

ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

BOARD OF EDUCATION SPECIAL MEETING

August 30, 2012

MINUTES

CALL TO ORDER AND PLEDGE OF ALLEGIANCE

A Special Meeting of the Board of Education for the Rochester Community Schools, Rochester, Michigan was held on Thursday, August 30, 2012, in the Rochester Community Schools Administration Center, 501 West University Drive, Rochester, Michigan. President Jennifer Berwick called the meeting to order at 7:05 p.m. Board members led in the Pledge of Allegiance.

ROLL CALL

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

Members Absent: None

Others Present: Fred Clarke, Geraldine Moore, Dan Romzek, Beth Davis, Debbi Hartman, Doug Hill, Christine Keener and approximately 3 visitors.

COMMUNICATIONS

A. Secretary of the Board of Education – Mr. Coutteau indicated that there were no communications received since the previous meeting.

B. Citizens Requesting Placement on the Agenda – None

C. Members of the Board of Education – None

REPORTS

A. Human Resources Recommendations (Action Item) Ms. Davis

Ms. Davis, Executive Director of Human Resources, presented the following recommendations:

NEW TEACHER HIRES

Daniel Amore, Social Studies Teacher, Van Hoosen Middle School

Erin Clinesmith, Kindergarten Teacher, Delta Kelly Elementary

Andrea Jarvis, Media Specialist, Long Meadow Elementary

Sharla Krasun, Media Specialist, Reuther Middle School

Angela Lowry, American Sign Language Teacher, Adams and Rochester High Schools

Stephanie Render, First Grade Teacher, North Hill Elementary

Jessica Wise, Social Studies Teacher, Rochester High School

INTERIM ASSISTANT PRINCIPALS

Casey Wescott, Interim Assistant Principal, Rochester High School

Eric Kausch, Interim Assistant Principal, Hart Middle School

A motion was made to approve the Human Resources recommendations as presented.

Moved by: Mr. Piskulich

Supported by: Mr. Coutteau

Motion carried: 7-0

NEW BUSINESS

A. Board of Education Regular Meeting of August 13, 2012 (Action Item)

Mrs. Talbert and Mr. Coutteau were absent with notice from the Board of Education Regular Meeting of August 13, 2012.

A motion was made to approve the Board of Education Regular Meeting Minutes of August 13, 2012.

Moved by: Mr. Moore

Supported by: Ms. Nowak

Ayes: Mr. Piskulich, Mrs. Pierobon, Mr. Moore, Ms. Nowak, Mrs. Berwick

Nays: None

Abstentions: Mr. Coutteau, Mrs. Talbert

Vote: 5-0-2

B. Board of Education Closed Meeting Minutes of August 13, 2012 (Action Item)

Mrs. Talbert and Mr. Coutteau were absent with notice from the Board of Education Closed Meeting of August 13, 2012.

A motion was made to approve the Board of Education Closed Meeting Minutes of August 13, 2012.

Moved by: Ms. Nowak

Supported by: Mr. Moore

Ayes: Mr. Piskulich, Mrs. Pierobon, Mr. Moore, Ms. Nowak, Mrs. Berwick

Nays: None

Abstentions: Mr. Coutteau, Mrs. Talbert

Vote: 5-0-2

C. Board of Education Closed Meeting Minutes of August 20, 2012 (Action Item)

Mr. Coutteau was absent with notice from the Board of Education Closed Meeting of August 20, 2012.

A motion was made to approve the Board of Education Closed Meeting Minutes of August 20, 2012.

Moved by: Mrs. Pierobon

Supported by: Ms. Nowak

Ayes: Mr. Piskulich, Mrs. Pierobon, Mr. Moore, Ms. Nowak, Mrs. Talbert, Mrs. Berwick

Nays: None

Abstentions: Mr. Coutteau

Vote: 6-0-1

D. Board of Education Regular Meeting Minutes of August 27, 2012 (Action Item)

Mr. Coutteau was absent with notice from the Board of Education Regular Meeting of August 27, 2012.

A motion was made to approve the Board of Education Regular Meeting Minutes of August 27, 2012.

Moved by: Mr. Piskulich

Supported by: Mrs. Talbert

Ayes: Mr. Piskulich, Mrs. Pierobon, Mr. Moore, Ms. Nowak, Mrs. Talbert, Mrs. Berwick

Nays: None

Abstentions: Mr. Coutteau

Vote: 6-0-1

E. Rochester Education Association (REA) Master Agreement (Action Item) Ms. Davis

A motion was made to approve the Master Agreement between the Rochester Education Association (REA) and the Rochester Community Schools Board of Education from September 1, 2012 to August 15, 2013 as presented.

Moved by: Ms. Nowak
Supported by: Mrs. Pierobon

Ms. Davis highlighted the Tentative Agreement reached on August 9, 2012 with the bargaining teams for the Rochester Community Schools (“the employer”) and the Rochester Education Association, REA, MEA.

The members of the respective bargaining teams included:

For the Employer:

Chief Negotiator, Gary King, Attorney, Keller Thoma Law Firm
Elizabeth Davis, Executive Director of Human Resources
Daniel Romzek, Assistant Superintendent for Business Affairs
Kevin Cumming, Principal, Adams High School
Amy Grande, Principal, University Hills Elementary School
Jeff Mozdierz, Director of Educational Technology and Information Systems

For the Association:

Eduarda Crain, Unit Director, MEA
Douglas Hill, President, Rochester Education Association
Colleen Devlin, Teacher
H.G. Schultz, Teacher
Colleen Winkler, Teacher

The former labor contract covers the period September 1, 2009 through August 31, 2012.

An article by article summary of the notable changes from the previous contract are detailed below. This is not a verbatim list of all changes to the labor contract, however the major changes are captured.

Contract Duration: 1 year, covering September 1, 2012 through August 15, 2013.

Articles 7, 8, 13 and 23 – Teacher Responsibilities and Professional Improvement

Several sections in these articles were changed to reflect the new after school building professional development that is being implemented in this new Agreement. The once-a-month staff meeting (currently in the contract) is being replaced with building professional development. In addition, teachers are required to attend five additional 1.25 hour professional development sessions outside the school day. These meetings are mandatory and part of the teacher’s contractual obligation. If they are unable to attend, they are responsible to obtain the information from the professional development session that was held in the building as well as make up the professional development time with a mutually agreed upon professional development activity.

This after school professional development is also in addition to the five (5) professional development days that are in the school calendar. (Four full days, plus two half days of Virtual Professional Development)

Article 25 – Benefit Protection

Health Insurance Effective September 1, 2012, all teachers who have district provided health insurance benefits will be required to pay 20% of the cost of those benefits as required under PA 152. Effective January 1, 2013, all teachers who wish to continue district provided benefits will move to the current “Choices Alternative #2 plan,” which is a Blue Cross Blue Shield PPO plan with a \$250 single/\$500 family deductible plan with 80% co-insurance and a \$1000 single/\$2000 family co-insurance maximum. Also effective 1/1/13, the Healthcare Reimbursement Account will increase from the current \$350 single/\$550 two person/\$750 family amount to \$500 single/\$750 two person/\$1000 family. Teachers will continue to pay 20% of the cost of these benefits.

There is a proposed constitutional amendment initiative that may be voted on in November that could effectively repeal PA 152 and therefore the district’s ability to collect the 20% contribution toward the cost of health insurance. However, the contract states that regardless of what happens with PA 152, the teachers will continue to pay the 20% contribution toward the cost of health insurance under the Agreement.

If a teacher does not have medical benefits through the Board, we have agreed that the amount paid in lieu of benefits will increase from \$160 per month to \$300 per month provided that 100 teachers opt out of health benefits and \$500 per month if 130 teachers opt out of the Board provided health insurance. Currently approximately 70 teachers opt out of Board provided health insurance. The number for purposes of this provision will be determined by the number of teachers who opt out during the open enrollment period in 2012 for benefits beginning January 1, 2013.

Vision Coverage Beginning as soon as practicable, the district will provide teachers with vision coverage under a self-funded Blue Cross Blue Shield vision plan. The plan sets forth co-pays and benefit limits for vision coverage.

Article 32 – Miscellaneous Provisions

Language was added to comply with the requirement of Public Act 4 of 2011 to the extent that it is or should become applicable, relating to the emergency manager provision that is required to be in all collective bargaining agreements. Essentially, it says that should an emergency manager be appointed under the Local Government and School District Fiscal Accountability Act, they may reject, modify, or terminate the collective bargaining agreement as allowed under the Act.

Article 35 – Formerly Special Conferences now Contract Maintenance Committee

The provision setting forth the establishment of “Special Conferences” to discuss teacher related issues, has been replaced with a Contract Maintenance Committee. This committee shall consist of four (4) teachers and four (4) administrators for the purpose of discussing contract administration matters arising under the collective bargaining agreement.

Article 40 – Duration of Agreement

The collective bargaining agreement will continue in to be effective from September 1, 2012 through August 15, 2013. However, the fact that the expiration date of this collective bargaining agreement is August 15th rather than August 31st will not impact a member’s eligibility for benefits for the period of August 15th through August 31st. This will alleviate the issue the district faced this year with the setting of the calendar and the contract expiration date in light of Public Act 54 and the payment of steps.

Salary Schedule A

For the 2012-2013 school year, teachers shall move up ½ step on the 2011-2012 salary schedule. Additionally, all teachers will receive a one-time \$750.00 (pro-rated for part-time) off-schedule payment in December 2012.

Salary Schedules B and D

There will be a freeze on the Salary Schedules B and D. There shall be no increase or advancement on the salary schedule for the 2012-2013 school year.

Schedule E – School Calendar

The school calendar for the 2012-2013 school year has one (1) more student day than the 2011-2012 school calendar. This is 175 days for secondary and 173 days for elementary.

The number of teacher days for the 2012-2013 school year remains the same in the school calendar (184), however there are an additional 6.25 hours of professional development required in the contract above last year's contractual obligation.

Letter of Understanding regarding the Prohibited Subjects of Bargaining

Attached to the Agreement would be a Letter of Understanding regarding the prohibited subjects of bargaining relating to those bargaining unit members who are subject to the Michigan Teacher Tenure Act as established by Public Act 103. With this Letter of Understanding we agree to put those areas of the contract that deal with layoff and recall, discipline and evaluation on the "shelf" and they would be unenforceable. The Board will then establish policy to govern these areas as they apply to bargaining unit members who are covered by the Teacher Tenure Act. Should PA 103 be repealed, or should a judge deem it to be unconstitutional and thereby unenforceable they would then become enforceable under the contract.

There are a number of additional provisions (mostly dealing with placement of teachers) which we do not agree are covered under PA 103 and therefore are prohibited subjects of bargaining. Therefore, the Letter of Understanding states that neither party is waiving its right to contend that such provisions either are or are not enforceable as a result of PA 103. In those areas, the district will make policy and the REA may grieve the impact or enforcement of that policy.

Finally, the Letter of Understanding states that it recognizes that PA 53 with regard to the deduction of dues has been enjoined by the US District Court and therefore the dues deduction provisions in the contract shall remain in full force and effect, until a final determination is made on the enforceability of the Act by the courts

Mr. Romzek highlighted below *The Fiscal Impact* regarding to the Tentative Agreement reached on August 9, 2012 with the bargaining teams for the Rochester Community Schools ("the employer") and the Rochester Education Association, REA, MEA.

Fiscal Impact

Implementing the 80%/20% health plan cost sharing effective September 1, 2012 will generate savings of \$1.8 million for the 2012/2013 year. This savings was built into the 2012/2013 budget. The additional costs associated with the one-time payment for all teachers, along with the half-step salary increments, and the addition of vision coverage are partially offset by the cost savings from the new higher deductible and higher co-pay health plan that goes into effect on January 1, 2013. These additional costs to the budget total \$1.7 million, which will result in a net overall cost savings of \$100,000 over the 2011/2012 year.

Board member discussion included miscellaneous provisions, Contract Maintenance Committee, the fiscal impact, the additional instructional day, professional development, health care and the bargaining team.

Jim Casazza, community member, shared his concerns regarding the Rochester Education Association (REA) Master Agreement and encouraged the Board to support the agreement.

Mrs. Berwick thanked both teams for their hard work on finalizing a contract before the start of the school year.

Motion was approved: 7-0

ADDITIONAL BUSINESS

A. Citizens Present at the Meeting – None

B. Members of the Administration – Mr. Clarke also thanked the negotiating teams for their hard work on finalizing a contract before the start of the school year.

C. Members of the Board of Education – Mrs. Talbert gave a report from the Board Transition Committee. The committee is working with School Exec Connect to seek an interim superintendent in the event Mr. Clarke accepts a position elsewhere. The Board will bring any candidates forward at a public meeting when the time comes.

Members of the Board commented on their tours of the buildings as they are being prepared for the first day of school. Tours have been favorable.

ANNOUNCEMENTS

Upcoming RCS Events

September 4, 2012 First Day of School for Students: Half-day K-5 and Full-day 6-12
September 10, 2012 Board of Education Regular Meeting, Administration Center, 7 p.m.
September 24, 2012 Board of Education Regular Meeting / Study Session, Administration Center, 7 p.m.

ADJOURNMENT

A motion was made to adjourn the meeting at 7:48 p.m.

Moved by: Mrs. Talbert

Supported by: Mr. Coutteau

Motion carried: 7-0

Respectfully submitted:

Christine Keener
Recording Secretary

Approved by:


Secretary, Board of Education