

SALINE AREA SCHOOLS
BOARD OF EDUCATION MEETING

MINUTES
May 8, 2007

The Regular Meeting of the Board of Education of the Saline Area School District was held on Tuesday, May 8, 2007, in the Board Conference Room at Historic Union School.

Board Members present: Trudy Driscoll, Lisa Slawson, Kim Van Hoek, Art Trapp, Dave Phillips, Bari Livsey, and Paul Hynek

Central Administrators present: Beverley Geltner, Nancy Brenton, Betty Rosen-Leacher, and Tom Wall

Others present: Steve Laatsch, Carl Spina, Julie Harsh, Ann Callan, Kitty Coryell, Karen Youngblom and daughter, Jennifer Miller, Jase Wholehan, Jim Letcher, Tim Heim, Sarah Slater, Kathy Patten, Judy Fritts, Marilyn Clark, Tina D'Andrea-Conlon, David Medley, David Friese, Sheila Light, Brian Cox of The Saline Reporter, six high school students, and several community members

I. **CALL TO ORDER** of the Regular Meeting of May 8, 2007, by President Driscoll at 7:01 p.m.

II. **PLEDGE OF ALLEGIANCE**

III. **ITEMS OF INTEREST AND INQUIRY**

President Driscoll read and signed the *National Teacher Day 2007* Proclamation and presented it to Tim Heim, President of the Saline Education Association.

A. Public

- SEA President Tim Heim asked whether grievances would be heard at the meeting as they were not listed on this evening's agenda. Deputy Superintendent Brenton replied, "Yes" - the board will be asked to approve revisions to the agenda.

B. Administration

- Assistant Superintendent Rosen-Leacher shared information about the *Critical Friends Group* – her and Naomi Norman serve as co-facilitators and participants are Jean Durst, Sean Enright, Jody Gielinski, Steve Laatsch, Sheila Light, David Raft, Les Sharon, and Jess Stevenson.

What is a Critical Friends Group – a professional learning community consisting of 8-12 educators; come together voluntarily once a month for two hours; members are committed to improving their practice through collaborative learning.

Why Critical – meaning "important", "key", "essential", or "urgent", such as "critical care"; group of educators are critical to one another and their success.

How did the idea of CFG develop – in 1994, The Annenberg Institute for School Reform designed an approach to PD focused on practitioner and what will improve student learning; National School Reform Faculty in Bloomington, Indiana, coordinates training of coaches. NSRF has Mission Statement and seven Core Beliefs.

CFG's are designed to create a professional learning community; make teaching practice explicit and public by "talking about teaching"; help people involved in schools to work collaboratively in democratic, reflective communities; establish foundation for sustained professional development based on spirit of inquiry; provide context to understand work with students, relationships with peers, and thoughts, assumptions, and beliefs about teaching and learning; help educators help each other turn theories into practice and standards into actual student learning; improve teaching and learning!

PLC are enhanced when there is openness to improvement; trust and respect; a foundation in knowledge and skills of teaching; supportive leadership; socialization or school structures that encourage sharing of school's vision and mission.

Members of CFG focus on questions that are both global and specific to their practice (i.e., what important tasks can't my students accomplish; why can't they accomplish these tasks; what have I done in past to address this issue; how can we help my students accomplish this task).

CFG members work together to develop shared norms and values; focus on student learning; make their practice public; engage in reflective dialogue and collaborative work; inquire into, analyze, and reflect upon student work.

CFG members use their own insights and experiences to deal with issues and dilemmas related to student learning; look closely at and learn from student work/student learning data; conduct peer observations and debrief; learn from print and other text; look at and reflect upon teacher/educator work.

Protocols are agreed upon guidelines for conversation; are vehicles for building skills and culture necessary for collaborative work; using protocols allows group to build trust by actually doing substantive work together; protocols create structures that make it safe to ask challenging questions of each other; participants gain differing perspectives and new insights; allows for us to have an in-depth, insightful conversation about teaching and learning.

Saline Area Schools – CFG: nine administrators with WISD facilitator; participating as CFG for purpose of experiencing process; August 2007 – coaches training for 15 administrators/ teachers (not yet selected); 07-08 begin to put into practice this model as framework for professional learning together.

(7:16 p.m. - The required Board member attendance check was conducted. Absent – None.)

- Superintendent Geltner thanked Assistant Superintendent Rosen-Leacher and CFG members for their participation in this professional learning community – a powerful group, sharing expertise and tackling dilemmas.
- Superintendent Geltner congratulated Jean Durst on being appointed Executive Director of High School Community Relations and Student Affairs. Jean's position as High School Principal has been posted. Inquiries are coming from inside and outside.
- Superintendent Geltner reminded everyone of the two sessions scheduled on Wednesday, May 9, 9:30-11:00 a.m. and 7:00-8:30 p.m., for the Community Seminar on Students and Internet Safety. She shared a story to help emphasize how important it is to inform parents so that they can monitor their children's use of technology.

C. Board of Education Members

- Trustee Trapp shared that he visited “Sun City” hosted by Mrs. Tew’s 4th Grade Classroom at Pleasant Ridge. He enjoyed both last year’s and this year’s visit and made a special purchase this year.
- President Driscoll reminded everyone that the school board and millage election was taking place and encouraged those who had not voted to do so before the polls closed. She also asked the board candidates, who were seated in the audience, to stand and introduce themselves – David Friese, David Medley, Sarah Slater.
- Trustee Hynek reminded everyone to attend the District Art Show on Friday, Saturday, and Sunday. He also commented on how much he enjoys reading Superintendent Geltner’s “Monday Morning Highlights”.
- Trustee Livsey inquired about last Saturday’s Prom. Superintendent Geltner replied that it was a great success (wonderful) and thanked sponsors Ann O’Harris and Natalie Cort for all of their hard work.
- Vice President Slawson said that she would be attending the planning session for the May 21 Legislative Breakfast. She will be attending the breakfast along with Superintendent Geltner, Secretary Van Hoek, and Trustees Trapp and Livsey.

IV. REVISIONS/APPROVAL OF AGENDA

President Driscoll and Superintendent Geltner requested that the agenda be revised to reflect that VI. ACTION ITEMS are considered in the following order: **A.** Technology Bid Awards, **B.** Music Overages Grievance, and **C.** Grievances Hearing (SEA Coaches’ Salaries [Schedule B-3]; Negotiated Hourly Rate; Extra-Service Duties Scale [Schedule B-1]).

MOTION by Lisa Slawson, seconded by Dave Phillips, to approve the agenda as revised.
MOTION CARRIED. Ayes – all present.

V. SCHEDULED REPORTS/PUBLIC STATEMENTS - None

VI. ACTION ITEMS

A. Technology Bid Awards

Assistant Superintendent Rosen-Leacher and Technology Director Coryell provided the board with the details of the bid awards. Audio enhancement in K-1 classrooms has been very successful; project now includes Grades 2-8. Secretary Van Hoek commented that Pre-Kindergarten research shows that audio enhancement is a great learning tool.

MOTION by Art Trapp, seconded by Bari Livsey, to accept the recommendation of Plante & Moran and Technology Director Coryell to award the bid for the Audio Enhancement Project for Harvest, Heritage, Pleasant Ridge, and Woodland Meadows Elementary Schools to Northeast Electric in an amount not to exceed \$156,461.12, and the bid for audio enhancement of the current system at Saline Middle School to Sehi Computer Products in an amount not to exceed \$52,140.00. **MOTION CARRIED.** Ayes – all present.

B. Music Overages Grievance

President Driscoll and Deputy Superintendent Brenton reviewed with the board their discussion with the school district's legal counsel.

- Classes have been larger than 30 for a number of years.
- Contract language was reviewed.
- Legal counsel advised not to go back two years.
- Deputy Superintendent Brenton offered start of second semester.
- Administration has taken steps to remedy overages.
- Legal counsel said to go back to date of grievance.
- Prospective relief.

MOTION by Trudy Driscoll, seconded by Lisa Slawson, to grant prospective relief for the music overages and to deny retroactive pay past the first day of the second semester of this school year. **MOTION CARRIED.** Ayes – all present.

C. Grievances Hearing

1. Grievance Defined by President Driscoll

2. Presentation of Grievances (re SEA Coaches' Salaries [Schedule B-3], Negotiated Hourly Rate, and Extra-Service Duties Scale [Schedule B-1]) by Tim Heim, SEA President, and Jase Wholehan, Contract Manager for the SEA

- Mr. Heim and Mr. Wholehan requested that after a board decision is rendered on a grievance, a copy of that decision be given to SEA reps.
- Deputy Superintendent Brenton asked if the board meeting minutes would suffice; she will hand to them a copy of the April 24 minutes after the minutes are approved.
- Mr. Heim and Mr. Wholehan reviewed five past contracts to demonstrate how the "B" schedules had been previously addressed (see 50-page handout [pages from 1992-95, 1995-98, 1998-01, 2001-04, and 2004-06 contracts]).

3. Response to Grievances by Deputy Superintendent Brenton

- SEA Contract, Article III, A. – Compensation is a topic of negotiations for collective bargaining agreements.
- Signed Tentative Agreement – The agreement included two sheets stapled together. The front sheet summarized the changes and the back sheet summarized the cost. The final proposal included no increase in the B1 schedule, the coaching salaries, the hourly curriculum rate, or any other rates within the contract except for those on the TA.
- Superintendent Geltner, Assistant Superintendent Rosen-Leacher, and Assistant Superintendent Wall recall that Mr. Wall stated at least twice during the discussions in the final negotiations session that the proposals did not include increases for the "B" schedules or other compensation except as indicated on the cost sheet.
- Both the SEA and the Board ratified the new agreement based upon the changes specified on the TA.
- SEA Contract, Article III, D. – There is no obligation for either party to bargain on any topic covered by the agreement, even if one or both of the parties didn't have knowledge about it.

4. Questions from Board Members

- Board members asked several questions surrounding the issue that the “B” schedules in the contracts have been addressed in different ways.

5. Deliberation and Decision:

MOTION by Lisa Slawson, seconded by Paul Hynek, to deny the grievances as presented.
MOTION CARRIED. Ayes – all present.

VII. DISCUSSION ITEMS

A. Board Performance Appraisal

President Driscoll collected the completed appraisal forms from board members. She stated that the results will be shared at the May 22 board meeting. Also, the board will discuss the results in more detail at the board retreat this summer.

B. Preliminary Budget Presentation

Assistant Superintendent Wall did a *PowerPoint* presentation to bring board members up to date on the 2007-08 working budget.

- Listed inherent costs for next year.
- Listed possible significant budget changes for next year.
- Outstanding factors: conclusion of negotiations with ESP, SASAA, SASMA; retirement rate from 17.74% to 18.56% (or 16.72%; no increase in foundation allowance; decrease in student enrollment; marketing in schools; prorating of 06-07 state foundation grant; health insurance renewal rate for BCBS, for MEBS.
- Items for board discussion and direction: sinking fund (pending); *Schools of Choice*; privatization of selected services; high school transportation services; election date change; fees for services (athletics, extra-curricular, etc.); fund development.
- Timetable for adoption of budget: must be adopted by July 1, 2007; next year revenue will most likely not be decided by adoption deadline; notice in newspaper 7-10 days before budget hearing; budget hearing for public review prior to board action; adoption by board for June 12 or June 26.
- Trustee Livsey – Time for fundamental and structural changes.
- Trustee Trapp – Time to live within our means; City facing same challenges.
- Superintendent Geltner – State Superintendent Mike Flanagan stated, “Use fund balance for one-time state take-backs.”
- Board members chimed, “But, it’s not just one time.”
- Vice President Slawson – fiduciary duty.
- Trustee Hynek – School district would last two weeks on fund balance of 5%.
- Assistant Superintendent Wall – When dealing with utilities and self-insured programs (i.e., health), you budget the maximum and review it during the year if reductions are available.
- Superintendent Geltner – Talk sheet for each topic of discussion (see fourth bullet above); schedule on May 22 board meeting agenda.

VIII. CONSENT AGENDA

MOTION by Art Trapp, seconded by Bari Livsey, to authorize the following items as part of the Consent Agenda:

- A. Approval of the Minutes** of the Regular Meeting of April 24, 2007.
- B. Approval of Payment** of the General Fund Accounts Payable of May 8, 2007, in the amount of \$159,801.60.
- C. Acceptance** of the recommendation of Superintendent Geltner to appoint Scot Graden to represent the Saline Area School District on the Local Access TV Commission to complete the one-year term of Marvin Washington (commencing January 1, 2007 and ending December 31, 2007).

MOTION CARRIED. Ayes – all present.

IX. ACTION ITEMS – None

X. DISCUSSION ITEMS - None

XI. PUBLIC COMMENT - None

XII. ITEMS SCHEDULED ON NEXT AGENDAS

- Board Appraisal Results
- Discussion/Budget Items
- Closed Session/Legal Matters

(10:00 p.m. – *Break*)

XIII. CLOSED SESSION

MOTION by Paul Hynek, seconded by Lisa Slawson, to enter Closed Session of the Board of Education at 10:05 p.m., with the intent to re-enter Open Session at 10:30 p.m., for the purpose of discussion related to the sale of property. **MOTION CARRIED.** Ayes – all present.

(10:23 p.m. - The required Board member attendance check was conducted. Absent – None.)

RE-ENTER OPEN SESSION at 10:38 p.m.

XIV. POST-CLOSED SESSION ACTIONS - None

XV. ADJOURNMENT

MOTION by Lisa Slawson, seconded by Bari Livsey, to adjourn the Regular Board of Education Meeting of May 8, 2007, at 10:38 p.m. **MOTION CARRIED.** Ayes – all present.

Respectfully submitted,
Kimberly W. Van Hoek, Secretary
By: Marilyn S. Martin, Recording Secretary