
GRAND LEDGE PUBLIC SCHOOLS
Board of Education

Regular Meeting – May 23, 2016

MINUTES

President Wacyk called the meeting to order at 6:00 p.m. She led those present in the Pledge of Allegiance.

ROLL CALL

Roll Call by Superintendent Brian Metcalf indicated the presence of ***Board Members***: Linda Wacyk, Jon Shiflett, Jay Bennett, Sara Clark Pierson, Kim Mulvenna, Brody Boucher and Beverly Winstanley. ***Central Office Administrators***: Brian Metcalf, Andy George, Steve Gabriel, Nancy Rasinske and Norma Schutzki ***Others in Attendance***: Ray Davis, Marty Froman, Melissa Mazzola, Mike Jessila, Jodi Simon, Mike Simon, Kathryn Simon, Don Glasgow, Carrie Glasgow, Teri Mulder, Lisa Huffman, David Huffman, Ameerah, Jim Froehle, Pat Gilbert, Stacy Dohm, Kristy Merignac, Jennifer Pippin, Lacy Ball, Erin Ellis, Candace Karrer, Susan Jackson, Mark Jackson, Tamela Jones, Hannah Rose, Joni Wygocki, Bri Dennis, Kellee Auge, Shivkumar Vishweshwaraiah, Rangamani Ramachandran, Jill Gleason, Connor Bennett, Kathy Jackson, Kate Kingsley, Amy Siebold, Annette Kelly, Katherine Gregory, Ellen Baribeau, Kris VandeGuchte, Mary Thompson, Jenny Thompson, Dave Klingbiel, Lisa Klingbiel, Darin Thelen, Bethany Thelen, Lindsey Grostefon, Greg Almy, Susan Sowle, Zachary Garfield, Tonya Rice, Carolyn Russell, Kelly Smith, Denise Dufort, Lauren Richardson, Jared Arking, Adrian Johnson, Melissa Young, Peter Ruark, Katie Grass, Teresa Dyer, Landon Myers, Sophia Ruark, Jackie Kilgore, Angie Vereecke, Kathy Brown, Scott Zulewski, Justin Heany, Martha Hoffman, Colleen Price, Liz Price, Beth Johnston, Shelby Logel, Michelle Oppenheim, Deborah McMartin-Finkel, Matt Bird, Deborah Diesen, Lori VanHoesen, Angela Lutz, Jennifer Soria, Joe Thomas, Julie Brunk, Teresa Marhofer, Chad Little, Theresa Abed, David Batz, Adam Bat, Meghan Ritchey, Ellie Olds, Maurica James, Michelle Hamilton, Morgan Lord, Deanna Evans, Curtis Evans, Madelyn Evans, RuthAnn Hancock, Kristy Welch, Dave Seibold, Michael Cordes, Lesley Lumbert, Lynsee Phillips, Marlene Promer, Anita Mills, Veronica Mills, Charles Mills, Steven Klingbiel, Karie Oberdenk, Andrea Dionise, Amy Heriford, Tony Heriford, Jackie Jancek, Jackie Boyd, Erin Ries, Mark Jones, Emma Smith, Melody Parsons, Joni Henretty, Kevin Mason, Jamie McKennon, Mitchell Krahuliz, Sam Sharland, Stephanie Dewey, Amy Ellsworth, John Ellsworth, Crystal VanWalsum, Erin Marsh, Henry Huelskamp, Nathan Foschka, Erin Snyder, Tracy Smith, Dana Schueller, Jaren Scoggins, Jennifer Bouck, Justin Kilgore, J. Marshall, Kim Browning, Danielle Nelson, Julie Alexander and Kim Manning.

APPROVAL OF AGENDA ITEMS

Motion by Mr. Bennett, seconded by Mrs. Winstanley for the Grand Ledge Public Schools Board of Education to approve the May 23, 2016 Agenda Items, as presented. The motion carried unanimously.

APPROVAL OF CONSENT AGENDA ITEMS

Motion by Mrs. Clark Pierson, seconded by Mr. Boucher for the Grand Ledge Public Schools Board of Education to approve the May 23, 2016 Consent Agenda Item, as presented.

Included on the Consent Agenda were the meeting minutes of the April 25, 2016 Regular Meeting and Closed Session and the Administrative Hiring of Sara Sutherland as the Executive Director of Special Services.

The motion carried unanimously.

Superintendent Metcalf advised the Dr. Norma Schutzki has announced that she will retire at the end of June 2016. The district went through a detailed hiring process to find Dr. Schutzki's successor and current Grand Ledge High School Principal Sara Sutherland rose to the top in each of the three rounds of interviews conducted.

ACADEMIC EXCELLENCE

A. Class of 2016 Top 25 Scholars

Grand Ledge High School Principal Sara Sutherland took a moment to thank the board for the opportunity to move forward but noted there is still work to be done at the High School. She then presented the Class of 2016 Top 25 Scholars to the board of Education.

The board honored the scholars with certifies presented to them, individually, by Board President Linda Wacyk and Superintendent Metcalf. They wished each of them well in all their future endeavors.

REPORTS

A. EATON RESA BUDGET

Eaton RESA Superintendent Cindy Anderson, in conjunction with the Eaton RESA Director of Business & Finance Janet Yachim, provided the board with a detailed overview of the proposed 2016-2017 budgets for the Eaton RESA including detailing their revenues and expenditures for their General Education, Special Education and Career & Technical Education proposed budgets.

Mrs. Mulvenna thanked them for coming and expressing this was a very thorough presentation and she appreciated their time.

Mr. Boucher asked for further clarification for the expansion of the special education program.

Superintendent Anderson advised shortly after she joined the RESA they held the first meeting of the special education funding committee looking at program needs, unmet student needs, throughout the RESA. Next year, the RESA will be operating two new center based programs for students with high intensity and severe needs. There will also be a program for pre-school and kindergarten students on autism spectrum disorder that will be housed at the Galewood School Building in Charlotte.

Mrs. Clark Pierson advised that Superintendent Anderson has a quiet demeanor, but she is a reliable, solid and forward thinking person. She noted she took on Eaton RESA at the lowest

point in its history and has worked at an incredible pace and has really taken to listening to the local districts. She noted she believes that with Superintendent Anderson and Janet Yachim at the helm, the RESA will have reliable financial statements, will optimize the revenue they receive and the services they provide with an accountable and traceable allocation of their resources. In closing she noted she is looking forward to the next year or two, not just in accountability of financial allocation, but also in the delivery of programs.

B. PRESIDENT'S REPORT

- a. **Capitol Connections Report** - Mr. Bennett consensus revenue estimation conference. Came in below what they were projecting. Projected increases we were seeing might not come to fruition. Modify MMC as it related to the visual arts and foreign language. In closing he noted the MASB and MASA Legislative conference will take place on May 31 and he will be attending with Superintendent Metcalf.
- b. **Eaton RESA Report** – Mrs. Clark Pierson advised she had nothing further to report that what was presented by the Eaton RESA.
- c. **Grand Ledge Education Foundation** – Mr. Bennett 5K on June 18th. He noted at the last meeting of the Foundation they received a presentation from one of the members of the Mason Education Foundation for a new and exciting fundraising event that will help build the endowment funds for the GL Education Foundation and more details will be forthcoming.
- d. **Grand Ledge Parks & Recreation Committee** – Mr. Boucher advised they are moving forward on the riverfront property with more discussion at the upcoming meeting so he will have more to report on that at the next meeting.

B. Superintendent's Report – Superintendent Metcalf congratulated the Top 25 scholars, noting their parents and our staff should be proud of each of our students and all their many accomplishments. He advised there are several events coming up including the Cruise in for Kids car show fundraising event at Neff on May 25th, which goes to support our local Blessing in a Backpack program. Also supporting the Blessing Blessings in a Backpack program the Caring Neighborhood Golf Outing will take place on June 4th at Centennial Acres. Then, as Board Secretary Bennett mentioned, on June 18th the Josh Spalsbury Memorial 5K Comet Chase, which supports the efforts of the Grand Ledge Education Foundation, and last but certainly not least, as is customary, on June 3rd, the Class of 2016 graduation ceremony will take place at the MSU Breslin Center starting at 7:00 pm.

PUBLIC COMMENT ON NON-AGENDA ITEMS

Grand Ledge Public Schools employee and GLEA Crisis Team Leader John Ellsworth addressed the board regarding the recent tentative agreement being voted down by the teachers noting the ratification process in an integral part of the process. He encouraged everyone to learn from this noting that Grand Ledge teachers prioritize student-learning conditions over the pay increase. Learning conditions, planning time, teacher aids, class size are of the utmost importance. He further encouraged everyone to listen, listen to the teachers, and listen to the community. Apply these lessons. Do not make a financial spin not a part of those sessions. In closing he

encouraged everyone work toward a reasonable contract and that everyone listen to each other.

Community member and Frontier employee Mike Jusela addressed the board regarding a recent technology RFP.

Community member Pat Gilbert spoke to the board regarding the teacher contract.

Community member Scott Zuleski addressed the board regarding the teacher contract.

GLHS student Marcus Jackson spoke to the board about teacher planning time and expressing his support for the Grand Ledge teachers.

GLHS student Steven Klingbiel addressed the board in support of the Grand Ledge teachers and teachers having planning periods.

GLHS student Jake Setknicky addressed the board expressing his support of the Grand Ledge teachers.

Community member Kristy Merignac addressed the board commending the Top 25 scholars but noting that not one of those students is going into teaching. She further spoke in support of having teaching assistants in the elementary classrooms. She read statements from a few kindergarten students expressing how much they like their teacher assistants. She encouraged everyone to come up with a solution to this problem.

GLHS student Landon Myers thanked the board for recognizing the Top 25 scholars noting he wouldn't be here without our past and present teachers and now he stands here to return that support to the teachers.

Community member Theresa Abed addressed the board in support of the Grand Ledge teachers noting there are hard decisions to be made with the dramatic cuts in education funding.

Community member Teresa Marhoffer told the board a story about her son whom at 10 years old came to her after being moved around through several homes and commending he teachers who helped her son graduate in 2012 noting teachers deserve respect.

Community member Kate Kingsley addressed the board asking what the community can do, how can they help, how can they fix this, and how do we make it better?

Community member Susie Jackson shared a story about her son who spoke earlier to the board. Noting he had severe panic attacks, anxiety, depression, noting not so much anymore. She thanked the teachers who made it possible. In closing she expressed how she feels it is so important for teachers to be able to decompress and plan.

Grand Ledge teacher Kelle Auge addressed the board expressing she doesn't know if she wants her children to go to Grand Ledge Public Schools now. In her heart, she wants it here, but with the decline she doesn't know if that is in the best interest of her child. She thanked Mrs. Winstanley for her comments at the last meeting.

OLD BUSINESS

A. Approval of Eaton RESA 2016-17 Proposed Budget Resolution

Motion by Mrs. Mulvenna, seconded by Mr. Boucher for the Grand Ledge Public Schools Board of Education to approve Eaton RESA 2016-17 Proposed Budget Resolution, as presented.

ROLL CALL VOTE

Mr. Boucher	<u>Yes</u>	Mr. Shiflett	<u>Yes</u>
Mr. Bennett	<u>Yes</u>	Mrs. Winstanley	<u>Yes</u>
President Wacyk	<u>Yes</u>	Mrs. Mulvenna	<u>Yes</u>
Mrs. Clark Pierson	<u>Yes</u>		

The motion carried unanimously.

NEW BUSINESS

A. Approval of the Payment of Sinking Fund Invoices

Motion by Mr. Shiflett, seconded by Mr. Boucher for the Grand Ledge Public Schools Board of Education approve the payment of Sinking Fund Invoices in the amount of \$7,973.38, as presented

The motion carried unanimously with member Sara Clark Pierson abstaining from the vote in accordance with MCL380.4203.

B. Approval of Resolution to Set Terms of Office

Motion by Mr. Bennett, seconded by Mrs. Winstanley for the Grand Ledge Public Schools Board of Education approve the Resolution Setting Board Member Terms of Office, as presented.

Mrs. Clark Pierson advised that this resolution will begin the process to change the terms of office for members of the board of education from four (4) to six (6) years terms. She clarified this does not lengthen the term of office for any member currently serving on the board.

ROLL CALL VOTE

Mrs. Mulvenna	<u>Yes</u>	Mrs. Clark Pierson	<u>Yes</u>
Mr. Boucher	<u>Yes</u>	Mr. Shiflett	<u>Yes</u>
Mr. Bennett	<u>Yes</u>	Mrs. Winstanley	<u>Yes</u>
President Wacyk	<u>Yes</u>		

The motion carried unanimously.

C. Approval of Curriculum Purchase

Motion by Mr. Boucher, seconded by Mr. Bennett for the Grand Ledge Public Schools Board of Education approve the Curriculum Purchase, as presented.

Assistant Superintendent for Academic Services advised this is to purchase new World Language curriculum. He noted this curriculum has been reviewed and approved by the Curriculum Council and is part of MMC requirements. Current materials are quite old, mid to late 90's. Material is outdated. Looking at upgrading those materials. All foreign language teachers in the district, proposed we go with EMC, allowed us room for growth. Hard copies as well as electronic copies, classroom sets for textbooks, 6-year licensing for all the classrooms. EMC allows us to differentiate materials across the courses. This will bring the material in for the start of next year and will include professional development for all the world language teaching staff. Colleges are beginning to require 2-years of foreign language.

The motion carried unanimously.

D. Approval of Bus Purchase

Motion by Mrs. Winstanley, seconded by Mr. Boucher for the Grand Ledge Public Schools Board of Education approve the Bus Purchase, as presented.

Assistant Superintendent for Human Resources and Operations advised this will replace buses that are in need of many repairs and it is fiscally unsound to continue to repair these buses. He advised that buses must pass a Michigan State Police inspection every year and if a bus is "red tagged" it can no longer be used in the fleet.

Mrs. Clark Pierson advised it is important for people to understand that Grand Ledge has one of the largest districts in the area. It used to be there was legislation that provided funds to help offset costs for providing transportation to its students, however, that has been eliminated and now the district must pay for this service out of our general fund, which is classified as non-instruction costs, so Grand Ledge who already has one of the lowest costs for administrative services, but one of those administrative costs is bussing. Our district stretches more than 100 square miles, while a district like DeWitt that is 11 square miles has more money in its general fund to put into the classroom. A district like Okemos is in the same realm as DeWitt while transportation is a mammoth cost for this district and why I have, in the past, made motions to eliminate busing. We could just be a smaller district and just serve the students who can get here. She noted this is not a very palatable option and she didn't like her own motion, but she thought it was time to think about drastic measures because that is where Grand Ledge is. She continued that Grand Ledge doesn't have the luxury that district's like DeWitt and Okemos have. So, she noted, tonight we are going to buy buses because we have to get our students to school and this is going to be seen as an administrative costs for this district and the legislation should change. If we have someone here tonight that is considering running for office this is something that they need to change, because it is unfair to treat a district like ours on the same playing field as a district like DeWitt or Okemos.

The motion carried unanimously.

E. Approval of Business Office Software Purchase

Motion by Mrs. Mulvenna, seconded by Mrs. Winstanley for the Grand Ledge Public Schools Board of Education approve the Business Office Software Purchase, as presented.

Chief Financial Officer Nancy Rasinske advised the current business office software is 23 years old. She noted the software has served us well, but it is not keeping up with the requirements in this day and age. She noted this software is not just used by the business office, but by the building secretaries and building principals. She advised the current software is not easy to download into an Excel spreadsheet or when trying to submit state required reports which reduces the efficiencies of the business office and district as a whole. She advised the district worked with Plante Moran and a selection committee comprised of business office personnel, human resources staff, technology staff, building secretaries and building principals, to look at work flow processes and best practice specifications. The Request for Proposals was sent to 14 vendors and four (4) responded. These four vendors were ranked and the top two vendors were brought in to present their software to the committee. After the presentation, the vendor chosen was Tyler Munis. In closing she noted this software is much needed, but the transition will not happen over night. Things will be in motion behind the scenes with transition starting in February 2017. The first payroll from the new software will be in April 2017. It will be a lengthy process that while we will be working with the vendor, a lot of the checks and balances will be done by the business office staff to ensure the accuracy of the system before we completely eliminate the current CIMS system.

The motion carried unanimously.

F. Approval of Technology Purchase

Motion by Mr. Bennett, seconded by Mrs. Mulvenna for the Grand Ledge Public Schools Board of Education approve the Technology Purchase, as presented.

Assistant Superintendent for Academic Services Steve Gabriel advised the board the district's current wireless infrastructure is struggling when you take into account the classroom instruction that is going on throughout the buildings on a daily bases and then add in the increased use of cell phones, wireless keyboards and mouses and online state testing requirements to name a few. This will update the wireless infrastructure throughout the district. A Request for Proposals did go out and the product before you for consideration is the best product for the needs of the district in terms of cost and the quality of the product.

The motion carried unanimously.

G. Approval of Utility Tractor Purchase

Motion by Mrs. Mulvenna, seconded by Mr. Bennett for the Grand Ledge Public Schools Board of Education approve the Utility Tractor Purchase, as presented.

Assistant Superintendent for Human Resources and Operations Andy George advised this utility tractor will replace the current tractor that is over 21 years old and the district can no longer get parts to repair it. If it breaks, we can't mow grass. This will give the district a tractor and a mower and will serve the district better.

The motion carried unanimously.

PUBLIC COMMENT FROM THE AUDIENCE ON AGENDA ITEMS

John Ellsworth advised the board that he understand they have information in front of them but “As Presented” does not provide information as to the to the cost of each item that was approved for purchase tonight.

COMMENTS FROM THE BOARD AND STAFF

Assistant Superintendent for Academic Services Steve Gabriel advised the approximate cost of the World Language curriculum is \$270,000.

Chief Financial Office Nancy Rasinske advised the General Ledger Software is will cost \$287,000. She noted if it last another 23 years it is a good investment.

Assistant Superintendent for Human Resources and Operations Andy George advised each bus will cost \$90,000 and we will be purchasing four (4) buses and the utility tractor is valued at \$56,000, which is less than the \$75,000 it would have cost the district for just a mower.

Assistant Superintendent for Academic Services Steve Gabriel advised the cost for the wireless infrastructure updates is \$310,000 and includes over \$150,000 in rebates.

President Wacyk advised these were all budgeted purchases. And Chief Financial Officer Nancy Rasinske reiterated that all of these purchases have been included in all the budget presentations that have been made to the board throughout this fiscal year as they were expenses the district new were coming.

Assistant Superintendent for Academic Services Steve Gabriel congratulated the Top 25 scholars noting as the former High School principal he had the pleasure to see these students for their first three years of their high school career and it is awesome to see where they are going now. He further explained the formula for determining the Top 25 is based on a combination of the student’s GPA and ACT scores and has been used for approximately the last 12 years. He further advised that all of the scholars had an ACT score of 30 or higher and five or six that had a score of 34 – 35 on their ACT scores.

Trustee Mulvenna congratulated Sara Sutherland on her appointment to the Executive Director of Special Services noting she has “big shoes to fill”. Dr. Schutzki has done a fabulous job for the district over her tenure.

Trustee Boucher congratulated the top 25 scholars noting that three of them are students of state troopers noting he is hopeful the Boucher boys can live up to that type of scrutiny.

Trustee Clark Pierson also congratulated all of our graduates expressing it is nice for the student to see their day-to-day hard work pay off. She also mentioned it is nice to see seven of the graduates headed to the University of Michigan, her alma maître, noting when she attended GLHS in 1971 and went to the counseling office, they didn’t give out applications for the University of Michigan. In closing she remarked it is nice to see the wide variety of universities that our students will be attending.

Secretary Bennett congratulated all the seniors and noted he is looking forward to graduation.

Trustee Winstanley congratulated all the students along with their parents and teachers noting she too is looking forward to graduation.

President Wacyk noted the topic tonight leaned heavily again toward contract negotiations as it has, rightly so, in last several months so I have a prepared statement behalf of the board:

“We are disappointed that the union turned down the tentative agreement. It was an agreement that I believe the board would have supported, because it invested in our teachers and in our district. Specifically, the agreement would have provided the following:

- 1. More pay. The agreement moved teachers to a new pay scale that paid the top teachers among the highest wages in the county, and the region. We believe that investing in our more experienced and high performing classroom teachers was money well spent, even in these tough economic times.*
- 2. More consistency. This agreement guaranteed every effective teacher a pay raise for three years.*
- 3. Class size solution. This contract paid a bonus to elementary teachers with over 28 students in their class. This was a request from the Association.*
- 4. Parapro support. The contract continued to allow extra parapro support for elementary classrooms, unless it was economically not feasible.*
- 5. Reduced work on planning time. This contract reduced the district’s ability to assign teachers to teach on planning, and eliminated teaching on planning time all together when the fund equity was higher than 9%. Our auditor recommends we maintain fund equity between 12% and 15%. This provision motivated labor and management to support fiscal health of our district in a very reasonable manner.*
- 6. More pay for work on planning. The agreement significantly increased compensation for those teaching on planning. A teacher teaching on planning time for 3 trimesters would earn an extra \$6,000 per year.*

While the board addressed the union’s asks; the board gave up several of its requests such as:

- 1. More instructional time each day for kids*
- 2. More instruction days each year for kids*

We have concerns about the Association’s good faith, but we remain hopeful that both parties will problem solve at the next mediation, and that everyone will focus on solutions that are good for our community and that are in the best interests of the children we serve.”

Thank you for listening.

CLOSED SESSION – Negotiations

Motion by Mr. Boucher, seconded by Mrs. Mulvenna for the Grand Ledge Public Schools Board of Education to move into Closed Session for the purpose of discussing Negotiations Strategies, as per Section 8(c) of the Open Meetings Act, PA 267 of 1976.

ROLL CALL VOTE

Mrs. Winstanley	<u>Yes</u>	President Wacyk	<u>Yes</u>
Mrs. Mulvenna	<u>Yes</u>	Mrs. Clark Pierson	<u>Yes</u>
Mr. Boucher	<u>Yes</u>	Mr. Shiflett	<u>Yes</u>
Mr. Bennett	<u>Yes</u>		

The motion carried unanimously at 7:54 p.m.

RECONVENE IN OPEN SESSION

The meeting reconvened in Open Session at 8:34 p.m.

APPROVAL OF EMPLOYEE CONTRACT

A. IUOE Local 547 – Bus Drivers

Motion by Mr. Shiflett, seconded by Mr. Boucher for the Grand Ledge Public Schools Board of Education to approve the employee contract with the IUOE Local 547 – Bus Drivers, as presented. The motion carried unanimously.

FLOOR MOTION

Motion by Mr. Shiflett, seconded by Mr. Bennett for the Grand Ledge Public Schools Board of Education to authorize the Thrun Law Firm to file unfair labor practice charges against the Grand Ledge Education Association (GLEA) for failing to negotiate in good faith, because their negotiation team lacked authority to negotiate, and for regressive bargaining.

ROLL CALL VOTE

Mrs. Winstanley	<u>YES</u>	President Wacyk	<u>YES</u>
Mrs. Mulvenna	<u>YES</u>	Mrs. Clark Pierson	<u>YES</u>
Mr. Boucher	<u>YES</u>	Mr. Shiflett	<u>YES</u>
Mr. Bennett	<u>YES</u>		

The motion carried unanimously.

FLOOR MOTION

Motion by Mrs. Clark Pierson, seconded by Mr. Bennett for the Grand Ledge Public Schools Board of Education to move into Closed Session for the purpose of discussing the purchase of real property as per Section 8(d) of the Open Meetings Act, PA 269 of 1976.

ROLL CALL VOTE

Mrs. Winstanley	<u>Yes</u>	President Wacyk	<u>Yes</u>
Mrs. Mulvenna	<u>Yes</u>	Mrs. Clark Pierson	<u>Yes</u>
Mr. Boucher	<u>Yes</u>	Mr. Shiflett	<u>Yes</u>
Mr. Bennett	<u>Yes</u>		

The motion carried unanimously at 8:36 p.m.

RECONVENE IN OPEN SESSION

The meeting reconvened in Open Session at 8:45 p.m.

ADJOURNMENT

The meeting adjourned at 8:46 p.m.

Respectfully Submitted:

Attest:

Jay Bennett, Secretary

Linda Wacyk, President