

# ROCHESTER COMMUNITY SCHOOLS

501 West University Drive, Rochester, Michigan

## BOARD OF EDUCATION REGULAR MEETING

August 27, 2012

### MINUTES

#### **CALL TO ORDER AND PLEDGE OF ALLEGIANCE**

A Regular Meeting of the Board of Education for the Rochester Community Schools, Rochester, Michigan was held on Monday, August 27, 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. Board members led in the Pledge of Allegiance.

#### **ROLL CALL**

Members Present: Jennifer Berwick, Beth Talbert, Lisa Nowak, Jane Pierobon, Pat Piskulich, Gerald Moore (via live audio feed)

Members Absent: Chuck Coutteau with notice

Others Present: Fred Clarke, Geraldine Moore, Dan Romzek, Beth Davis, Debbi Hartman, Debi Fragomeni, Dave Harwell, Irene Larson, Lori Hartnell, Doug Hill, Don Maskill, Christine Keener and approximately 4 visitors.

#### **COMMUNICATIONS**

**A. Secretary of the Board of Education** – Mrs. Talbert shared the following communications that the Board of Education received since the prior meeting: Rose Marie Polulak, Karl Doelle, Michelle Warner, Jennifer Blackburn, and Kristen Davidson regarding the Hugger Elementary principal position; Courtney Bourgoin regarding the transition of the superintendent; Jennifer Hunter regarding the “Go Green” registration packet; and Amy Schelesky regarding foreign language in the elementary school.

**B. Citizens Requesting Placement on the Agenda** – None

**C. Members of the Board of Education** – Mrs. Pierobon shared a communication she received from Megan Kreiter, Hugger parent, regarding over-crowding at Hugger Elementary and redistricting. Mrs. Talbert shared a communication she received from Jean Vickers regarding the transition of the superintendent and suggestions with a search.

#### **UNFINISHED BUSINESS**

**A. Board Policy 6215 Fiscal Planning – Fund Balance** (Action Item, Second Reading) Mr. Romzek

A motion was made to remove the item from the table.

Moved by: Mrs. Talbert

Supported by: Mrs. Pierobon

Motion carried: 6-0

A motion was made to approve the second reading of the Board Policy 6215 Fiscal Planning – Fund Balance as presented, at the Board of Education Regular Meeting on August 13, 2012.

Motion was approved: 6-0

## **REPORTS**

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

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

#### **NEW TEACHER HIRES**

David Arcangeli, French Teacher, Stoney Creek High and Hart Middle Schools  
Bonnie Backing, ECSE Program Teacher, Brewster Elementary School  
Lara Cornish, 3<sup>rd</sup> Grade Teacher, Delta Kelly Elementary  
Chelsea Flattery, Art Teacher, North Hill Elementary  
Lisa Fosnaugh, Science and E20/20 Teacher, Rochester and Adams High Schools  
Sarah Harcourt, 1<sup>st</sup> Grade Teacher, Delta Kelly Elementary  
Sean Jacobson, Language Arts Teacher, Hart Middle School  
Tara Karebian, ECSE Speech and Language, Baldwin Elementary  
Sarah Kimmel, 5<sup>th</sup> Grade Teacher, Brooklands Elementary  
Christina Larsen, Social Studies Teacher, Rochester High School  
Sarah McGinnis, Resource Room, Hampton Elementary  
Sarah Monroe, Social Studies Teacher, Rochester High School  
Lauren Murri, Kindergarten Teacher, University Hills Elementary  
Jessica Szczepanski, Math/LA Teacher, Reuther Middle School

#### **INTERIM ELEMENTARY PRINCIPAL**

Don Maskill, Hugger Elementary

#### **INTERIM ASSISTANT PRINCIPAL**

Wendy Darga, West Middle School

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

Moved by: Ms. Nowak

Supported by: Mrs. Talbert

Motion carried: 6-0

**B. Legislative Update** (Informational Item) – Mr. Clarke shared information about the retirement legislation which is awaiting the governor's signature. Ms. Davis reported that employees have been apprised of this change and will be given assistance in finding information to help them make their decisions by the end of October.

## **NEW BUSINESS**

### **A. Custodial, Maintenance, Grounds and Transportation Union, AFSCME Local 202 Master Agreement (Action Item) Ms. Davis**

A motion was made to approve the Master Agreement between the Custodial, Maintenance, Grounds and Transportation Union, AFSCME Local 202 and the Rochester Community Schools Board of Education from July 1, 2012 to June 30, 2013.

Moved by: Mr. Piskulich

Supported by: Mrs. Talbert

A motion to amend the motion to read Motion to approve the Master Agreement between the Custodial, Maintenance, Grounds and Transportation Union, AFSCME Local 202 and the Rochester Community Schools Board of Education from July 1, 2012 to June 30, 2015.

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

Ms. Davis highlighted the Tentative Master Agreement reached on August 14, 2012 with the bargaining teams for Rochester Community Schools (“the employer”) and the Rochester Custodial, Maintenance, Grounds and Transportation Union, A.F.S.C. & M.E., Local 202, Council 25. The August 14, 2012 session was the eighth session since formal bargaining commenced on May 16, 2012.

The members of the respective bargaining teams included:

For the Employer:

Elizabeth Davis, Executive Director of Human Resources  
Daniel Romzek, Assistant Superintendent for Business Affairs  
John Stoner, Director, Facilities and Operations  
Tim Fortin, Network Manager

For the Association:

Gary Shimer, Staff Representative, AFSCME, Council 25  
Jason Grant, Chapter Chair, Local 202, Council 25  
Ken Collins, Vice President, Local 202, Council 25  
Paul Burgess, Chief Steward, Local 202, Council 25  
Mike Cencich, Computer Technician  
Jeff Green, Head Grounds

The former labor contract covers the period July 1, 2009 through June 30, 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:** 3 years, covering July 1, 2012 through June 30, 2015.

**Article 2 – Employee Rights and Responsibilities**

The language was changed with regard to employees working when all District facilities are closed by the Superintendent for “act of God” days. In the past contract, all employees in this group, with the exception of bus drivers were required to report for duty, unless the Superintendent declared a district wide emergency and requested that all employees remain home. In the new agreement, all employees with the exception of those in the technology department are required to report on a snow day. This had been an issue in the past as buildings were not always open on these days and it was difficult for these employees to perform work.

Also, with regard to those required to work on these act of God days, we agreed that if hours of work are authorized past eight (8) hours of work, they will be paid at time and one half. In the past for those additional hours, employees were paid time and one half plus their regular rate of pay.

### **Article 6 – Representation**

The language in this section was changed to reflect the fact that the Custodial, Transportation, and Security departments no longer exist due to the outsourcing of the jobs in those departments. As a result, the union representation for those groups was eliminated from the agreement.

### **Article 7 – Seniority**

The probationary period for positions was changed from one hundred and eighty (180) calendar days to one hundred and twenty (120) work days. Additionally, the language was changed so that employees will be eligible for benefits after completion of sixty (60) work days, rather than ninety (90) calendar days. The amount of time is approximately the same, but it is easier to administer using work days.

### **Article 12 – Sick Leave**

The number of sick days that employees earn was increased from nine (9) to ten (10) days for twelve month employees and from seven (7) to eight (8) days for ten month employees. The district does not hire substitutes for this employee group when employees take a sick day, and as a result, there is not a financial burden associated with the additional day.

### **Article 13 – Overtime Pay and Premium Pay**

Language was added to the overtime provision that states that if an employee is called in early, the Supervisor may end the shift/work of any ground or maintenance employee after completion of twelve (12) continuous hours or the end of their normal shift. This will potentially save the district in overtime pay when grounds and maintenance employees are called in to plow snow in the winter. Under the current contract, these employees would get called in early and would work until the end of their regular shift, which could be more than twelve (12) hours.

### **Article 17 – Compensation**

The employees will receive a .75% increase in pay on the salary schedule for 2012-2013, and a 1.5% increase to the salary schedule for 2013-2014 and 2014-2015.

### **Article 18 – Benefit Protection**

Effective January 1, 2013, employees who are eligible for benefits will move from the current Blue Care Network HMO plan with a \$1000 single/\$2000 family deductible to the district's self-funded Blue Cross Blue Shield PPO plan with a \$1000/\$2000 deductible, annual co-pay maximum of \$1500 single/\$3000 family, \$250 emergency room co-pay (increased from \$50 currently), and a \$5/\$35/\$50 prescription drug co-payment (increased from \$5/\$35 currently). This plan change will generate a cost savings to the district and the employees over the current plan.

All employees hired or who become eligible for benefits on or after September 1, 2012, will be eligible for Board paid single subscriber only coverage. The employee will be eligible to purchase two-person or family coverage at the full increased cost of their benefit election over the single subscriber rate. This will be a future cost saving measure for the district.

A motion to approve the Master Agreement between the Custodial, Maintenance, Grounds and Transportation Union, AFSCME Local 202 and the Rochester Community Schools Board of Education from July 1, 2012 to June 30, 2015 as presented.

Motion was approved: 6-0

## **ADDITIONAL BUSINESS**

### **A. Citizens Present at the Meeting – None**

### **B. Members of the Administration**

Superintendent's Continuous Improvement Committee – Mr. Clarke, Superintendent, shared information from the committee discussion on August 23, 2012 including policy review, update on media centers and the August 30, 2012 Draft Board meeting agenda.

Superintendent's Curriculum Advisory Committee – Mrs. Moore, Assistant Superintendent for Instruction, shared information from the committee discussion on August 22, 2012 including focus schools, the Health Advisory Committee, a credit recovery program to assist potential drop out students and pyramid of intervention committee which will look at addressing student needs at the higher end of achievement.

Superintendent's Business, Operation and Support Advisory Committee – Mr. Romzek, Assistant Superintendent for Business Affairs, shared information from the committee discussion on August 8, 2012 including Munetrics which is a software product that will appear on the district website, the bond pricing for the 2012 refunding, an update on the contracted services transition progress and an update on the summer projects including carpet and roof replacement, installations at Hart for the Pre-K program, Board Policy 6215 and the bidding process for HR and finance software within Oakland County.

### **C. Members of the Board of Education**

Mrs. Berwick requested a motion to approve a Special Meeting, open to the public, on Thursday, August 30, 2012 at 7:00 p.m. in the Harrison Room at the Administration Center for the Master Agreement with the Rochester Education Association.

Moved by: Ms. Nowak  
Supported by: Mrs. Talbert  
Motion carried: 6-0

## **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 7:36 p.m.

Moved by: Mrs. Talbert  
Supported by: Mrs. Pierobon  
Motion carried: 6-0

Respectfully submitted:

Approved by:

Christine Keener  
Recording Secretary

Beth Talbert  
Secretary, Board of Education