

ATHENS AREA SCHOOLS  
Board of Education  
East Leroy, Michigan 49051  
November 17, 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: ✓ Loew: ✓ McClure: ✓ Penick: ✓ Setlak: ✓  
A quorum is present. There were 13 guests in attendance.

PLEDGE OF ALLEGIANCE

2. Approval of Agenda:  
MOTION: Move that the Board of Education approve the agenda as presented.  
Motion by McClure, Second: Penick; Ayes: 7, Nays: 0; Motion Passed.
3. Public Comments: none
4. Presentations / Discussions:
  - A. NEOLA Policies, Reading and Adoption – presented by Superintendent Beaudoin  
As discussed at previous meetings, we can now authorize approving policy updates at the time of reading.
    - Policy 2210 Curriculum Development – revised changes to the Pupil Accounting Manual
    - Policy 2266 Nondiscrimination on the Basis of Sex in Education Programs or Activities, revised
    - Policy 2412 Homebound Instruction Program, revised
    - Policy 4162 Controlled Substance and Alcohol Policy for Commercial Motor Vehicle (CMV) Drivers and Other Employees Who Perform Safety-Sensitive Functions, revised to reflect the statutory and regulatory changes to the Return- to-Duty ((RFT) process as required by the Federal Motor Carrier Safety Administration, adopted to maintain compliance with current requirements.
    - Policy 5120 Assignment within District, revised in response to U.S. Dept. of Education's specific focus on Title VI and race in response to the US Supreme Court's decision in Students for Fair Admissions v. Harvard
    - Policy 5460 Graduation Requirements, revised to provide an option regarding Universal FAFSA provisions, necessary to secure funding offered as a part of the Challenge, should be adopted by a district participating in the Universal FAFSA Challenge.
    - Policy 5517.01 Bullying and Other Aggressive Behavior toward Students, revised to include the definitions and additional components included in the latest version of the MI State Board of Education Model Anti-Bullying Policy.
    - Policy 7540.02 Digital Content and Accessibility, revision reflects the U.S. Dept. of Justice final rule provisions under Title II of the ADA requiring public schools to make web content and mobile applications accessible to individuals with disabilities. Note: our new website is compliant.
    - Policy 7541 Electronic Processing Disaster Recovery Plan, this policy will be rescinded as it is included in Policy 8300.
    - Policy 8300 Continuity of Organizational Operations Plan, revised to include additional language and options regarding cybersecurity safeguards.
    - Policy 8305 Information Security, revised to include additional language and options regarding cybersecurity safeguards.
    - Policies 1422, 3122 and 4122 Nondiscrimination, Equal Employment Opportunity and Anti-Harassment, replacement
    - Policies 1422.02, 3122.02 and 4122.02 Nondiscrimination based on genetic information of the employee, delete/rescind
    - Policies 1662, 3362 and 4362 Anti-Harassment, delete/rescind
    - Policy 2260 Nondiscrimination and access to equal educational opportunity, technical correction
    - Policy 2260.01 Section 504, ADA Prohibition against discrimination based on disability, technical correction

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- Policies 1623, 3123 and 4123 Section 504, ADA Prohibition against disability discrimination in employment, technical correction

B. Letter of Agreement with MEA – presented by Superintendent Beaudoin

Pertains to a paraprofessional position filled by an individual currently enrolled in the ‘Grow Your Own’ program. Superintendent Beaudoin has met with Union representative Sandy Paesens. The individual has a number of hours to earn; however, they can attain them here.

C. MASB – BoE requested Strategic Planning – reported by CISD guest Kacie Kefgen, an attorney and consultant who specializes in K-12 education law, policy and governance. Superintendent Beaudoin has been working with Kacie to bring together enrollment data, scores, the community survey and other items.

Kacie addressed “Why have a Strategic Planning” process ... it is the process of determining what an organization wants to be at some point in the future and how it will get there. She will be meeting with MS and HS students, staff, community, etc. in the following days, so she reviewed the material they will be seeing, and encouraged board members to let our contacts know about the meetings and to attend one of the sessions.

She also addressed the board for their responses and comments to the following, identifying 5 big goals:

- 1) What do we celebrate – what are we most proud of? *Small town feel, personal relationships*
- 2) What are the opportunities – what needs our attention? *This process, opportunities to review curriculum, to grow, provide more opportunities, communicate better, pride with transparency, better balances, educate staff and public on policies, opportunities for people to speak out.*
- 3) What are the barriers (barriers exist to improve)? *Time (hours in a day), finances*
- 4) What are things to make better? *Moral, team approach, support for one another*
- 5) What is the vision for the district? *We don’t give up on our kids, be a district known for academic excellence, offer additional programs to enrich students’ future, that we will exist in 15 years, students would enjoy and have a great experience learning, staff is being heard and what they need, a strong teacher union.*

The December 1<sup>st</sup> deadline is flexible. We will review responses at our January board meeting. Kacie completed her presentation at 7:36 pm.

5. Routine Matters:

A. Presentation of minutes of prior meeting

MOTION: Move that the Board of Education approve the minutes of the October 20, 2025 Special Meeting as presented.

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

VP McClure complimented good coverage of capturing our moving meeting!

MOTION: Move that the Board of Education approve the minutes of the October 20, 2025 Regular Meeting as presented.

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

President Knowles complimented good job of documenting the minutes.

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 October 31, 2025.

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

6. Reports:

A. Board President – Mr. John Knowles

President Knowles reported about a Zoom meeting with MASB representative Brad Bomisek with all board presidents, about 80 in attendance. Discussion pertained to 31aa, 15 to 20 lawsuits have already been filed. Currently, the ‘Cons’ out way the ‘Pros’, so we don’t want to opt in. This may change as there are many moving parts still expected during this ongoing process.

B. Superintendent – Mr. Kipp Beaudoin

See attached report. Highlights/additional information – discussion of our 401.36 Fall Pupil Count and logistics; the backup boiler system in the old middle school complex is expected to be up and running the first week in December; work continues regarding the latchkey and early on programs; and reviewed the ongoing effects and risks from the 1994 Proposal A.

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C. Elementary Principal – Ms. Amy Hughes

See attached report. Highlights/additional information – discussed updates regarding the Golden E program and how emphasis is now on ‘Safety’; the Veterans Day event was a fabulous event and the most impactful of all the school districts Amy has worked with; she gave a demonstration of our new website – we’ve received a lot of quick responses and positive feedback, it’s good to hear success in the community, she emphasized the importance of being careful of students pictures, and there was a suggestion to have staff pictures on the website; she suggested a proposed change to the morning Drop-off policy and shared that teachers are in support of this change; and shared data regarding recent Conference attendance – Sept. showed a 94% turnout, and November an 80.37% turnout.

D. High School Principal – Mr. William Heffner

See attached report. Highlights/additional information – reported the Calhoun Community PD day was very positive with resources available that will impact our Athens district – notably PBIS support; onboarding of the transition to MI Virtual has begun; renaissance testing issues have been resolved; and he thanks the board for their support in getting acclimated to the district this year. He emphasized the importance of being pro-active in celebrating good choices, the guest speaker emphasized the positive impact administration and staff can make, we are aware of deficiencies in PLC’s especially Math and we will plan to develop PLC’s in other areas as well, and he will be having a conversation with MS/HS student council regarding cell phones – there is a campaign to adjust the cell phone policy.

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

See attached report. Highlights/additional information – a few of our boys earned all-conference honors in high school football; 1 high school cross-country runner qualified to run at the state finals meet, we had a couple girls all all-conference honors in high school volleyball! Daryl Dexter is our new varsity girls’ basketball coach; Ed Sybesma will be coaching middle school wrestling. Many schools in our conference do not have a girls’ JV basketball team. The league AD’s have agreed to allow Will Carleton School District into our conference. Upon board approval from all schools, they will be in the East Division; Hillsdale Academy and Jackson Christian will move to the West Division for VB and Basketball, and Burr Oak will move to the East Division.

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

See attached report. Highlights/additional information – Amy and William are each working on their School Improvement Team, which will lead to a District Improvement Team. Walter shared 2024 and 2025 SAT scores and stated we need to be above Michigan’s 45% goal to achieve excellence (the state goal is not good enough). And the PSAT cannot be compared.

President Knowles thanked Walter for the good information.

7. Action Items:

A. Policy Updates

MOTION: Move that the Board of Education accept this as the reading and approval of the following NEOLA policies; adopt po2210, po2266, po2412, po4162, po5120, po5460, po5517.01, po7540.02, po8300, po8305, po1422, po3122, po4122. Rescind the following policies in their entirety po7541, po1422.02, po1662, po3122.02, po3362, po4122.02, po4362. Approve technical corrections to the following policies po1623, po2260, po2260.01, po3123, po4123.

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

B. MOTION: Move that the Board of Education approve the Letter of Agreement with the MEA as presented.

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

8. Public Comment:

\* Lori Doubleday commented she is very impressed with 40 students receiving Math Intervention, with teachers seeing needs in PBIS, etc., and the board is doing a fabulous job. She suggested we should explore the possibility to collaborate with other ISD’s regarding an AG program.

\* Clifford Case mentioned the Calhoun County Fair will be the week of August 16, 2026 and asked if we can adjust our start date, as many of our students participate in the county fair.

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9. Board Comments:

\* BoE members are excited where the Strategic Planning will take us.

10. Adjournment

MOTION: Move the meeting be adjourned.

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

Time of adjournment: 8:29 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: December 15, 2025.