

ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION SPECIAL MEETING

September 17, 2012

MINUTES

CALL TO ORDER

A Special Meeting, Open to the Public, of the Board of Education for the Rochester Community Schools, Rochester, Michigan was held on Monday, September 17, 2012, in the Rochester Community Schools Administration Center, 501 West University Drive, Rochester, Michigan. President Jennifer Berwick called the meeting to order at 7:00 p.m.

ROLL CALL

Members Present: Jennifer Berwick, Beth Talbert, Chuck Coutteau, Lisa Nowak, Jane Pierobon, Pat Piskulich

Members Absent: Gerald Moore with notice

Others Present: Tresa Zumsteg, Geraldine Moore, Beth Davis, Debbi Hartman, John Stoner, Irene Larson, Debi Fragomeni, Christine Keener and five visitors.

COMMUNICATIONS

- A. Secretary of the Board of Education** – Mr. Coutteau shared the following communications that the Board of Education received since the prior meeting: Paige Wickenheiser regarding the cleanliness of Rochester High School; and Laura Cassar regarding increased enrollment at Musson Elementary.
- B. Citizens Requesting Placement on the Agenda** - None
- C. Members of the Board of Education** – Mrs. Berwick shared that the Board of Education received a thank you card from the family of David Morgan; and a letter from Doug Hill, REA President, regarding the district hiring process.

NEW BUSINESS

- A. Letter of Resignation and Agreement between Fred Clarke and Rochester Community Schools** (Action Item) Mrs. Berwick

A motion was made to move the item to the table.

Moved by: Mr. Coutteau

Supported by: Mr. Piskulich

Mrs. Berwick asked Mr. Coutteau to read Mr. Clarke's letter of resignation (see below) and Mrs. Nowak read a summary of the agreement.

Board members,

As some members of the community know, I decided in the past few months to pursue employment opportunities outside this District. I appreciate the Board's willingness to work with me over the past several months while I have explored my options. However, in fairness to the District needing certainty about its future leadership, I am submitting my letter of resignation effective September 17th. I will continue to work with the District as a new interim team transitions into place.



Frederick C. Clarke

Mrs. Nowak's summary of Mr. Clarke's Agreement included the following:

Under the agreement Mr. Clarke will be paid for 35 vacation/leave days and will receive severance pay equivalent to the amount of salary he would have been paid if he had remained employed under his current contract until December 31, 2012, for a total of \$94,391, which includes salary and mandatory Social Security and Retirement contributions. The Board of Education has also agreed to cover the cost of health insurance coverage provided by the district for which Mr. Clarke is eligible under COBRA until June 30, 2013, or until Mr. Clarke obtains alternative employment and is eligible for health insurance with his new employer, whichever occurs sooner. The continuation of health coverage through June 30, 2013 is valued at \$10,796.

In the event that he has not obtained alternative employment by December 31, 2012 he will be paid an additional severance valued at \$75,747, which includes 2/3 of the salary he would have been paid if he had remained employed under his current contract until June 30, 2013, along with the mandatory Social Security and Retirement contributions.

Mrs. Berwick indicated that a portion of the agreement was missing when the document was scanned for the board packet (paragraph 8).

The Agreement stated:

8. Mr. Clarke acknowledges that, during his employment with the Board, he had access to certain confidential information regarding the Board, its educational operations, and student educational records. Mr. Clarke agrees that all confidential information imparted to him during his employment with the Board is considered confidential and/or proprietary information and may not be released by him, either directly or indirectly, to any person, firm, corporation,

Board members and/or Executive Team members shall make disparaging remarks on either side about the other.

The corrected Agreement will reflect the missing portion as shown below:

8. Mr. Clarke acknowledges that, during his employment with the Board, he had access to certain confidential information regarding the Board, its educational operations, and student educational records. Mr. Clarke agrees that all confidential information imparted to him during his employment with the Board is considered confidential and/or proprietary information and may not be released by him, either directly or indirectly, to any person, firm, corporation,

school district, or other entity. Further, it is mutually agreed that neither Mr. Clarke nor the District Board members and/or Executive Team members shall make disparaging remarks on either side about the other.

A motion was made for the Board of Education to accept Fred Clarke's Letter of Resignation and the Agreement between Fred Clarke and Rochester Community Schools as presented.

Motion carries: 6-0

B. Agreement between Tresa Zumsteg and Rochester Community Schools (Action Item) Mrs. Berwick

A motion was made to move the item to the table.

Moved by: Mrs. Talbert

Supported by: Mrs. Pierobon

Mrs. Berwick asked Mrs. Nowak to cover the financials of the Agreement. Mrs. Nowak's summary of Dr. Zumsteg's Agreement included the following:

Under the agreement Dr. Zumsteg will be paid a per diem of \$900.00 (September 18, 2012 until December 31, 2012) and \$650.00 (January 1, 2013 until June 30, 2013) for each scheduled day of work for 12-month central office administrators of the District, according to the District's calendar. Expenses include: travel reimbursement of up to \$1,000 per month, mileage at the IRS rate for automobile travel, including intra-district travel and beginning December 1, 2012, reimbursement for housing expenses of up to \$2,000.00 per month.

A motion was made for the Board of Education to approve the Agreement between Dr. Tresa Zumsteg and Rochester Community Schools as presented.

Motion carries: 6-0

Dr. Zumsteg, Interim Superintendent, stated she is honored to serve the students, parents, staff, community and the Board of Education for Rochester Community Schools.

ADDITIONAL BUSINESS

A. Citizens Present at the Meeting – None

B. Members of the Administration – Mrs. Moore wished Mr. Clarke well and welcomed Dr. Zumsteg to the district.

C. Members of the Board of Education – Mrs. Berwick appointed Mrs. Talbert, Ms. Nowak and Mr. Piskulich to the Board Superintendent Search Committee to work with School Exec Connect.

ANNOUNCEMENTS

Upcoming RCS Events

September 24, 2012 Board of Education Regular Meeting / Study Session, Administration Center, 7 p.m.

October 8, 2012 Board of Education Regular Meeting, Administration Center, 7 p.m.

ADJOURNMENT

A motion was made to adjourn the meeting at 7:16 p.m.

Moved by: Mrs. Talbert

Supported by: Mrs. Pierobon

Motion carries: 6-0

Respectfully submitted:

Christine Keener
Recording Secretary

Approved by:


Charles D. Gutter
Secretary, Board of Education