in support of Mrs. Day.

Ms. Ware addressed Mrs. Day with some questions and concerns that she has in regards to the alleged allegations. Mrs. Day repeatedly stated that she is sorry and knows what a serious mistake that she has made.

Ms. Abraham thanked everyone for coming. Ms. Abraham stated that she was concerned for her safety of the post and wondered if she had thought of the possible retaliation that she put herself and her family in.

Mr. Gardner asked a few more questions in regards to the situation that occurred the night before leading up to her actions creating the post. Mrs. Day struggled with answering her questions.

Mr. Brooks expressed how difficult this is for him and thanked the community members for showing their support and friendship toward Mrs. Day. Mr. Brooks addressed Mrs. Day and asked what is the main job of a paraprofessional. Mrs. Day stated that it is to keep the kids safe and provide them with education. Mr. Brooks asked a few more questions for his own clarification. Mrs. Day expressed lapse in judgment and states that she recognized what she did was wrong.

As advised by Thrun Law, Mr. Forrester recommended that the Board of Education terminate Mrs. Day's employment, effective immediately.

Mr. Carter made a motion not to terminate Mrs. Day with a repercussion of her actions.

There was no support. Motion died.

Pieske made a motion to table disciplinary action for further review for 7 days due to the presented information provided during the juncture.

There was no support. Motion died.

IV. COMMUNICATION / COMMUNITY ITEMS

None.

V. DISCUSSION ITEMS

None.

VI. ACTION ITEMS

None.

VII. SUPERINTENDENT ITEMS

- A. End of Year Calendar
- B. Security Update
- C. Board Policy

Mr. Forrester reviewed each item in detail.

VIII. BOARD PRESIDENT ITEMS

Ms. Martin thanked the audience for coming out and thanked the Board members for their continuous hard work even under difficult circumstances.

IX. BOARD MEMBER ITEMS

Ms. Ware thanked the Board for allowing her to attend the National Board Conference and highly recommended they each attend it once while being a Board member.

Ms. Abraham also thanked the Board for allowing her to attend the National Conference. She highlighted a topic that she personally took home and will use personally and in her career.

Mr. Brooks thanked the community for coming and showing their support in a difficult matter and wanted to express to them that this hearing was only to keep all the students safe.

X. ADJOURNMENT

A motion was made by Pieske and supported by Carter to adjourn the meeting at 7:21 pm.

7 Ayes, 0 Nays
Motion Carried

Respectfully Submitted by,

A handwritten signature in blue ink that reads "Katena Abraham". The signature is written in a cursive style with a large initial 'K'.

Katena Abraham, Secretary
Board of Education